

# Phoenix–Mesa–Glendale, AZ National Compensation Survey September 2009

---



U.S. Department of Labor  
Hilda L. Solis, Secretary

U.S. Bureau of Labor Statistics  
Keith Hall, Commissioner

May 2010

# Preface

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

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

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

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

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

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

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

# Contents

|  | <i>Page</i> |
|--|-------------|
| Introduction.....  | 1           |
| Tables:  |             |
| 1. Summary: Mean hourly earnings and weekly hours for selected worker<br>and establishment characteristics.....  | 3           |
| 2. Civilian workers: Mean hourly earnings for full-time and part-time workers<br>by work levels.....   | 4           |
| 3. Private industry workers: Mean hourly earnings for full-time and part-time workers<br>by work levels.....   | 10          |
| 4. State and local government workers: Mean hourly earnings for full-time and part-time workers<br>by work levels.....   | 15          |
| 5. Combined work levels for civilian workers: Mean hourly earnings for full-time<br>and part-time workers .....  | 17          |
| 6. Civilian workers: Hourly wage percentiles.....  | 22          |
| 7. Private industry workers: Hourly wage percentiles .....   | 25          |
| 8. State and local government workers: Hourly wage percentiles .....   | 28          |
| 9. Full-time civilian workers: Hourly wage percentiles .....   | 29          |
| 10. Part-time civilian workers: Hourly wage percentiles.....   | 32          |
| 11. Full-time civilian workers: Mean and median hourly, weekly, and annual<br>earnings and mean weekly and annual hours .....  | 33          |
| 12. Full-time private industry workers: Mean and median hourly, weekly, and annual<br>earnings and mean weekly and annual hours .....  | 37          |
| 13. Full-time State and local government workers: Mean and median hourly, weekly, and annual<br>earnings and mean weekly and annual hours .....                                      | 40          |
| 14. Size of establishment: Mean hourly earnings of private industry establishments<br>for major occupational groups.....   | 41          |
| 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual<br>earnings and mean weekly and annual hours for full-time private industry workers ..... | 42          |
| 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual<br>earnings and mean weekly and annual hours for full-time private industry workers .....    | 43          |
| 17. Union and nonunion workers: Mean hourly earnings for major occupational groups .....   | 45          |
| 18. Time and incentive workers: Mean hourly earnings for major occupational groups .....   | 46          |
| 19. Industry sector: Mean hourly earnings for private industry workers<br>by major occupational group .....  | 47          |
| Appendixes:  |             |
| A. Technical Note.....   | A – 1       |
| Appendix table 1. Number of workers represented by the survey .....  | A – 5       |
| Appendix table 2. Survey establishment response .....  | A – 6       |
| B. Standard Occupational Classification System.....  | B – 1       |

# Introduction

The tables in this bulletin summarize the NCS results for the Phoenix–Mesa–Glendale, AZ, Metropolitan Statistical Area (MSA). Data were collected between February 2009 and April 2010; the average reference month is September 2009. 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 (NCS) 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 NCS is in its third year of a six-year transition from a sample of areas based on the U.S. Office of Management and Budget (OMB) December 1993 area definitions to a new sample of areas based on the December 2003 area definitions. The NCS is phasing in new metropolitan and micropolitan areas as defined by OMB and county clusters defined specifically by BLS; at the same time, some areas under the December 1993 OMB definitions are being phased out of the sample.

## 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 earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Phoenix-Mesa-Glendale, AZ, September 2009**

| Worker and establishment characteristics               | Civilian workers |                                       |                                | Private industry workers |                                       |                                | State and local government workers |                                       |                                |
|--|------------------|---------------------------------------|--------------------------------|--------------------------|---------------------------------------|--------------------------------|------------------------------------|---------------------------------------|--------------------------------|
|  | Hourly earnings  |                                       | Mean weekly hours <sup>3</sup> | Hourly earnings          |                                       | Mean weekly hours <sup>3</sup> | Hourly earnings                    |                                       | Mean weekly hours <sup>3</sup> |
|  | Mean             | Relative error <sup>2</sup> (percent) |                                | Mean                     | Relative error <sup>2</sup> (percent) |                                | Mean                               | Relative error <sup>2</sup> (percent) |                                |
| <b>All workers</b> .....                               | \$19.50          | 2.8                                   | 36.3                           | \$18.77                  | 3.3                                   | 36.1                           | \$24.40                            | 4.0                                   | 37.4                           |
| <b>Worker characteristics<sup>4,5</sup></b>            |                  |                                       |                                |                          |                                       |                                |                                    |                                       |                                |
| Management, professional, and related .....            | 32.37            | 3.9                                   | 38.5                           | 33.17                    | 4.7                                   | 38.7                           | 29.95                              | 5.7                                   | 37.8                           |
| Management, business, and financial .....              | 34.27            | 4.2                                   | 40.2                           | 35.11                    | 4.0                                   | 40.4                           | 30.58                              | 15.7                                  | 39.4                           |
| Professional and related .....                         | 31.36            | 5.4                                   | 37.6                           | 32.00                    | 7.0                                   | 37.8                           | 29.74                              | 6.7                                   | 37.2                           |
| Service .....  | 11.69            | 3.1                                   | 33.1                           | 10.33                    | 2.2                                   | 32.5                           | 19.36                              | 3.6                                   | 36.8                           |
| Sales and office .....                                 | 15.80            | 2.5                                   | 35.4                           | 15.74                    | 2.7                                   | 35.2                           | 16.48                              | 8.7                                   | 38.0                           |
| Sales and related .....                                | 17.35            | 6.3                                   | 33.2                           | 17.41                    | 6.3                                   | 33.2                           | —                                  | —                                     | —                              |
| Office and administrative support .....                | 14.93            | 2.1                                   | 36.7                           | 14.71                    | 2.0                                   | 36.5                           | 16.71                              | 8.7                                   | 37.9                           |
| Natural resources, construction, and maintenance ..... | 16.18            | 9.2                                   | 38.5                           | 16.13                    | 9.5                                   | 38.5                           | 17.82                              | 4.9                                   | 39.5                           |
| Construction and extraction .....                      | 14.65            | 11.9                                  | 39.6                           | 14.63                    | 12.0                                  | 39.6                           | —                                  | —                                     | —                              |
| Installation, maintenance, and repair .....            | 18.02            | 10.2                                  | 38.1                           | 18.02                    | 10.9                                  | 38.0                           | —                                  | —                                     | —                              |
| Production, transportation, and material moving .....  | 15.06            | 7.6                                   | 38.1                           | 15.03                    | 7.9                                   | 38.3                           | 15.98                              | 13.6                                  | 32.0                           |
| Production .....                                       | 14.74            | 6.0                                   | 39.8                           | 14.74                    | 6.0                                   | 39.8                           | —                                  | —                                     | —                              |
| Transportation and material moving .....               | 15.28            | 11.4                                  | 36.9                           | 15.25                    | 11.9                                  | 37.2                           | 15.98                              | 13.6                                  | 32.0                           |
| Full time .....  | 20.58            | 3.0                                   | 39.6                           | 19.88                    | 3.5                                   | 39.6                           | 24.89                              | 3.9                                   | 39.3                           |
| Part time .....  | 11.24            | 5.7                                   | 22.1                           | 11.09                    | 6.0                                   | 22.4                           | 14.00                              | 10.5                                  | 18.5                           |
| Union .....  | 26.88            | 5.0                                   | 35.9                           | 27.80                    | 12.3                                  | 34.0                           | 26.19                              | 1.3                                   | 37.4                           |
| Nonunion .....   | 19.16            | 3.0                                   | 36.3                           | 18.57                    | 3.3                                   | 36.1                           | 23.97                              | 5.1                                   | 37.4                           |
| Time .....   | 19.23            | 3.0                                   | 36.3                           | 18.39                    | 3.4                                   | 36.1                           | 24.40                              | 4.0                                   | 37.4                           |
| Incentive .....  | 22.78            | 7.0                                   | 35.7                           | 22.78                    | 7.0                                   | 35.7                           | —                                  | —                                     | —                              |
| <b>Establishment characteristics</b>                   |                  |                                       |                                |                          |                                       |                                |                                    |                                       |                                |
| Goods producing .....                                  | ( <sup>6</sup> ) | ( <sup>6</sup> )                      | ( <sup>6</sup> )               | —                        | —                                     | —                              | ( <sup>6</sup> )                   | ( <sup>6</sup> )                      | ( <sup>6</sup> )               |
| Service providing .....                                | ( <sup>6</sup> ) | ( <sup>6</sup> )                      | ( <sup>6</sup> )               | 18.47                    | 3.3                                   | 35.5                           | ( <sup>6</sup> )                   | ( <sup>6</sup> )                      | ( <sup>6</sup> )               |
| 1-99 workers .....                                     | 16.35            | 4.7                                   | 35.5                           | 16.07                    | 4.9                                   | 35.4                           | 23.49                              | 6.7                                   | 38.9                           |
| 100-499 workers .....                                  | 21.06            | 5.5                                   | 36.6                           | 20.49                    | 5.8                                   | 36.8                           | 29.46                              | 19.2                                  | 34.4                           |
| 500 workers or more .....                              | 22.51            | 2.9                                   | 37.0                           | 21.98                    | 3.7                                   | 36.7                           | 23.61                              | 4.8                                   | 37.8                           |

<sup>1</sup> 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.

<sup>2</sup> 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.

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

<sup>4</sup> 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.

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

<sup>6</sup> Estimates for goods-producing and service-providing industries are published for private industry only. Industries are determined by the 2007 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 earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009**

| Occupation <sup>4</sup> and level                                | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|--|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|  | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>All workers</b> .....   | \$19.50 | 2.8                                   | \$20.58           | 3.0                                   | \$11.24           | 5.7                                   |
| <b>Management occupations</b> .....                              | 42.26   | 5.5                                   | 42.40             | 5.5                                   | —                 | —                                     |
| Level 7 .....  | 19.80   | 21.8                                  | —                 | —                                     | —                 | —                                     |
| Level 9 .....  | 31.39   | 4.8                                   | 31.39             | 4.8                                   | —                 | —                                     |
| Level 10 .....   | 57.82   | 19.0                                  | 57.82             | 19.0                                  | —                 | —                                     |
| Level 11 .....   | 42.35   | 15.8                                  | 42.35             | 15.8                                  | —                 | —                                     |
| Level 13 .....   | 66.54   | 3.4                                   | 66.54             | 3.4                                   | —                 | —                                     |
| Not able to be leveled .....                                     | 47.82   | 10.6                                  | 47.82             | 10.6                                  | —                 | —                                     |
| General and operations managers .....                            | 49.01   | 14.7                                  | 49.01             | 14.7                                  | —                 | —                                     |
| Financial managers .....   | 38.53   | 8.5                                   | 39.08             | 6.8                                   | —                 | —                                     |
| Level 9 .....  | 30.47   | 2.6                                   | 30.47             | 2.6                                   | —                 | —                                     |
| Not able to be leveled .....                                     | 39.48   | 6.6                                   | 39.48             | 6.6                                   | —                 | —                                     |
| Construction managers .....                                      | 39.55   | 10.9                                  | 39.55             | 10.9                                  | —                 | —                                     |
| <b>Business and financial operations occupations</b> .....       | 26.80   | 5.8                                   | 26.87             | 5.9                                   | —                 | —                                     |
| Level 6 .....  | 19.88   | 5.4                                   | 19.88             | 5.4                                   | —                 | —                                     |
| Level 7 .....  | 20.75   | 4.6                                   | 20.88             | 4.7                                   | —                 | —                                     |
| Level 8 .....  | 25.07   | 4.1                                   | 25.07             | 4.1                                   | —                 | —                                     |
| Level 9 .....  | 30.15   | 6.9                                   | 30.36             | 7.8                                   | —                 | —                                     |
| Level 10 .....   | 38.38   | 5.2                                   | 38.38             | 5.2                                   | —                 | —                                     |
| Level 11 .....   | 37.83   | 15.2                                  | 37.83             | 15.2                                  | —                 | —                                     |
| Not able to be leveled .....                                     | 26.19   | 21.8                                  | 26.19             | 21.8                                  | —                 | —                                     |
| Human resources, training, and labor relations specialists ..... | 25.43   | 20.4                                  | 25.43             | 20.4                                  | —                 | —                                     |
| Management analysts .....  | 25.80   | 13.3                                  | 25.80             | 13.3                                  | —                 | —                                     |
| Accountants and auditors .....                                   | 29.25   | 6.6                                   | 29.25             | 6.6                                   | —                 | —                                     |
| Loan counselors and officers .....                               | 29.46   | .0                                    | 29.90             | .0                                    | —                 | —                                     |
| Loan officers .....  | 29.46   | .0                                    | 29.90             | .0                                    | —                 | —                                     |
| <b>Computer and mathematical science occupations</b> .....       | 33.91   | 5.4                                   | 34.96             | 4.7                                   | —                 | —                                     |
| Level 9 .....  | 34.76   | 3.5                                   | 34.76             | 3.5                                   | —                 | —                                     |
| Level 11 .....   | 40.89   | 5.7                                   | 40.89             | 5.7                                   | —                 | —                                     |
| Level 12 .....   | 46.30   | 4.0                                   | 46.30             | 4.0                                   | —                 | —                                     |
| Not able to be leveled .....                                     | 35.61   | 6.7                                   | 35.61             | 6.7                                   | —                 | —                                     |
| Computer software engineers .....                                | 42.79   | 2.8                                   | 42.79             | 2.8                                   | —                 | —                                     |
| Computer software engineers, systems software .....              | 41.44   | 2.4                                   | 41.44             | 2.4                                   | —                 | —                                     |
| Computer systems analysts .....                                  | 33.09   | 5.4                                   | 33.09             | 5.4                                   | —                 | —                                     |
| Network and computer systems administrators .....                | 29.37   | 15.4                                  | 29.37             | 15.4                                  | —                 | —                                     |
| <b>Architecture and engineering occupations</b> .....            | 32.72   | 6.0                                   | 33.86             | 4.9                                   | —                 | —                                     |
| Level 5 .....  | 19.39   | 2.7                                   | 19.84             | 2.5                                   | —                 | —                                     |
| Level 6 .....  | 21.21   | 4.9                                   | —                 | —                                     | —                 | —                                     |
| Level 9 .....  | 32.49   | 9.3                                   | 32.49             | 9.3                                   | —                 | —                                     |
| Level 10 .....   | 36.49   | 7.0                                   | 36.49             | 7.0                                   | —                 | —                                     |
| Level 11 .....   | 44.61   | 3.9                                   | 44.61             | 3.9                                   | —                 | —                                     |
| Engineers .....  | 41.48   | 3.0                                   | 41.76             | 3.2                                   | —                 | —                                     |
| Level 9 .....  | 31.62   | 10.3                                  | 31.62             | 10.3                                  | —                 | —                                     |
| Level 11 .....   | 44.61   | 3.9                                   | 44.61             | 3.9                                   | —                 | —                                     |
| Electrical and electronics engineers .....                       | 47.81   | 2.2                                   | 47.81             | 2.2                                   | —                 | —                                     |
| Mechanical engineers .....                                       | 39.93   | 6.2                                   | 39.93             | 6.2                                   | —                 | —                                     |
| Level 11 .....   | 42.07   | 7.7                                   | 42.07             | 7.7                                   | —                 | —                                     |
| Drafters .....   | 19.55   | 8.5                                   | —                 | —                                     | —                 | —                                     |
| Engineering technicians, except drafters .....                   | 24.82   | 5.2                                   | 25.49             | 3.4                                   | —                 | —                                     |
| Electrical and electronic engineering technicians .....          | 25.28   | 10.8                                  | 27.08             | 4.6                                   | —                 | —                                     |
| <b>Life, physical, and social science occupations</b> .....      | 35.89   | 10.5                                  | 35.89             | 10.5                                  | —                 | —                                     |
| <b>Community and social services occupations</b> .....           | 19.37   | 8.3                                   | 19.41             | 8.4                                   | —                 | —                                     |
| Level 7 .....  | 20.75   | 4.8                                   | 20.75             | 4.8                                   | —                 | —                                     |
| Counselors .....   | 21.16   | 4.1                                   | 21.15             | 4.1                                   | —                 | —                                     |
| Educational, vocational, and school counselors .....             | 20.19   | 2.8                                   | —                 | —                                     | —                 | —                                     |
| Social workers .....   | 18.81   | 4.2                                   | 18.81             | 4.2                                   | —                 | —                                     |
| Miscellaneous community and social service specialists .....     | 16.14   | 13.2                                  | 16.14             | 13.8                                  | —                 | —                                     |
| <b>Legal occupations</b> .....                                   | 70.32   | 20.1                                  | 70.32             | 20.1                                  | —                 | —                                     |

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009** — Continued

| Occupation <sup>4</sup> and level                                       | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|---|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|   | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Education, training, and library occupations</b> .....               | \$28.01 | 12.7                                  | \$28.53           | 13.4                                  | \$16.56           | 16.9                                  |
| Level 4 .....   | 11.41   | 13.4                                  | 11.42             | 14.0                                  | —                 | —                                     |
| Level 7 .....   | 25.08   | 3.7                                   | 25.08             | 3.7                                   | —                 | —                                     |
| Level 8 .....   | 26.81   | 7.7                                   | 27.03             | 7.5                                   | —                 | —                                     |
| Level 9 .....   | 30.05   | 5.9                                   | 30.09             | 5.9                                   | —                 | —                                     |
| Not able to be leveled .....  | 44.79   | 28.6                                  | 46.21             | 28.5                                  | —                 | —                                     |
| Postsecondary teachers .....  | 53.99   | 12.7                                  | 53.99             | 12.7                                  | —                 | —                                     |
| Primary, secondary, and special education school teachers .....         | 28.28   | 4.7                                   | 28.38             | 5.1                                   | —                 | —                                     |
| Level 8 .....   | 26.13   | 3.4                                   | 25.94             | 3.6                                   | —                 | —                                     |
| Level 9 .....   | 30.91   | 6.0                                   | 30.98             | 5.9                                   | —                 | —                                     |
| Not able to be leveled .....  | 24.17   | 10.6                                  | 24.68             | 13.0                                  | —                 | —                                     |
| Elementary and middle school teachers .....                             | 26.89   | 2.2                                   | 27.05             | 3.0                                   | —                 | —                                     |
| Level 8 .....   | 25.15   | 1.4                                   | 25.15             | 1.4                                   | —                 | —                                     |
| Level 9 .....   | 29.14   | 3.6                                   | 29.14             | 3.6                                   | —                 | —                                     |
| Elementary school teachers, except special education .....              | 27.18   | 2.6                                   | 27.37             | 3.5                                   | —                 | —                                     |
| Level 9 .....   | 29.14   | 3.6                                   | 29.14             | 3.6                                   | —                 | —                                     |
| Special education teachers .....  | 29.47   | 1.9                                   | —                 | —                                     | —                 | —                                     |
| Teacher assistants .....  | 11.25   | 9.9                                   | 11.27             | 11.0                                  | 11.12             | 6.5                                   |
| Level 4 .....   | 11.41   | 13.4                                  | 11.42             | 14.0                                  | —                 | —                                     |
| <b>Arts, design, entertainment, sports, and media occupations</b> ..... | 18.50   | 10.5                                  | 19.89             | 8.3                                   | —                 | —                                     |
| <b>Healthcare practitioner and technical occupations</b> .....          | 30.55   | 5.3                                   | 30.66             | 6.8                                   | 29.85             | 12.7                                  |
| Level 5 .....   | 21.27   | 5.2                                   | 21.73             | 4.9                                   | —                 | —                                     |
| Level 8 .....   | 34.11   | 2.3                                   | 33.53             | 2.0                                   | 35.89             | 1.7                                   |
| Level 9 .....   | 31.77   | 4.3                                   | 31.29             | 5.3                                   | —                 | —                                     |
| Not able to be leveled .....  | 31.23   | 6.8                                   | 31.94             | 6.5                                   | —                 | —                                     |
| Registered nurses .....   | 34.36   | 1.8                                   | 34.27             | 2.1                                   | 34.67             | 2.5                                   |
| Level 8 .....   | 34.01   | 1.7                                   | 32.98             | 2.0                                   | 35.89             | 1.7                                   |
| Level 9 .....   | 33.08   | 2.5                                   | —                 | —                                     | —                 | —                                     |
| Therapists .....  | 30.03   | 4.4                                   | 29.85             | 4.8                                   | —                 | —                                     |
| Clinical laboratory technologists and technicians .....                 | 20.74   | 8.4                                   | —                 | —                                     | —                 | —                                     |
| Health diagnosing and treating practitioner support technicians .....   | 19.10   | 8.1                                   | 20.72             | 2.9                                   | —                 | —                                     |
| <b>Healthcare support occupations</b> .....                             | 12.40   | 3.1                                   | 13.57             | 1.7                                   | —                 | —                                     |
| Level 4 .....   | 12.94   | 2.5                                   | 13.45             | 1.7                                   | —                 | —                                     |
| Nursing, psychiatric, and home health aides .....                       | —       | —                                     | 13.03             | 3.1                                   | —                 | —                                     |
| Level 4 .....   | 11.90   | 2.7                                   | —                 | —                                     | —                 | —                                     |
| Nursing aides, orderlies, and attendants .....                          | 12.58   | 1.0                                   | 12.67             | .5                                    | —                 | —                                     |
| Miscellaneous healthcare support occupations .....                      | 15.07   | 2.2                                   | 15.07             | 2.2                                   | —                 | —                                     |
| <b>Protective service occupations</b> .....                             | 15.70   | 20.9                                  | 16.05             | 21.8                                  | 11.03             | 4.5                                   |
| Level 3 .....   | 10.61   | 4.8                                   | —                 | —                                     | —                 | —                                     |
| Level 4 .....   | 12.19   | 14.0                                  | 12.32             | 13.8                                  | —                 | —                                     |
| Level 7 .....   | 26.74   | 3.6                                   | 26.74             | 3.6                                   | —                 | —                                     |
| First-line supervisors/managers, law enforcement workers .....          | 30.42   | 7.7                                   | 30.42             | 7.7                                   | —                 | —                                     |
| Police officers .....   | 28.66   | 2.7                                   | 28.66             | 2.7                                   | —                 | —                                     |
| Level 7 .....   | 27.35   | 4.4                                   | 27.35             | 4.4                                   | —                 | —                                     |
| Police and sheriff's patrol officers .....                              | 28.66   | 2.7                                   | 28.66             | 2.7                                   | —                 | —                                     |
| Level 7 .....   | 27.35   | 4.4                                   | 27.35             | 4.4                                   | —                 | —                                     |
| Security guards and gaming surveillance officers .....                  | 10.97   | 3.0                                   | 10.98             | 3.5                                   | —                 | —                                     |
| Level 4 .....   | 11.01   | 6.7                                   | 11.15             | 6.6                                   | —                 | —                                     |
| Security guards .....   | 10.97   | 3.0                                   | 10.98             | 3.5                                   | —                 | —                                     |
| Level 4 .....   | 11.01   | 6.7                                   | 11.15             | 6.6                                   | —                 | —                                     |
| <b>Food preparation and serving related occupations</b> .....           | 8.74    | 3.3                                   | 9.77              | 3.1                                   | 6.73              | 9.3                                   |
| Level 1 .....   | 7.06    | 1.0                                   | 8.05              | .9                                    | 6.20              | 3.6                                   |
| Level 2 .....   | 6.90    | 2.4                                   | 6.89              | 3.1                                   | 6.91              | 8.1                                   |
| Level 3 .....   | 9.72    | 5.8                                   | 10.27             | 1.6                                   | —                 | —                                     |
| Level 4 .....   | 11.77   | 6.2                                   | 11.84             | 7.2                                   | —                 | —                                     |
| Level 5 .....   | 14.36   | 13.1                                  | 14.36             | 13.1                                  | —                 | —                                     |

See footnotes at end of table.



Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009** — Continued

| Occupation <sup>4</sup> and level   | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|---|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|   | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Food preparation and serving related occupations</b>                       |         |                                       |                   |                                       |                   |                                       |
| —Continued  |         |                                       |                   |                                       |                   |                                       |
| First-line supervisors/managers, food preparation and serving workers .....   | \$15.87 | 8.7                                   | \$16.03           | 9.1                                   | —                 | —                                     |
| First-line supervisors/managers of food preparation and serving workers ..... | 15.87   | 8.7                                   | 16.03             | 9.1                                   | —                 | —                                     |
| Cooks .....   | 10.47   | 4.1                                   | 10.40             | 3.9                                   | —                 | —                                     |
| Level 3 .....   | 10.63   | 3.9                                   | 10.62             | 4.1                                   | —                 | —                                     |
| Cooks, restaurant .....   | 10.51   | 4.2                                   | 10.48             | 4.6                                   | —                 | —                                     |
| Level 3 .....   | 10.40   | 5.9                                   | —                 | —                                     | —                 | —                                     |
| Food preparation workers .....  | 9.53    | 4.2                                   | 9.56              | 4.3                                   | —                 | —                                     |
| Food service, tipped .....  | 5.74    | 4.5                                   | 6.26              | 7.0                                   | \$5.14            | 4.3                                   |
| Level 1 .....   | 4.98    | 15.9                                  | —                 | —                                     | —                 | —                                     |
| Level 2 .....   | 5.69    | 3.8                                   | 5.76              | 3.9                                   | 5.57              | 13.5                                  |
| Bartenders .....  | 7.97    | 6.7                                   | —                 | —                                     | —                 | —                                     |
| Waiters and waitresses .....  | 4.79    | 5.3                                   | 4.72              | 5.5                                   | 4.85              | 10.7                                  |
| Level 2 .....   | 5.06    | 7.7                                   | 4.72              | 5.5                                   | 5.46              | 16.8                                  |
| Dining room and cafeteria attendants and bartender helpers .....              | 7.42    | 3.0                                   | —                 | —                                     | —                 | —                                     |
| Level 1 .....   | 6.01    | 4.4                                   | —                 | —                                     | —                 | —                                     |
| Fast food and counter workers .....   | 9.26    | 4.5                                   | 10.12             | 3.5                                   | 8.18              | 2.8                                   |
| Level 2 .....   | 8.46    | 4.9                                   | —                 | —                                     | 8.05              | 4.1                                   |
| Combined food preparation and serving workers, including fast food .....      | 9.25    | 5.7                                   | 11.07             | 6.4                                   | 8.18              | 2.8                                   |
| Level 2 .....   | 8.47    | 5.3                                   | —                 | —                                     | 8.05              | 4.1                                   |
| <b>Building and grounds cleaning and maintenance occupations</b>              |         |                                       |                   |                                       |                   |                                       |
| Level 1 .....   | 10.79   | 6.0                                   | 10.96             | 6.3                                   | 8.57              | 4.5                                   |
| Level 2 .....   | 8.96    | 2.7                                   | 9.10              | 3.8                                   | —                 | —                                     |
| Level 3 .....   | 9.80    | 4.3                                   | 9.93              | 4.4                                   | —                 | —                                     |
| Level 4 .....   | 10.82   | 10.0                                  | 10.82             | 10.0                                  | —                 | —                                     |
| Level 4 .....   | 13.60   | 2.8                                   | 13.60             | 2.8                                   | —                 | —                                     |
| Building cleaning workers .....   | 9.98    | 5.7                                   | 10.09             | 6.1                                   | 8.54              | 6.4                                   |
| Level 1 .....   | 8.96    | 2.8                                   | 9.11              | 4.0                                   | —                 | —                                     |
| Level 2 .....   | 9.93    | 4.8                                   | 10.01             | 4.7                                   | —                 | —                                     |
| Level 3 .....   | 10.09   | 11.9                                  | 10.09             | 11.9                                  | —                 | —                                     |
| Janitors and cleaners, except maids and housekeeping cleaners .....           | 10.78   | 4.1                                   | 11.03             | 4.2                                   | 8.54              | 6.4                                   |
| Level 1 .....   | 9.27    | 3.4                                   | —                 | —                                     | —                 | —                                     |
| Level 2 .....   | 10.30   | 5.3                                   | 10.41             | 5.1                                   | —                 | —                                     |
| Level 3 .....   | 12.17   | 6.3                                   | 12.17             | 6.3                                   | —                 | —                                     |
| Grounds maintenance workers .....   | 12.15   | 14.0                                  | 12.53             | 13.9                                  | —                 | —                                     |
| Level 3 .....   | 12.15   | 10.6                                  | 12.15             | 10.6                                  | —                 | —                                     |
| Landscaping and groundskeeping workers .....                                  | 9.81    | 4.7                                   | 10.07             | 3.6                                   | —                 | —                                     |
| <b>Personal care and service occupations</b>                                  |         |                                       |                   |                                       |                   |                                       |
| Level 1 .....   | 11.99   | 7.6                                   | 13.28             | 7.9                                   | 9.20              | 2.2                                   |
| Level 2 .....   | 7.75    | 1.1                                   | —                 | —                                     | —                 | —                                     |
| Level 3 .....   | 7.95    | 6.1                                   | 7.46              | 9.7                                   | 8.45              | 3.1                                   |
| Level 3 .....   | 10.46   | 5.2                                   | —                 | —                                     | —                 | —                                     |
| Miscellaneous entertainment attendants and related workers .....              | 7.88    | 1.8                                   | —                 | —                                     | 7.61              | 1.5                                   |
| Level 1 .....   | 7.75    | 1.1                                   | —                 | —                                     | —                 | —                                     |
| Amusement and recreation attendants .....                                     | 7.99    | .9                                    | —                 | —                                     | —                 | —                                     |
| Personal and home care aides .....  | 10.39   | 5.7                                   | —                 | —                                     | —                 | —                                     |
| <b>Sales and related occupations</b>  |         |                                       |                   |                                       |                   |                                       |
| Level 1 .....   | 17.35   | 6.3                                   | 19.33             | 8.8                                   | 9.44              | 3.1                                   |
| Level 2 .....   | 8.13    | 2.9                                   | —                 | —                                     | 8.13              | 3.3                                   |
| Level 3 .....   | 9.63    | 8.1                                   | 10.26             | 9.6                                   | 8.94              | 8.7                                   |
| Level 4 .....   | 10.78   | 1.9                                   | 11.28             | 3.8                                   | 9.93              | 6.6                                   |
| Level 5 .....   | 14.54   | 1.7                                   | 14.82             | 2.2                                   | 12.41             | 3.0                                   |
| Level 6 .....   | 18.19   | 3.9                                   | 18.19             | 3.9                                   | —                 | —                                     |
| Level 7 .....   | 25.98   | 14.2                                  | 25.98             | 14.2                                  | —                 | —                                     |
| Level 7 .....   | 30.48   | 7.1                                   | 30.48             | 7.1                                   | —                 | —                                     |
| Not able to be leveled .....  | 20.33   | 14.0                                  | 22.38             | 18.6                                  | —                 | —                                     |
| First-line supervisors/managers, sales workers .....                          | 17.58   | 12.7                                  | 17.58             | 12.7                                  | —                 | —                                     |
| First-line supervisors/managers of retail sales workers .....                 | 16.85   | 11.3                                  | 16.85             | 11.3                                  | —                 | —                                     |

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009** — Continued

| Occupation <sup>4</sup> and level  | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|--|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|  | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Sales and related occupations —Continued</b>                                    |         |                                       |                   |                                       |                   |                                       |
| Retail sales workers .....   | \$13.10 | 4.5                                   | \$14.71           | 0.7                                   | \$8.97            | 1.9                                   |
| Level 1 .....  | 8.23    | 2.5                                   | —                 | —                                     | 8.13              | 3.3                                   |
| Level 2 .....  | 8.82    | 2.5                                   | —                 | —                                     | 7.89              | 1.9                                   |
| Level 3 .....  | 10.33   | .5                                    | 10.78             | 3.7                                   | 9.58              | 6.7                                   |
| Level 4 .....  | 14.93   | 2.5                                   | 15.57             | 2.0                                   | —                 | —                                     |
| Level 5 .....  | 18.83   | 2.1                                   | 18.83             | 2.1                                   | —                 | —                                     |
| Cashiers, all workers .....  | 9.67    | 2.2                                   | 10.50             | 6.9                                   | 8.50              | 1.8                                   |
| Level 2 .....  | 8.83    | 2.7                                   | —                 | —                                     | 7.91              | 2.3                                   |
| Level 3 .....  | 10.98   | 11.2                                  | —                 | —                                     | —                 | —                                     |
| Cashiers .....   | 9.67    | 2.2                                   | 10.50             | 6.9                                   | 8.50              | 1.8                                   |
| Level 2 .....  | 8.83    | 2.7                                   | —                 | —                                     | 7.91              | 2.3                                   |
| Level 3 .....  | 10.98   | 11.2                                  | —                 | —                                     | —                 | —                                     |
| Counter and rental clerks and parts salespersons .....                             | 11.76   | 3.6                                   | —                 | —                                     | 9.00              | 5.5                                   |
| Parts salespersons .....   | 12.39   | 3.5                                   | —                 | —                                     | —                 | —                                     |
| Retail salespersons .....  | 15.33   | 9.3                                   | 16.92             | 5.2                                   | 9.47              | 5.8                                   |
| Level 3 .....  | 10.03   | 4.7                                   | —                 | —                                     | —                 | —                                     |
| Level 4 .....  | 15.75   | 3.9                                   | 17.18             | 4.7                                   | —                 | —                                     |
| Level 5 .....  | 18.83   | 2.1                                   | 18.83             | 2.1                                   | —                 | —                                     |
| Miscellaneous sales and related workers .....                                      | 15.03   | 4.5                                   | 15.06             | 4.7                                   | —                 | —                                     |
| <b>Office and administrative support occupations</b>                               |         |                                       |                   |                                       |                   |                                       |
| Level 1 .....  | 14.93   | 2.1                                   | 15.35             | 2.3                                   | 11.76             | 3.8                                   |
| Level 1 .....  | 9.96    | 14.0                                  | —                 | —                                     | 10.19             | 18.7                                  |
| Level 2 .....  | 11.05   | 4.5                                   | 11.39             | 4.6                                   | 9.61              | 4.5                                   |
| Level 3 .....  | 12.80   | 5.6                                   | 12.76             | 5.7                                   | —                 | —                                     |
| Level 4 .....  | 14.97   | 1.8                                   | 15.08             | 1.7                                   | 13.94             | 5.4                                   |
| Level 5 .....  | 16.63   | 5.1                                   | 17.00             | 4.4                                   | —                 | —                                     |
| Level 6 .....  | 20.26   | 3.4                                   | 20.26             | 3.4                                   | —                 | —                                     |
| Level 7 .....  | 24.26   | 6.9                                   | 25.41             | 6.6                                   | —                 | —                                     |
| Not able to be leveled .....   | 16.20   | 7.7                                   | 17.28             | 4.2                                   | —                 | —                                     |
| First-line supervisors/managers of office and administrative support workers ..... | 23.34   | 8.4                                   | 23.34             | 8.4                                   | —                 | —                                     |
| Financial clerks .....   | 15.15   | 4.1                                   | 15.76             | 4.2                                   | 12.93             | 5.9                                   |
| Level 2 .....  | 10.49   | 4.0                                   | —                 | —                                     | —                 | —                                     |
| Level 4 .....  | 15.63   | 3.4                                   | 16.17             | 3.0                                   | 13.83             | 7.2                                   |
| Level 5 .....  | 16.54   | 12.5                                  | 16.54             | 12.5                                  | —                 | —                                     |
| Bill and account collectors .....  | 13.86   | 4.4                                   | 14.03             | 4.1                                   | —                 | —                                     |
| Level 4 .....  | 14.26   | 6.5                                   | 14.54             | 5.4                                   | —                 | —                                     |
| Bookkeeping, accounting, and auditing clerks .....                                 | 16.53   | 5.9                                   | 17.19             | 5.6                                   | —                 | —                                     |
| Level 4 .....  | 16.75   | 4.8                                   | 17.48             | 3.4                                   | —                 | —                                     |
| Tellers .....  | 11.41   | 1.4                                   | —                 | —                                     | —                 | —                                     |
| Level 2 .....  | 10.85   | 2.5                                   | —                 | —                                     | —                 | —                                     |
| Customer service representatives .....   | 15.18   | 2.2                                   | 15.17             | 2.2                                   | —                 | —                                     |
| Level 4 .....  | 15.39   | 3.9                                   | 15.40             | 3.8                                   | —                 | —                                     |
| Level 5 .....  | 14.05   | 11.4                                  | 14.05             | 11.4                                  | —                 | —                                     |
| Not able to be leveled .....   | 16.81   | 11.2                                  | 16.81             | 11.2                                  | —                 | —                                     |
| Human resources assistants, except payroll and timekeeping .....                   | 14.98   | 4.2                                   | 14.98             | 4.2                                   | —                 | —                                     |
| Receptionists and information clerks .....   | 12.32   | 7.1                                   | 12.33             | 7.4                                   | —                 | —                                     |
| Level 2 .....  | 10.88   | 2.1                                   | 10.77             | 1.8                                   | —                 | —                                     |
| Reservation and transportation ticket agents and travel clerks .....               | 18.83   | 3.5                                   | 19.10             | 4.1                                   | —                 | —                                     |
| Dispatchers .....  | 13.13   | 9.8                                   | 13.34             | 9.8                                   | —                 | —                                     |
| Shipping, receiving, and traffic clerks .....                                      | 9.72    | 6.3                                   | 9.72              | 7.0                                   | —                 | —                                     |
| Stock clerks and order fillers .....   | 11.55   | 8.4                                   | 12.81             | 11.0                                  | 9.88              | 9.2                                   |
| Level 1 .....  | 10.02   | 15.1                                  | —                 | —                                     | 10.29             | 20.6                                  |
| Level 2 .....  | 11.23   | 11.3                                  | —                 | —                                     | —                 | —                                     |
| Secretaries and administrative assistants .....                                    | 17.95   | 4.3                                   | 17.95             | 4.4                                   | —                 | —                                     |
| Level 4 .....  | 14.14   | 2.8                                   | 14.14             | 2.8                                   | —                 | —                                     |
| Level 5 .....  | 16.02   | 5.0                                   | 16.02             | 5.0                                   | —                 | —                                     |
| Level 6 .....  | 21.67   | 4.9                                   | 21.67             | 4.9                                   | —                 | —                                     |
| Level 7 .....  | 24.04   | 8.2                                   | —                 | —                                     | —                 | —                                     |
| Not able to be leveled .....   | 20.03   | 10.3                                  | 20.03             | 10.3                                  | —                 | —                                     |
| Executive secretaries and administrative assistants .....                          | 20.52   | 8.7                                   | 20.52             | 8.7                                   | —                 | —                                     |
| Level 6 .....  | 18.72   | 8.2                                   | 18.72             | 8.2                                   | —                 | —                                     |
| Medical secretaries .....  | 14.47   | 2.5                                   | 14.11             | 1.6                                   | —                 | —                                     |

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009** — Continued

| Occupation <sup>4</sup> and level   | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|---|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|   | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Office and administrative support occupations</b>                                |         |                                       |                   |                                       |                   |                                       |
| —Continued  |         |                                       |                   |                                       |                   |                                       |
| Secretaries, except legal, medical, and executive .....                             | \$16.66 | 6.3                                   | \$16.66           | 6.3                                   | —                 | —                                     |
| Data entry and information processing workers .....                                 | 11.81   | 2.9                                   | 11.81             | 2.9                                   | —                 | —                                     |
| Office clerks, general .....  | 13.83   | 3.8                                   | 14.33             | 4.3                                   | \$10.15           | 8.0                                   |
| Level 2 .....   | 9.04    | 2.7                                   | —                 | —                                     | —                 | —                                     |
| Level 3 .....   | 14.65   | 3.9                                   | 14.81             | 3.7                                   | —                 | —                                     |
| Level 4 .....   | 13.35   | 4.1                                   | 13.43             | 4.3                                   | —                 | —                                     |
| <b>Construction and extraction occupations</b> .....                                | 14.65   | 11.9                                  | 14.66             | 11.9                                  | —                 | —                                     |
| Level 4 .....   | 15.87   | 13.0                                  | 15.87             | 13.0                                  | —                 | —                                     |
| Level 5 .....   | 18.19   | 3.4                                   | 18.19             | 3.4                                   | —                 | —                                     |
| Level 6 .....   | 22.32   | 8.7                                   | 22.32             | 8.7                                   | —                 | —                                     |
| Level 7 .....   | 18.26   | 9.0                                   | 18.26             | 9.0                                   | —                 | —                                     |
| First-line supervisors/managers of construction trades and extraction workers ..... | 19.92   | 13.5                                  | 19.92             | 13.5                                  | —                 | —                                     |
| Carpenters .....  | 17.36   | 14.1                                  | 17.36             | 14.1                                  | —                 | —                                     |
| Construction equipment operators .....  | 19.29   | 2.6                                   | 19.29             | 2.6                                   | —                 | —                                     |
| Electricians .....  | 20.14   | .6                                    | 20.14             | .6                                    | —                 | —                                     |
| <b>Installation, maintenance, and repair occupations</b> .....                      | 18.02   | 10.2                                  | 17.64             | 10.6                                  | —                 | —                                     |
| Level 3 .....   | 12.03   | 2.5                                   | 12.03             | 2.5                                   | —                 | —                                     |
| Level 4 .....   | 16.71   | 9.8                                   | 14.95             | 7.0                                   | —                 | —                                     |
| Level 5 .....   | 20.78   | 9.9                                   | 20.78             | 9.9                                   | —                 | —                                     |
| Level 6 .....   | 20.66   | 4.1                                   | 20.66             | 4.1                                   | —                 | —                                     |
| Level 7 .....   | 21.23   | 10.3                                  | 22.21             | 10.0                                  | —                 | —                                     |
| Automotive technicians and repairers .....  | 18.19   | 10.9                                  | 18.48             | 13.2                                  | —                 | —                                     |
| Automotive service technicians and mechanics .....                                  | 18.39   | 14.1                                  | 18.39             | 14.1                                  | —                 | —                                     |
| Industrial machinery installation, repair, and maintenance workers .....            | 18.18   | 8.1                                   | 18.18             | 8.1                                   | —                 | —                                     |
| Level 4 .....   | 16.18   | 4.8                                   | 16.18             | 4.8                                   | —                 | —                                     |
| Maintenance and repair workers, general .....                                       | 18.03   | 8.6                                   | 18.03             | 8.6                                   | —                 | —                                     |
| Level 4 .....   | 16.18   | 4.8                                   | 16.18             | 4.8                                   | —                 | —                                     |
| Miscellaneous installation, maintenance, and repair workers .....                   | 15.98   | 6.1                                   | 15.98             | 6.1                                   | —                 | —                                     |
| <b>Production occupations</b> .....   | 14.74   | 6.0                                   | 14.90             | 6.3                                   | —                 | —                                     |
| Level 2 .....   | 10.32   | 9.5                                   | 10.68             | 9.4                                   | —                 | —                                     |
| Level 3 .....   | 12.12   | 4.8                                   | 12.12             | 4.8                                   | —                 | —                                     |
| Level 4 .....   | 14.59   | 5.5                                   | 14.59             | 5.5                                   | —                 | —                                     |
| Level 5 .....   | 16.10   | 6.5                                   | 16.92             | 7.2                                   | —                 | —                                     |
| Level 7 .....   | 31.16   | 15.0                                  | 31.16             | 15.0                                  | —                 | —                                     |
| Not able to be leveled .....  | 14.76   | 7.2                                   | 14.76             | 7.2                                   | —                 | —                                     |
| Electrical, electronics, and electromechanical assemblers .....                     | 12.58   | 3.0                                   | 12.45             | 3.9                                   | —                 | —                                     |
| Electrical and electronic equipment assemblers .....                                | 12.55   | 3.1                                   | —                 | —                                     | —                 | —                                     |
| Miscellaneous assemblers and fabricators .....                                      | 12.75   | .8                                    | 12.75             | .8                                    | —                 | —                                     |
| Level 2 .....   | 11.90   | .0                                    | 11.90             | .0                                    | —                 | —                                     |
| Semiconductor processors .....  | 20.28   | 6.7                                   | 20.28             | 6.7                                   | —                 | —                                     |
| <b>Transportation and material moving occupations</b> .....                         | 15.28   | 11.4                                  | 15.98             | 12.5                                  | 8.55              | 8.1                                   |
| Level 1 .....   | 8.72    | 3.1                                   | 8.81              | 4.0                                   | 8.29              | 5.1                                   |
| Level 2 .....   | 10.77   | 4.6                                   | 11.14             | 2.7                                   | —                 | —                                     |
| Level 3 .....   | 14.92   | 2.4                                   | 14.92             | 2.4                                   | —                 | —                                     |
| Level 4 .....   | 20.26   | 15.3                                  | 20.44             | 16.1                                  | —                 | —                                     |
| Level 5 .....   | 20.23   | 6.1                                   | —                 | —                                     | —                 | —                                     |
| Not able to be leveled .....  | 17.43   | 8.3                                   | 17.43             | 8.3                                   | —                 | —                                     |
| Driver/sales workers and truck drivers .....  | 17.85   | 18.5                                  | 18.50             | 19.3                                  | —                 | —                                     |
| Level 4 .....   | 22.16   | 19.8                                  | 22.16             | 19.8                                  | —                 | —                                     |
| Truck drivers, light or delivery services .....                                     | 19.69   | 25.3                                  | 19.84             | 25.7                                  | —                 | —                                     |
| Industrial truck and tractor operators .....  | 12.05   | 8.6                                   | 12.05             | 8.6                                   | —                 | —                                     |
| Laborers and material movers, hand .....  | 10.15   | 6.2                                   | 10.46             | 7.7                                   | 8.65              | 7.0                                   |
| Level 1 .....   | 8.63    | 2.6                                   | 8.70              | 3.6                                   | 8.42              | 4.8                                   |
| Level 2 .....   | 11.98   | 4.9                                   | 11.98             | 4.9                                   | —                 | —                                     |
| Laborers and freight, stock, and material movers, hand .....                        | 10.12   | 8.5                                   | 10.39             | 10.8                                  | 8.71              | 6.4                                   |

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009** — Continued

| Occupation <sup>4</sup> and level  | Total  |                                       | Full-time workers |                                       | Part-time workers |                                       |
|--|--------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|  | Mean   | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Transportation and material moving occupations</b><br>—Continued<br>Laborers and freight, stock, and material movers, hand—Continued<br>Level 1 ..... | \$8.39 | 2.3                                   | \$8.39            | 3.0                                   | —                 | —                                     |

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupation <sup>4</sup> and level                                       | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|---|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|   | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>All workers</b> .....  | \$18.77 | 3.3                                   | \$19.88           | 3.5                                   | \$11.09           | 6.0                                   |
| <b>Management occupations</b> .....                                     | 41.67   | 4.5                                   | 41.82             | 4.4                                   | —                 | —                                     |
| Level 9 .....   | 31.39   | 4.8                                   | 31.39             | 4.8                                   | —                 | —                                     |
| Level 11 .....  | 42.48   | 18.2                                  | 42.48             | 18.2                                  | —                 | —                                     |
| Level 13 .....  | 66.54   | 3.4                                   | 66.54             | 3.4                                   | —                 | —                                     |
| Not able to be leveled .....  | 47.58   | 6.9                                   | 47.58             | 6.9                                   | —                 | —                                     |
| General and operations managers .....                                   | 47.45   | 15.6                                  | 47.45             | 15.6                                  | —                 | —                                     |
| Financial managers .....  | 38.31   | 9.1                                   | 38.88             | 7.3                                   | —                 | —                                     |
| Level 9 .....   | 30.47   | 2.6                                   | 30.47             | 2.6                                   | —                 | —                                     |
| Not able to be leveled .....  | 38.94   | 7.5                                   | 38.94             | 7.5                                   | —                 | —                                     |
| Construction managers .....   | 40.75   | 12.8                                  | 40.75             | 12.8                                  | —                 | —                                     |
| <b>Business and financial operations occupations</b> .....              | 28.15   | 6.8                                   | 28.18             | 6.8                                   | —                 | —                                     |
| Level 6 .....   | 18.34   | 6.5                                   | 18.34             | 6.5                                   | —                 | —                                     |
| Level 7 .....   | 21.02   | 5.2                                   | 21.02             | 5.2                                   | —                 | —                                     |
| Level 8 .....   | 26.48   | 5.4                                   | 26.48             | 5.4                                   | —                 | —                                     |
| Level 9 .....   | 32.01   | 7.5                                   | 32.42             | 9.0                                   | —                 | —                                     |
| Level 10 .....  | 38.38   | 5.2                                   | 38.38             | 5.2                                   | —                 | —                                     |
| Level 11 .....  | 37.83   | 15.2                                  | 37.83             | 15.2                                  | —                 | —                                     |
| Not able to be leveled .....  | 26.00   | 26.3                                  | 26.00             | 26.3                                  | —                 | —                                     |
| Human resources, training, and labor relations specialists .....        | 25.99   | 21.5                                  | 25.99             | 21.5                                  | —                 | —                                     |
| Management analysts .....   | 27.56   | 14.7                                  | 27.56             | 14.7                                  | —                 | —                                     |
| Accountants and auditors .....  | 32.26   | 4.9                                   | 32.26             | 4.9                                   | —                 | —                                     |
| Loan counselors and officers .....                                      | 29.46   | .0                                    | 29.90             | .0                                    | —                 | —                                     |
| Loan officers .....   | 29.46   | .0                                    | 29.90             | .0                                    | —                 | —                                     |
| <b>Computer and mathematical science occupations</b> .....              | 35.32   | 6.2                                   | 36.97             | 4.5                                   | —                 | —                                     |
| Level 9 .....   | 35.06   | 4.1                                   | 35.06             | 4.1                                   | —                 | —                                     |
| Level 11 .....  | 40.89   | 5.7                                   | 40.89             | 5.7                                   | —                 | —                                     |
| Level 12 .....  | 47.10   | 4.2                                   | 47.10             | 4.2                                   | —                 | —                                     |
| Not able to be leveled .....  | 35.86   | 8.2                                   | 35.86             | 8.2                                   | —                 | —                                     |
| Computer software engineers .....                                       | 42.79   | 2.8                                   | 42.79             | 2.8                                   | —                 | —                                     |
| Computer software engineers, systems software .....                     | 41.44   | 2.4                                   | 41.44             | 2.4                                   | —                 | —                                     |
| Computer systems analysts .....   | 31.31   | 7.5                                   | 31.31             | 7.5                                   | —                 | —                                     |
| Network and computer systems administrators .....                       | 38.15   | 4.7                                   | 38.15             | 4.7                                   | —                 | —                                     |
| <b>Architecture and engineering occupations</b> .....                   | 32.66   | 6.4                                   | 33.88             | 5.2                                   | —                 | —                                     |
| Level 5 .....   | 19.39   | 2.7                                   | 19.84             | 2.5                                   | —                 | —                                     |
| Level 9 .....   | 32.02   | 9.7                                   | 32.02             | 9.7                                   | —                 | —                                     |
| Level 11 .....  | 44.59   | 4.3                                   | 44.59             | 4.3                                   | —                 | —                                     |
| Engineers .....   | 41.85   | 3.3                                   | 42.16             | 3.6                                   | —                 | —                                     |
| Level 9 .....   | 30.97   | 10.7                                  | 30.97             | 10.7                                  | —                 | —                                     |
| Level 11 .....  | 44.59   | 4.3                                   | 44.59             | 4.3                                   | —                 | —                                     |
| Electrical and electronics engineers .....                              | 47.81   | 2.2                                   | 47.81             | 2.2                                   | —                 | —                                     |
| Mechanical engineers .....  | 39.22   | 6.7                                   | 39.22             | 6.7                                   | —                 | —                                     |
| Drafters .....  | 19.55   | 8.5                                   | —                 | —                                     | —                 | —                                     |
| Engineering technicians, except drafters .....                          | 24.99   | 5.4                                   | 25.72             | 3.2                                   | —                 | —                                     |
| Electrical and electronic engineering technicians .....                 | 25.28   | 10.8                                  | 27.08             | 4.6                                   | —                 | —                                     |
| <b>Community and social services occupations</b> .....                  | 18.79   | 9.2                                   | 18.85             | 9.3                                   | —                 | —                                     |
| Level 7 .....   | 20.61   | 1.5                                   | 20.61             | 1.5                                   | —                 | —                                     |
| Counselors .....  | 20.32   | 1.9                                   | 20.32             | 1.9                                   | —                 | —                                     |
| Miscellaneous community and social service specialists .....            | 14.71   | 8.1                                   | 14.64             | 8.2                                   | —                 | —                                     |
| <b>Education, training, and library occupations</b> .....               | 11.33   | 12.4                                  | —                 | —                                     | —                 | —                                     |
| Teacher assistants .....  | 11.33   | 12.4                                  | —                 | —                                     | —                 | —                                     |
| <b>Arts, design, entertainment, sports, and media occupations</b> ..... | 17.16   | 13.8                                  | 19.09             | 13.0                                  | —                 | —                                     |
| <b>Healthcare practitioner and technical occupations</b> .....          | 30.55   | 5.6                                   | 30.66             | 7.1                                   | 29.78             | 13.2                                  |
| Level 5 .....   | 21.27   | 5.2                                   | 21.73             | 4.9                                   | —                 | —                                     |
| Level 8 .....   | 34.27   | 2.3                                   | 33.69             | 2.1                                   | 35.89             | 1.7                                   |
| Level 9 .....   | 32.10   | 5.1                                   | 31.52             | 6.7                                   | —                 | —                                     |
| Not able to be leveled .....  | 31.23   | 6.8                                   | 31.94             | 6.5                                   | —                 | —                                     |

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009 — Continued

| Occupation <sup>4</sup> and level   | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|---|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|   | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Healthcare practitioner and technical occupations</b>                      |         |                                       |                   |                                       |                   |                                       |
| —Continued  |         |                                       |                   |                                       |                   |                                       |
| Registered nurses .....   | \$34.76 | 1.7                                   | \$34.79           | 2.1                                   | \$34.67           | 2.5                                   |
| Level 8 .....   | 34.23   | 1.7                                   | 33.21             | 2.0                                   | 35.89             | 1.7                                   |
| Therapists .....  | 30.03   | 4.4                                   | 29.85             | 4.8                                   | —                 | —                                     |
| Clinical laboratory technologists and technicians .....                       | 20.74   | 8.4                                   | —                 | —                                     | —                 | —                                     |
| Health diagnosing and treating practitioner support technicians .....         | 19.10   | 8.1                                   | 20.72             | 2.9                                   | —                 | —                                     |
| <b>Healthcare support occupations</b> .....                                   |         |                                       |                   |                                       |                   |                                       |
| Level 4 .....   | 12.26   | 2.2                                   | 13.44             | 2.1                                   | —                 | —                                     |
| Level 4 .....   | 12.73   | .9                                    | 13.25             | .9                                    | —                 | —                                     |
| Nursing, psychiatric, and home health aides .....                             | —       | —                                     | 13.03             | 3.1                                   | —                 | —                                     |
| Level 4 .....   | 11.90   | 2.7                                   | —                 | —                                     | —                 | —                                     |
| Nursing aides, orderlies, and attendants .....                                | 12.58   | 1.0                                   | 12.67             | .5                                    | —                 | —                                     |
| Miscellaneous healthcare support occupations .....                            | 15.08   | 2.6                                   | 15.08             | 2.6                                   | —                 | —                                     |
| <b>Protective service occupations</b> .....                                   |         |                                       |                   |                                       |                   |                                       |
| Security guards and gaming surveillance officers .....                        | 11.17   | 2.0                                   | 11.20             | 2.3                                   | —                 | —                                     |
| Security guards .....   | 10.88   | 2.4                                   | 10.88             | 2.8                                   | —                 | —                                     |
| Security guards .....   | 10.88   | 2.4                                   | 10.88             | 2.8                                   | —                 | —                                     |
| <b>Food preparation and serving related occupations</b> .....                 |         |                                       |                   |                                       |                   |                                       |
| Level 1 .....   | 8.64    | 3.5                                   | 9.68              | 3.2                                   | 6.71              | 9.4                                   |
| Level 2 .....   | 7.06    | 1.0                                   | 8.05              | .9                                    | 6.20              | 3.6                                   |
| Level 2 .....   | 6.86    | 2.6                                   | 6.82              | 3.2                                   | 6.91              | 8.1                                   |
| Level 3 .....   | 9.55    | 6.6                                   | 10.11             | 1.2                                   | —                 | —                                     |
| Level 4 .....   | 11.77   | 6.2                                   | 11.84             | 7.2                                   | —                 | —                                     |
| Level 5 .....   | 14.36   | 13.1                                  | 14.36             | 13.1                                  | —                 | —                                     |
| First-line supervisors/managers, food preparation and serving workers .....   | 15.77   | 9.6                                   | 15.93             | 10.1                                  | —                 | —                                     |
| First-line supervisors/managers of food preparation and serving workers ..... | 15.77   | 9.6                                   | 15.93             | 10.1                                  | —                 | —                                     |
| Cooks .....   | 10.28   | 4.1                                   | 10.19             | 3.6                                   | —                 | —                                     |
| Level 3 .....   | 10.35   | 4.2                                   | 10.29             | 4.1                                   | —                 | —                                     |
| Cooks, restaurant .....   | 10.28   | 3.5                                   | 10.19             | 2.8                                   | —                 | —                                     |
| Level 3 .....   | 9.94    | 6.8                                   | —                 | —                                     | —                 | —                                     |
| Food preparation workers .....  | 9.56    | 4.3                                   | 9.56              | 4.3                                   | —                 | —                                     |
| Food service, tipped .....  | 5.75    | 4.6                                   | 6.30              | 7.1                                   | 5.14              | 4.3                                   |
| Level 1 .....   | 4.98    | 15.9                                  | —                 | —                                     | —                 | —                                     |
| Level 2 .....   | 5.70    | 3.9                                   | 5.79              | 4.0                                   | 5.57              | 13.5                                  |
| Bartenders .....  | 7.97    | 6.7                                   | —                 | —                                     | —                 | —                                     |
| Waiters and waitresses .....  | 4.78    | 5.5                                   | 4.69              | 6.0                                   | 4.85              | 10.7                                  |
| Level 2 .....   | 5.05    | 8.0                                   | 4.69              | 6.0                                   | 5.46              | 16.8                                  |
| Dining room and cafeteria attendants and bartender helpers .....              | 7.42    | 3.0                                   | —                 | —                                     | —                 | —                                     |
| Level 1 .....   | 6.01    | 4.4                                   | —                 | —                                     | —                 | —                                     |
| Fast food and counter workers .....   | 9.26    | 4.6                                   | 10.12             | 3.6                                   | 8.18              | 2.8                                   |
| Level 2 .....   | 8.42    | 4.8                                   | —                 | —                                     | 8.05              | 4.1                                   |
| Combined food preparation and serving workers, including fast food .....      | 9.24    | 5.7                                   | 11.12             | 6.9                                   | 8.18              | 2.8                                   |
| Level 2 .....   | 8.43    | 5.2                                   | —                 | —                                     | 8.05              | 4.1                                   |
| <b>Building and grounds cleaning and maintenance occupations</b> .....        |         |                                       |                   |                                       |                   |                                       |
| Level 1 .....   | 10.33   | 6.1                                   | 10.50             | 6.5                                   | 8.30              | 2.7                                   |
| Level 1 .....   | 8.96    | 2.7                                   | 9.10              | 3.8                                   | —                 | —                                     |
| Level 2 .....   | 9.04    | 3.2                                   | 9.15              | 3.2                                   | —                 | —                                     |
| Level 3 .....   | 10.53   | 12.0                                  | 10.53             | 12.0                                  | —                 | —                                     |
| Level 4 .....   | 13.55   | 3.4                                   | 13.55             | 3.4                                   | —                 | —                                     |
| Building cleaning workers .....   | 9.35    | 5.2                                   | 9.44              | 5.8                                   | 8.12              | 5.3                                   |
| Level 1 .....   | 8.96    | 2.8                                   | 9.11              | 4.0                                   | —                 | —                                     |
| Level 2 .....   | 9.07    | 3.9                                   | 9.15              | 3.5                                   | —                 | —                                     |
| Janitors and cleaners, except maids and housekeeping cleaners .....           | 10.04   | 3.6                                   | 10.29             | 3.6                                   | 8.12              | 5.3                                   |
| Level 1 .....   | 9.27    | 3.4                                   | —                 | —                                     | —                 | —                                     |
| Level 2 .....   | 9.36    | 4.6                                   | 9.48              | 4.0                                   | —                 | —                                     |
| Grounds maintenance workers .....   | 12.34   | 15.3                                  | 12.80             | 15.2                                  | —                 | —                                     |
| Level 3 .....   | 12.54   | 12.0                                  | 12.54             | 12.0                                  | —                 | —                                     |
| Landscaping and groundskeeping workers .....                                  | 9.81    | 4.7                                   | 10.07             | 3.6                                   | —                 | —                                     |

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009 — Continued

| Occupation <sup>4</sup> and level  | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|--|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|  | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Personal care and service occupations</b> .....                                 | \$12.28 | 9.4                                   | \$13.87           | 10.8                                  | \$9.23            | 2.3                                   |
| Level 1 .....  | 7.75    | 1.1                                   | —                 | —                                     | —                 | —                                     |
| Level 2 .....  | 8.63    | 1.6                                   | —                 | —                                     | 8.46              | 3.3                                   |
| Level 3 .....  | 10.46   | 5.2                                   | —                 | —                                     | —                 | —                                     |
| Miscellaneous entertainment attendants and related workers .....                   | 7.88    | 1.8                                   | —                 | —                                     | 7.61              | 1.5                                   |
| Level 1 .....  | 7.75    | 1.1                                   | —                 | —                                     | —                 | —                                     |
| Amusement and recreation attendants .....  | 7.99    | .9                                    | —                 | —                                     | —                 | —                                     |
| Personal and home care aides .....   | 10.38   | 6.0                                   | —                 | —                                     | —                 | —                                     |
| <b>Sales and related occupations</b> .....   | 17.41   | 6.3                                   | 19.42             | 9.0                                   | 9.44              | 3.1                                   |
| Level 1 .....  | 8.13    | 2.9                                   | —                 | —                                     | 8.13              | 3.3                                   |
| Level 2 .....  | 9.55    | 8.4                                   | —                 | —                                     | 8.94              | 8.7                                   |
| Level 3 .....  | 10.78   | 1.9                                   | 11.28             | 3.8                                   | 9.93              | 6.6                                   |
| Level 4 .....  | 14.60   | 1.8                                   | 14.91             | 2.3                                   | 12.41             | 3.0                                   |
| Level 5 .....  | 18.19   | 3.9                                   | 18.19             | 3.9                                   | —                 | —                                     |
| Level 6 .....  | 25.98   | 14.2                                  | 25.98             | 14.2                                  | —                 | —                                     |
| Level 7 .....  | 30.48   | 7.1                                   | 30.48             | 7.1                                   | —                 | —                                     |
| Not able to be leveled .....   | 20.33   | 14.0                                  | 22.38             | 18.6                                  | —                 | —                                     |
| First-line supervisors/managers, sales workers .....                               | 17.58   | 12.7                                  | 17.58             | 12.7                                  | —                 | —                                     |
| First-line supervisors/managers of retail sales workers .....                      | 16.85   | 11.3                                  | 16.85             | 11.3                                  | —                 | —                                     |
| Retail sales workers .....   | 13.11   | 4.5                                   | 14.75             | .7                                    | 8.97              | 1.9                                   |
| Level 1 .....  | 8.23    | 2.5                                   | —                 | —                                     | 8.13              | 3.3                                   |
| Level 2 .....  | 8.68    | 2.8                                   | —                 | —                                     | 7.89              | 1.9                                   |
| Level 3 .....  | 10.33   | .5                                    | 10.78             | 3.7                                   | 9.58              | 6.7                                   |
| Level 4 .....  | 14.93   | 2.5                                   | 15.57             | 2.0                                   | —                 | —                                     |
| Level 5 .....  | 18.83   | 2.1                                   | 18.83             | 2.1                                   | —                 | —                                     |
| Cashiers, all workers .....  | 9.62    | 2.0                                   | —                 | —                                     | 8.50              | 1.8                                   |
| Level 2 .....  | 8.68    | 3.0                                   | —                 | —                                     | 7.91              | 2.3                                   |
| Level 3 .....  | 10.98   | 11.2                                  | —                 | —                                     | —                 | —                                     |
| Cashiers .....   | 9.62    | 2.0                                   | —                 | —                                     | 8.50              | 1.8                                   |
| Level 2 .....  | 8.68    | 3.0                                   | —                 | —                                     | 7.91              | 2.3                                   |
| Level 3 .....  | 10.98   | 11.2                                  | —                 | —                                     | —                 | —                                     |
| Counter and rental clerks and parts salespersons .....                             | 11.76   | 3.6                                   | —                 | —                                     | 9.00              | 5.5                                   |
| Parts salespersons .....   | 12.39   | 3.5                                   | —                 | —                                     | —                 | —                                     |
| Retail salespersons .....  | 15.33   | 9.3                                   | 16.92             | 5.2                                   | 9.47              | 5.8                                   |
| Level 3 .....  | 10.03   | 4.7                                   | —                 | —                                     | —                 | —                                     |
| Level 4 .....  | 15.75   | 3.9                                   | 17.18             | 4.7                                   | —                 | —                                     |
| Level 5 .....  | 18.83   | 2.1                                   | 18.83             | 2.1                                   | —                 | —                                     |
| Miscellaneous sales and related workers .....                                      | 15.03   | 4.5                                   | 15.06             | 4.7                                   | —                 | —                                     |
| <b>Office and administrative support occupations</b> .....                         | 14.71   | 2.0                                   | 15.12             | 2.2                                   | 11.77             | 4.1                                   |
| Level 1 .....  | 9.96    | 14.0                                  | —                 | —                                     | 10.19             | 18.7                                  |
| Level 2 .....  | 11.06   | 4.6                                   | 11.41             | 4.8                                   | 9.61              | 4.5                                   |
| Level 3 .....  | 12.77   | 6.2                                   | 12.71             | 6.3                                   | —                 | —                                     |
| Level 4 .....  | 15.04   | 1.9                                   | 15.13             | 1.7                                   | 14.23             | 5.6                                   |
| Level 5 .....  | 15.95   | 5.9                                   | 16.22             | 4.9                                   | —                 | —                                     |
| Level 6 .....  | 21.46   | 3.1                                   | 21.46             | 3.1                                   | —                 | —                                     |
| Level 7 .....  | 24.15   | 7.3                                   | 25.37             | 7.1                                   | —                 | —                                     |
| Not able to be leveled .....   | 15.94   | 7.9                                   | 17.07             | 4.2                                   | —                 | —                                     |
| First-line supervisors/managers of office and administrative support workers ..... | 23.01   | 7.8                                   | 23.01             | 7.8                                   | —                 | —                                     |
| Financial clerks .....   | 15.05   | 4.1                                   | 15.56             | 4.0                                   | 13.10             | 6.4                                   |
| Level 2 .....  | 10.49   | 4.0                                   | —                 | —                                     | —                 | —                                     |
| Level 4 .....  | 15.85   | 3.0                                   | 16.17             | 3.0                                   | —                 | —                                     |
| Level 5 .....  | 16.54   | 12.5                                  | 16.54             | 12.5                                  | —                 | —                                     |
| Bill and account collectors .....  | 13.86   | 4.4                                   | 14.03             | 4.1                                   | —                 | —                                     |
| Level 4 .....  | 14.26   | 6.5                                   | 14.54             | 5.4                                   | —                 | —                                     |
| Bookkeeping, accounting, and auditing clerks .....                                 | 16.55   | 6.1                                   | 16.99             | 5.8                                   | —                 | —                                     |
| Level 4 .....  | 17.34   | 3.1                                   | 17.48             | 3.4                                   | —                 | —                                     |
| Tellers .....  | 11.41   | 1.4                                   | —                 | —                                     | —                 | —                                     |
| Level 2 .....  | 10.85   | 2.5                                   | —                 | —                                     | —                 | —                                     |
| Customer service representatives .....   | 15.14   | 2.3                                   | 15.14             | 2.3                                   | —                 | —                                     |
| Level 4 .....  | 15.31   | 4.2                                   | 15.30             | 4.1                                   | —                 | —                                     |
| Level 5 .....  | 14.05   | 11.4                                  | 14.05             | 11.4                                  | —                 | —                                     |
| Not able to be leveled .....   | 16.81   | 11.2                                  | 16.81             | 11.2                                  | —                 | —                                     |

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009 — Continued

| Occupation <sup>4</sup> and level   | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|---|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|   | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Office and administrative support occupations</b>                                |         |                                       |                   |                                       |                   |                                       |
| —Continued  |         |                                       |                   |                                       |                   |                                       |
| Receptionists and information clerks .....  | \$12.32 | 7.1                                   | \$12.33           | 7.4                                   | —                 | —                                     |
| Level 2 .....   | 10.88   | 2.1                                   | 10.77             | 1.8                                   | —                 | —                                     |
| Reservation and transportation ticket agents and travel clerks .....                | 18.83   | 3.5                                   | 19.10             | 4.1                                   | —                 | —                                     |
| Dispatchers .....   | 12.28   | 9.5                                   | —                 | —                                     | —                 | —                                     |
| Shipping, receiving, and traffic clerks .....                                       | 9.51    | 5.6                                   | 9.48              | 6.3                                   | —                 | —                                     |
| Stock clerks and order fillers .....  | 11.55   | 8.4                                   | 12.81             | 11.0                                  | \$9.88            | 9.2                                   |
| Level 1 .....   | 10.02   | 15.1                                  | —                 | —                                     | 10.29             | 20.6                                  |
| Level 2 .....   | 11.23   | 11.3                                  | —                 | —                                     | —                 | —                                     |
| Secretaries and administrative assistants .....                                     | 17.81   | 4.3                                   | 17.81             | 4.4                                   | —                 | —                                     |
| Level 4 .....   | 14.10   | 2.8                                   | 14.10             | 2.8                                   | —                 | —                                     |
| Level 5 .....   | 15.84   | 5.5                                   | 15.84             | 5.5                                   | —                 | —                                     |
| Level 6 .....   | 23.63   | 4.0                                   | 23.63             | 4.0                                   | —                 | —                                     |
| Not able to be leveled .....  | 19.07   | 8.4                                   | 19.07             | 8.4                                   | —                 | —                                     |
| Executive secretaries and administrative assistants .....                           | 20.44   | 9.2                                   | 20.44             | 9.2                                   | —                 | —                                     |
| Medical secretaries .....   | 14.47   | 2.5                                   | 14.11             | 1.6                                   | —                 | —                                     |
| Secretaries, except legal, medical, and executive .....                             | 16.90   | 6.4                                   | 16.90             | 6.4                                   | —                 | —                                     |
| Office clerks, general .....  | 13.84   | 4.6                                   | 14.45             | 5.4                                   | —                 | —                                     |
| Level 3 .....   | 15.07   | 3.0                                   | 15.07             | 3.0                                   | —                 | —                                     |
| <b>Construction and extraction occupations</b> .....                                | 14.63   | 12.0                                  | 14.64             | 12.0                                  | —                 | —                                     |
| Level 4 .....   | 15.87   | 13.0                                  | 15.87             | 13.0                                  | —                 | —                                     |
| Level 5 .....   | 18.19   | 3.4                                   | 18.19             | 3.4                                   | —                 | —                                     |
| Level 6 .....   | 22.53   | 9.6                                   | 22.53             | 9.6                                   | —                 | —                                     |
| Level 7 .....   | 18.26   | 9.0                                   | 18.26             | 9.0                                   | —                 | —                                     |
| First-line supervisors/managers of construction trades and extraction workers ..... | 19.92   | 13.5                                  | 19.92             | 13.5                                  | —                 | —                                     |
| Carpenters .....  | 17.36   | 14.1                                  | 17.36             | 14.1                                  | —                 | —                                     |
| Construction equipment operators .....  | 19.29   | 2.6                                   | 19.29             | 2.6                                   | —                 | —                                     |
| Electricians .....  | 20.14   | .6                                    | 20.14             | .6                                    | —                 | —                                     |
| <b>Installation, maintenance, and repair occupations</b> .....                      | 18.02   | 10.9                                  | 17.61             | 11.4                                  | —                 | —                                     |
| Level 4 .....   | 16.66   | 10.5                                  | 14.76             | 7.4                                   | —                 | —                                     |
| Level 5 .....   | 21.41   | 11.1                                  | 21.41             | 11.1                                  | —                 | —                                     |
| Level 6 .....   | 20.52   | 4.2                                   | 20.52             | 4.2                                   | —                 | —                                     |
| Level 7 .....   | 21.23   | 10.3                                  | 22.21             | 10.0                                  | —                 | —                                     |
| Automotive technicians and repairers .....  | 18.19   | 10.9                                  | 18.48             | 13.2                                  | —                 | —                                     |
| Automotive service technicians and mechanics .....                                  | 18.39   | 14.1                                  | 18.39             | 14.1                                  | —                 | —                                     |
| Industrial machinery installation, repair, and maintenance workers .....            | 18.31   | 10.0                                  | 18.31             | 10.0                                  | —                 | —                                     |
| Maintenance and repair workers, general .....                                       | 18.12   | 10.8                                  | 18.12             | 10.8                                  | —                 | —                                     |
| Miscellaneous installation, maintenance, and repair workers .....                   | 14.97   | 8.3                                   | 14.97             | 8.3                                   | —                 | —                                     |
| <b>Production occupations</b> .....   | 14.74   | 6.0                                   | 14.90             | 6.3                                   | —                 | —                                     |
| Level 2 .....   | 10.32   | 9.5                                   | 10.68             | 9.4                                   | —                 | —                                     |
| Level 3 .....   | 12.12   | 4.8                                   | 12.12             | 4.8                                   | —                 | —                                     |
| Level 4 .....   | 14.59   | 5.5                                   | 14.59             | 5.5                                   | —                 | —                                     |
| Level 5 .....   | 16.10   | 6.5                                   | 16.92             | 7.2                                   | —                 | —                                     |
| Level 7 .....   | 31.16   | 15.0                                  | 31.16             | 15.0                                  | —                 | —                                     |
| Not able to be leveled .....  | 14.76   | 7.2                                   | 14.76             | 7.2                                   | —                 | —                                     |
| Electrical, electronics, and electromechanical assemblers .....                     | 12.58   | 3.0                                   | 12.45             | 3.9                                   | —                 | —                                     |
| Electrical and electronic equipment assemblers .....                                | 12.55   | 3.1                                   | —                 | —                                     | —                 | —                                     |
| Miscellaneous assemblers and fabricators .....                                      | 12.75   | .8                                    | 12.75             | .8                                    | —                 | —                                     |
| Level 2 .....   | 11.90   | .0                                    | 11.90             | .0                                    | —                 | —                                     |
| Semiconductor processors .....  | 20.28   | 6.7                                   | 20.28             | 6.7                                   | —                 | —                                     |
| <b>Transportation and material moving occupations</b> .....                         | 15.25   | 11.9                                  | 15.90             | 13.0                                  | 8.04              | 8.9                                   |
| Level 1 .....   | 8.76    | 3.3                                   | 8.81              | 4.0                                   | 8.48              | 4.6                                   |
| Level 2 .....   | 10.70   | 4.8                                   | 11.14             | 2.7                                   | —                 | —                                     |
| Level 3 .....   | 14.99   | 2.7                                   | 14.99             | 2.7                                   | —                 | —                                     |
| Level 4 .....   | 20.54   | 17.0                                  | 20.65             | 17.5                                  | —                 | —                                     |
| Not able to be leveled .....  | 17.43   | 8.3                                   | 17.43             | 8.3                                   | —                 | —                                     |

See footnotes at end of table.



Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009 — Continued

| Occupation <sup>4</sup> and level                            | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|--|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|  | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Transportation and material moving occupations</b>        |         |                                       |                   |                                       |                   |                                       |
| —Continued   |         |                                       |                   |                                       |                   |                                       |
| Driver/sales workers and truck drivers .....                 | \$17.85 | 18.5                                  | \$18.50           | 19.3                                  | —                 | —                                     |
| Level 4 .....  | 22.16   | 19.8                                  | 22.16             | 19.8                                  | —                 | —                                     |
| Truck drivers, light or delivery services .....              | 19.69   | 25.3                                  | 19.84             | 25.7                                  | —                 | —                                     |
| Industrial truck and tractor operators .....                 | 12.05   | 8.6                                   | 12.05             | 8.6                                   | —                 | —                                     |
| Laborers and material movers, hand .....                     | 10.15   | 6.2                                   | 10.46             | 7.7                                   | \$8.65            | 7.0                                   |
| Level 1 .....  | 8.63    | 2.6                                   | 8.70              | 3.6                                   | 8.42              | 4.8                                   |
| Level 2 .....  | 11.98   | 4.9                                   | 11.98             | 4.9                                   | —                 | —                                     |
| Laborers and freight, stock, and material movers, hand ..... | 10.12   | 8.5                                   | 10.39             | 10.8                                  | 8.71              | 6.4                                   |
| Level 1 .....  | 8.39    | 2.3                                   | 8.39              | 3.0                                   | —                 | —                                     |

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupation <sup>4</sup> and level                                      | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|--|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|  | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>All workers</b> .....   | \$24.40 | 4.0                                   | \$24.89           | 3.9                                   | \$14.00           | 10.5                                  |
| <b>Management occupations</b> .....                                    | 46.17   | 27.2                                  | 46.17             | 27.2                                  | –                 | –                                     |
| <b>Business and financial operations occupations</b> .....             | 22.41   | 4.0                                   | 22.56             | 4.1                                   | –                 | –                                     |
| <b>Computer and mathematical science occupations</b> .....             | 30.30   | 9.4                                   | 30.30             | 9.4                                   | –                 | –                                     |
| <b>Architecture and engineering occupations</b> .....                  | 33.61   | 10.7                                  | 33.61             | 10.7                                  | –                 | –                                     |
| <b>Community and social services occupations</b> .....                 | 22.65   | 8.2                                   | –                 | –                                     | –                 | –                                     |
| <b>Legal occupations</b> .....   | 28.87   | 13.4                                  | 28.87             | 13.4                                  | –                 | –                                     |
| <b>Education, training, and library occupations</b> .....              | 30.48   | 8.5                                   | 31.14             | 8.6                                   | 18.00             | 18.4                                  |
| Level 4 .....  | 11.09   | 1.8                                   | –                 | –                                     | –                 | –                                     |
| Level 8 .....  | 24.96   | 5.4                                   | 25.10             | 4.5                                   | –                 | –                                     |
| Level 9 .....  | 30.67   | 6.2                                   | 30.73             | 6.1                                   | –                 | –                                     |
| Postsecondary teachers .....   | 58.39   | 7.6                                   | 58.39             | 7.6                                   | –                 | –                                     |
| Primary, secondary, and special education school teachers .....        | 29.23   | 5.4                                   | 29.23             | 5.5                                   | –                 | –                                     |
| Level 8 .....  | 26.13   | 3.4                                   | 25.94             | 3.6                                   | –                 | –                                     |
| Level 9 .....  | 30.91   | 6.0                                   | 30.98             | 5.9                                   | –                 | –                                     |
| Elementary and middle school teachers .....                            | 27.43   | 1.8                                   | 27.43             | 1.8                                   | –                 | –                                     |
| Level 8 .....  | 25.15   | 1.4                                   | 25.15             | 1.4                                   | –                 | –                                     |
| Level 9 .....  | 29.14   | 3.6                                   | 29.14             | 3.6                                   | –                 | –                                     |
| Elementary school teachers, except special education .....             | 27.97   | 2.3                                   | 27.97             | 2.3                                   | –                 | –                                     |
| Level 9 .....  | 29.14   | 3.6                                   | 29.14             | 3.6                                   | –                 | –                                     |
| Special education teachers .....                                       | 29.47   | 1.9                                   | –                 | –                                     | –                 | –                                     |
| Teacher assistants .....   | 10.95   | 1.2                                   | 10.99             | 3.4                                   | –                 | –                                     |
| Level 4 .....  | 11.09   | 1.8                                   | –                 | –                                     | –                 | –                                     |
| <b>Protective service occupations</b> .....                            | 24.84   | 1.8                                   | 25.24             | 1.8                                   | –                 | –                                     |
| Level 7 .....  | 26.96   | 4.1                                   | 26.96             | 4.1                                   | –                 | –                                     |
| First-line supervisors/managers, law enforcement workers .....         | 30.42   | 7.7                                   | 30.42             | 7.7                                   | –                 | –                                     |
| Police officers .....  | 28.66   | 2.7                                   | 28.66             | 2.7                                   | –                 | –                                     |
| Level 7 .....  | 27.35   | 4.4                                   | 27.35             | 4.4                                   | –                 | –                                     |
| Police and sheriff's patrol officers .....                             | 28.66   | 2.7                                   | 28.66             | 2.7                                   | –                 | –                                     |
| Level 7 .....  | 27.35   | 4.4                                   | 27.35             | 4.4                                   | –                 | –                                     |
| <b>Food preparation and serving related occupations</b> .....          | 10.97   | 15.6                                  | 11.15             | 15.8                                  | –                 | –                                     |
| <b>Building and grounds cleaning and maintenance occupations</b> ..... | 13.00   | 8.4                                   | 13.13             | 9.6                                   | –                 | –                                     |
| Building cleaning workers .....  | 12.72   | 3.6                                   | 12.86             | 4.4                                   | –                 | –                                     |
| Janitors and cleaners, except maids and housekeeping cleaners .....    | 12.93   | 4.7                                   | 13.10             | 5.8                                   | –                 | –                                     |

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009** — Continued

| Occupation <sup>4</sup> and level                           | Total  |                                       | Full-time workers |                                       | Part-time workers |                                       |
|---|--------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|   | Mean   | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Personal care and service occupations</b> .....          | \$9.58 | 17.5                                  | —                 | —                                     | —                 | —                                     |
| <b>Office and administrative support occupations</b> .....  | 16.71  | 8.7                                   | \$17.04           | 9.0                                   | —                 | —                                     |
| Level 3 .....   | 13.11  | 2.9                                   | 13.20             | 2.5                                   | —                 | —                                     |
| Level 4 .....   | 14.41  | 5.9                                   | 14.70             | 6.5                                   | —                 | —                                     |
| Level 5 .....   | 19.04  | 5.9                                   | 19.95             | 3.7                                   | —                 | —                                     |
| Level 6 .....   | 16.99  | 8.8                                   | 16.99             | 8.8                                   | —                 | —                                     |
| Secretaries and administrative assistants .....             | 19.15  | 16.2                                  | 19.15             | 16.2                                  | —                 | —                                     |
| Executive secretaries and administrative assistants ....    | 20.87  | 20.1                                  | 20.87             | 20.1                                  | —                 | —                                     |
| Office clerks, general .....                                | 13.82  | 6.9                                   | 14.12             | 7.1                                   | —                 | —                                     |
| <b>Transportation and material moving occupations</b> ..... | 15.98  | 13.6                                  | —                 | —                                     | —                 | —                                     |

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupation <sup>4</sup> and level                                | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|--|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|  | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>All workers</b> .....   | \$19.50 | 2.8                                   | \$20.58           | 3.0                                   | \$11.24           | 5.7                                   |
| <b>Management occupations</b> .....                              | 42.26   | 5.5                                   | 42.40             | 5.5                                   | —                 | —                                     |
| Group II .....   | 19.63   | 20.0                                  | —                 | —                                     | —                 | —                                     |
| Group III .....  | 39.10   | 7.2                                   | —                 | —                                     | —                 | —                                     |
| Group IV .....   | 66.11   | 3.6                                   | —                 | —                                     | —                 | —                                     |
| General and operations managers .....                            | 49.01   | 14.7                                  | 49.01             | 14.7                                  | —                 | —                                     |
| Group III .....  | 38.07   | 19.8                                  | 38.07             | 19.8                                  | —                 | —                                     |
| Financial managers .....   | 38.53   | 8.5                                   | 39.08             | 6.8                                   | —                 | —                                     |
| Group III .....  | 40.48   | 13.0                                  | 40.48             | 13.0                                  | —                 | —                                     |
| Construction managers .....                                      | 39.55   | 10.9                                  | 39.55             | 10.9                                  | —                 | —                                     |
| <b>Business and financial operations occupations</b> .....       | 26.80   | 5.8                                   | 26.87             | 5.9                                   | —                 | —                                     |
| Group II .....   | 21.63   | 3.1                                   | —                 | —                                     | —                 | —                                     |
| Group III .....  | 33.69   | 4.9                                   | —                 | —                                     | —                 | —                                     |
| Human resources, training, and labor relations specialists ..... | 25.43   | 20.4                                  | 25.43             | 20.4                                  | —                 | —                                     |
| Management analysts .....  | 25.80   | 13.3                                  | 25.80             | 13.3                                  | —                 | —                                     |
| Accountants and auditors .....                                   | 29.25   | 6.6                                   | 29.25             | 6.6                                   | —                 | —                                     |
| Group II .....   | 23.84   | 3.1                                   | 23.84             | 3.1                                   | —                 | —                                     |
| Group III .....  | 36.72   | 5.2                                   | 36.72             | 5.2                                   | —                 | —                                     |
| Loan counselors and officers .....                               | 29.46   | .0                                    | 29.90             | .0                                    | —                 | —                                     |
| Loan officers .....  | 29.46   | .0                                    | 29.90             | .0                                    | —                 | —                                     |
| <b>Computer and mathematical science occupations</b> .....       | 33.91   | 5.4                                   | 34.96             | 4.7                                   | —                 | —                                     |
| Group II .....   | 22.93   | 6.8                                   | —                 | —                                     | —                 | —                                     |
| Group III .....  | 39.29   | 3.2                                   | —                 | —                                     | —                 | —                                     |
| Computer software engineers .....                                | 42.79   | 2.8                                   | 42.79             | 2.8                                   | —                 | —                                     |
| Group III .....  | 44.25   | 4.1                                   | —                 | —                                     | —                 | —                                     |
| Computer software engineers, systems software .....              | 41.44   | 2.4                                   | 41.44             | 2.4                                   | —                 | —                                     |
| Computer systems analysts .....                                  | 33.09   | 5.4                                   | 33.09             | 5.4                                   | —                 | —                                     |
| Group III .....  | 35.90   | 4.2                                   | 35.90             | 4.2                                   | —                 | —                                     |
| Network and computer systems administrators .....                | 29.37   | 15.4                                  | 29.37             | 15.4                                  | —                 | —                                     |
| <b>Architecture and engineering occupations</b> .....            | 32.72   | 6.0                                   | 33.86             | 4.9                                   | —                 | —                                     |
| Group II .....   | 23.53   | 5.5                                   | —                 | —                                     | —                 | —                                     |
| Group III .....  | 39.93   | 4.2                                   | —                 | —                                     | —                 | —                                     |
| Engineers .....  | 41.48   | 3.0                                   | 41.76             | 3.2                                   | —                 | —                                     |
| Group III .....  | 40.54   | 5.9                                   | —                 | —                                     | —                 | —                                     |
| Electrical and electronics engineers .....                       | 47.81   | 2.2                                   | 47.81             | 2.2                                   | —                 | —                                     |
| Mechanical engineers .....                                       | 39.93   | 6.2                                   | 39.93             | 6.2                                   | —                 | —                                     |
| Group III .....  | 39.93   | 6.2                                   | 39.93             | 6.2                                   | —                 | —                                     |
| Drafters .....   | 19.55   | 8.5                                   | —                 | —                                     | —                 | —                                     |
| Engineering technicians, except drafters .....                   | 24.82   | 5.2                                   | 25.49             | 3.4                                   | —                 | —                                     |
| Group II .....   | 24.31   | 5.5                                   | —                 | —                                     | —                 | —                                     |
| Electrical and electronic engineering technicians .....          | 25.28   | 10.8                                  | 27.08             | 4.6                                   | —                 | —                                     |
| Group II .....   | 23.03   | 10.8                                  | 25.59             | 8.7                                   | —                 | —                                     |
| <b>Life, physical, and social science occupations</b> .....      | 35.89   | 10.5                                  | 35.89             | 10.5                                  | —                 | —                                     |
| <b>Community and social services occupations</b> .....           | 19.37   | 8.3                                   | 19.41             | 8.4                                   | —                 | —                                     |
| Group II .....   | 19.24   | 3.8                                   | —                 | —                                     | —                 | —                                     |
| Counselors .....   | 21.16   | 4.1                                   | 21.15             | 4.1                                   | —                 | —                                     |
| Group II .....   | 20.01   | 2.5                                   | —                 | —                                     | —                 | —                                     |
| Educational, vocational, and school counselors .....             | 20.19   | 2.8                                   | —                 | —                                     | —                 | —                                     |
| Social workers .....   | 18.81   | 4.2                                   | 18.81             | 4.2                                   | —                 | —                                     |
| Group II .....   | 19.50   | 5.1                                   | —                 | —                                     | —                 | —                                     |
| Miscellaneous community and social service specialists .....     | 16.14   | 13.2                                  | 16.14             | 13.8                                  | —                 | —                                     |
| Group II .....   | 18.62   | 9.7                                   | —                 | —                                     | —                 | —                                     |
| <b>Legal occupations</b> .....                                   | 70.32   | 20.1                                  | 70.32             | 20.1                                  | —                 | —                                     |
| Group II .....   | 29.98   | 12.8                                  | —                 | —                                     | —                 | —                                     |
| <b>Education, training, and library occupations</b> .....        | 28.01   | 12.7                                  | 28.53             | 13.4                                  | 16.56             | 16.9                                  |
| Group I .....  | 11.22   | 10.2                                  | —                 | —                                     | —                 | —                                     |
| Group II .....   | 24.86   | 4.6                                   | —                 | —                                     | —                 | —                                     |
| Group III .....  | 34.60   | 10.4                                  | —                 | —                                     | —                 | —                                     |

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009 — Continued

| Occupation <sup>4</sup> and level   | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|---|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|   | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Education, training, and library occupations</b> —Continued                |         |                                       |                   |                                       |                   |                                       |
| Postsecondary teachers .....  | \$53.99 | 12.7                                  | \$53.99           | 12.7                                  | —                 | —                                     |
| Primary, secondary, and special education school teachers .....               |         |                                       |                   |                                       |                   |                                       |
| Group II .....  | 28.28   | 4.7                                   | 28.38             | 5.1                                   | —                 | —                                     |
| Group III .....   | 25.95   | 2.1                                   | —                 | —                                     | —                 | —                                     |
| Group III .....   | 30.83   | 5.8                                   | —                 | —                                     | —                 | —                                     |
| Elementary and middle school teachers .....                                   | 26.89   | 2.2                                   | 27.05             | 3.0                                   | —                 | —                                     |
| Group II .....  | 24.90   | .8                                    | —                 | —                                     | —                 | —                                     |
| Group III .....   | 29.14   | 3.6                                   | —                 | —                                     | —                 | —                                     |
| Elementary school teachers, except special education .....                    | 27.18   | 2.6                                   | 27.37             | 3.5                                   | —                 | —                                     |
| Group III .....   | 29.14   | 3.6                                   | 29.14             | 3.6                                   | —                 | —                                     |
| Special education teachers .....  | 29.47   | 1.9                                   | —                 | —                                     | —                 | —                                     |
| Teacher assistants .....  | 11.25   | 9.9                                   | 11.27             | 11.0                                  | \$11.12           | 6.5                                   |
| Group I .....   | 11.22   | 10.2                                  | 11.27             | 11.0                                  | —                 | —                                     |
| <b>Arts, design, entertainment, sports, and media occupations</b> .....       | 18.50   | 10.5                                  | 19.89             | 8.3                                   | —                 | —                                     |
| Group II .....  | 17.42   | 10.6                                  | —                 | —                                     | —                 | —                                     |
| <b>Healthcare practitioner and technical occupations</b> .....                | 30.55   | 5.3                                   | 30.66             | 6.8                                   | 29.85             | 12.7                                  |
| Group I .....   | 15.11   | 6.8                                   | —                 | —                                     | —                 | —                                     |
| Group II .....  | 31.28   | 1.3                                   | —                 | —                                     | —                 | —                                     |
| Group III .....   | 38.24   | 9.7                                   | —                 | —                                     | —                 | —                                     |
| Registered nurses .....   | 34.36   | 1.8                                   | 34.27             | 2.1                                   | 34.67             | 2.5                                   |
| Group II .....  | 33.52   | 1.6                                   | 33.11             | 1.6                                   | 34.38             | 3.3                                   |
| Group III .....   | 33.81   | 2.8                                   | 33.53             | 3.1                                   | —                 | —                                     |
| Therapists .....  | 30.03   | 4.4                                   | 29.85             | 4.8                                   | —                 | —                                     |
| Clinical laboratory technologists and technicians .....                       | 20.74   | 8.4                                   | —                 | —                                     | —                 | —                                     |
| Health diagnosing and treating practitioner support technicians .....         | 19.10   | 8.1                                   | 20.72             | 2.9                                   | —                 | —                                     |
| <b>Healthcare support occupations</b> .....                                   | 12.40   | 3.1                                   | 13.57             | 1.7                                   | —                 | —                                     |
| Group I .....   | 12.16   | 4.1                                   | —                 | —                                     | —                 | —                                     |
| Nursing, psychiatric, and home health aides .....                             | —       | —                                     | 13.03             | 3.1                                   | —                 | —                                     |
| Nursing aides, orderlies, and attendants .....                                | 12.58   | 1.0                                   | 12.67             | .5                                    | —                 | —                                     |
| Group I .....   | 12.58   | 1.0                                   | 12.67             | .5                                    | —                 | —                                     |
| Miscellaneous healthcare support occupations .....                            | 15.07   | 2.2                                   | 15.07             | 2.2                                   | —                 | —                                     |
| <b>Protective service occupations</b> .....                                   | 15.70   | 20.9                                  | 16.05             | 21.8                                  | 11.03             | 4.5                                   |
| Group I .....   | 11.26   | 5.9                                   | —                 | —                                     | —                 | —                                     |
| Group II .....  | 26.35   | 1.0                                   | —                 | —                                     | —                 | —                                     |
| First-line supervisors/managers, law enforcement workers .....                | 30.42   | 7.7                                   | 30.42             | 7.7                                   | —                 | —                                     |
| Police officers .....   | 28.66   | 2.7                                   | 28.66             | 2.7                                   | —                 | —                                     |
| Group II .....  | 29.00   | 2.4                                   | —                 | —                                     | —                 | —                                     |
| Police and sheriff's patrol officers .....                                    | 28.66   | 2.7                                   | 28.66             | 2.7                                   | —                 | —                                     |
| Group II .....  | 29.00   | 2.4                                   | 29.00             | 2.4                                   | —                 | —                                     |
| Security guards and gaming surveillance officers .....                        | 10.97   | 3.0                                   | 10.98             | 3.5                                   | —                 | —                                     |
| Group I .....   | 10.92   | 2.6                                   | —                 | —                                     | —                 | —                                     |
| Security guards .....   | 10.97   | 3.0                                   | 10.98             | 3.5                                   | —                 | —                                     |
| Group I .....   | 10.92   | 2.6                                   | 10.93             | 3.0                                   | —                 | —                                     |
| <b>Food preparation and serving related occupations</b> .....                 | 8.74    | 3.3                                   | 9.77              | 3.1                                   | 6.73              | 9.3                                   |
| Group I .....   | 8.01    | 2.0                                   | —                 | —                                     | —                 | —                                     |
| Group II .....  | 16.10   | 12.2                                  | —                 | —                                     | —                 | —                                     |
| First-line supervisors/managers, food preparation and serving workers .....   | 15.87   | 8.7                                   | 16.03             | 9.1                                   | —                 | —                                     |
| Group II .....  | 17.07   | 14.8                                  | —                 | —                                     | —                 | —                                     |
| First-line supervisors/managers of food preparation and serving workers ..... | 15.87   | 8.7                                   | 16.03             | 9.1                                   | —                 | —                                     |
| Group II .....  | 17.07   | 14.8                                  | 17.07             | 14.8                                  | —                 | —                                     |
| Cooks .....   | 10.47   | 4.1                                   | 10.40             | 3.9                                   | —                 | —                                     |
| Group I .....   | 10.47   | 4.1                                   | —                 | —                                     | —                 | —                                     |
| Cooks, restaurant .....   | 10.51   | 4.2                                   | 10.48             | 4.6                                   | —                 | —                                     |
| Group I .....   | 10.51   | 4.2                                   | 10.48             | 4.6                                   | —                 | —                                     |

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009 — Continued

| Occupation <sup>4</sup> and level  | Total  |                                       | Full-time workers |                                       | Part-time workers |                                       |
|--|--------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|  | Mean   | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Food preparation and serving related occupations</b>                  |        |                                       |                   |                                       |                   |                                       |
| —Continued   |        |                                       |                   |                                       |                   |                                       |
| Food preparation workers .....   | \$9.53 | 4.2                                   | \$9.56            | 4.3                                   | —                 | —                                     |
| Group I .....  | 9.53   | 4.2                                   | 9.56              | 4.3                                   | —                 | —                                     |
| Food service, tipped .....   | 5.74   | 4.5                                   | 6.26              | 7.0                                   | \$5.14            | 4.3                                   |
| Group I .....  | 5.51   | 1.7                                   | —                 | —                                     | —                 | —                                     |
| Bartenders .....   | 7.97   | 6.7                                   | —                 | —                                     | —                 | —                                     |
| Waiters and waitresses .....   | 4.79   | 5.3                                   | 4.72              | 5.5                                   | 4.85              | 10.7                                  |
| Group I .....  | 4.79   | 5.3                                   | 4.72              | 5.5                                   | 4.85              | 10.7                                  |
| Dining room and cafeteria attendants and bartender helpers .....         | 7.42   | 3.0                                   | —                 | —                                     | —                 | —                                     |
| Group I .....  | 7.42   | 3.0                                   | —                 | —                                     | —                 | —                                     |
| Fast food and counter workers .....                                      | 9.26   | 4.5                                   | 10.12             | 3.5                                   | 8.18              | 2.8                                   |
| Group I .....  | 8.80   | 3.1                                   | —                 | —                                     | —                 | —                                     |
| Combined food preparation and serving workers, including fast food ..... | 9.25   | 5.7                                   | 11.07             | 6.4                                   | 8.18              | 2.8                                   |
| Group I .....  | 8.57   | 3.0                                   | —                 | —                                     | 8.18              | 2.8                                   |
| <b>Building and grounds cleaning and maintenance occupations</b>         |        |                                       |                   |                                       |                   |                                       |
| .....  | 10.79  | 6.0                                   | 10.96             | 6.3                                   | 8.57              | 4.5                                   |
| Group I .....  | 10.45  | 4.9                                   | —                 | —                                     | —                 | —                                     |
| Building cleaning workers .....  | 9.98   | 5.7                                   | 10.09             | 6.1                                   | 8.54              | 6.4                                   |
| Group I .....  | 9.98   | 5.7                                   | —                 | —                                     | —                 | —                                     |
| Janitors and cleaners, except maids and housekeeping cleaners .....      | 10.78  | 4.1                                   | 11.03             | 4.2                                   | 8.54              | 6.4                                   |
| Group I .....  | 10.78  | 4.1                                   | 11.02             | 4.2                                   | 8.51              | 6.9                                   |
| Grounds maintenance workers .....  | 12.15  | 14.0                                  | 12.53             | 13.9                                  | —                 | —                                     |
| Group I .....  | 11.25  | 8.7                                   | —                 | —                                     | —                 | —                                     |
| Landscaping and groundskeeping workers .....                             | 9.81   | 4.7                                   | 10.07             | 3.6                                   | —                 | —                                     |
| Group I .....  | 9.81   | 4.7                                   | 10.07             | 3.6                                   | —                 | —                                     |
| <b>Personal care and service occupations</b>                             |        |                                       |                   |                                       |                   |                                       |
| .....  | 11.99  | 7.6                                   | 13.28             | 7.9                                   | 9.20              | 2.2                                   |
| Group I .....  | 10.16  | 5.4                                   | —                 | —                                     | —                 | —                                     |
| Miscellaneous entertainment attendants and related workers .....         | 7.88   | 1.8                                   | —                 | —                                     | 7.61              | 1.5                                   |
| Group I .....  | 7.88   | 1.8                                   | —                 | —                                     | —                 | —                                     |
| Amusement and recreation attendants .....                                | 7.99   | .9                                    | —                 | —                                     | —                 | —                                     |
| Group I .....  | 7.99   | .9                                    | —                 | —                                     | —                 | —                                     |
| Personal and home care aides .....                                       | 10.39  | 5.7                                   | —                 | —                                     | —                 | —                                     |
| Group I .....  | 10.39  | 5.7                                   | —                 | —                                     | —                 | —                                     |
| <b>Sales and related occupations</b>                                     |        |                                       |                   |                                       |                   |                                       |
| .....  | 17.35  | 6.3                                   | 19.33             | 8.8                                   | 9.44              | 3.1                                   |
| Group I .....  | 11.65  | 2.0                                   | —                 | —                                     | —                 | —                                     |
| Group II .....   | 24.64  | 6.8                                   | —                 | —                                     | —                 | —                                     |
| First-line supervisors/managers, sales workers .....                     | 17.58  | 12.7                                  | 17.58             | 12.7                                  | —                 | —                                     |
| Group II .....   | 22.67  | 19.1                                  | —                 | —                                     | —                 | —                                     |
| First-line supervisors/managers of retail sales workers .....            | 16.85  | 11.3                                  | 16.85             | 11.3                                  | —                 | —                                     |
| Group II .....   | 21.16  | 17.7                                  | 21.16             | 17.7                                  | —                 | —                                     |
| Retail sales workers .....   | 13.10  | 4.5                                   | 14.71             | .7                                    | 8.97              | 1.9                                   |
| Group I .....  | 10.99  | 1.7                                   | —                 | —                                     | —                 | —                                     |
| Cashiers, all workers .....  | 9.67   | 2.2                                   | 10.50             | 6.9                                   | 8.50              | 1.8                                   |
| Group I .....  | 9.75   | 3.7                                   | —                 | —                                     | —                 | —                                     |
| Cashiers .....   | 9.67   | 2.2                                   | 10.50             | 6.9                                   | 8.50              | 1.8                                   |
| Group I .....  | 9.75   | 3.7                                   | —                 | —                                     | 8.63              | 3.5                                   |
| Counter and rental clerks and parts salespersons .....                   | 11.76  | 3.6                                   | —                 | —                                     | 9.00              | 5.5                                   |
| Group I .....  | 11.76  | 3.6                                   | —                 | —                                     | —                 | —                                     |
| Parts salespersons .....   | 12.39  | 3.5                                   | —                 | —                                     | —                 | —                                     |
| Group I .....  | 12.39  | 3.5                                   | —                 | —                                     | —                 | —                                     |
| Retail salespersons .....  | 15.33  | 9.3                                   | 16.92             | 5.2                                   | 9.47              | 5.8                                   |
| Group I .....  | 11.98  | 11.1                                  | 14.07             | 11.5                                  | 9.47              | 5.8                                   |
| Miscellaneous sales and related workers .....                            | 15.03  | 4.5                                   | 15.06             | 4.7                                   | —                 | —                                     |
| Group I .....  | 14.37  | 1.9                                   | —                 | —                                     | —                 | —                                     |
| <b>Office and administrative support occupations</b>                     |        |                                       |                   |                                       |                   |                                       |
| .....  | 14.93  | 2.1                                   | 15.35             | 2.3                                   | 11.76             | 3.8                                   |
| Group I .....  | 13.27  | 2.4                                   | —                 | —                                     | —                 | —                                     |
| Group II .....   | 19.29  | 4.2                                   | —                 | —                                     | —                 | —                                     |

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009 — Continued

| Occupation <sup>4</sup> and level   | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|---|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|   | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Office and administrative support occupations</b>                                |         |                                       |                   |                                       |                   |                                       |
| —Continued  |         |                                       |                   |                                       |                   |                                       |
| First-line supervisors/managers of office and administrative support workers .....  | \$23.34 | 8.4                                   | \$23.34           | 8.4                                   | —                 | —                                     |
| Group II .....  | 22.97   | 9.0                                   | 22.97             | 9.0                                   | —                 | —                                     |
| Financial clerks .....  | 15.15   | 4.1                                   | 15.76             | 4.2                                   | \$12.93           | 5.9                                   |
| Group I .....   | 14.17   | 4.0                                   | —                 | —                                     | —                 | —                                     |
| Group II .....  | 18.91   | 8.7                                   | —                 | —                                     | —                 | —                                     |
| Bill and account collectors .....   | 13.86   | 4.4                                   | 14.03             | 4.1                                   | —                 | —                                     |
| Group I .....   | 14.26   | 6.5                                   | 14.54             | 5.4                                   | —                 | —                                     |
| Bookkeeping, accounting, and auditing clerks .....                                  | 16.53   | 5.9                                   | 17.19             | 5.6                                   | —                 | —                                     |
| Group I .....   | 15.10   | 7.2                                   | 15.75             | 8.5                                   | —                 | —                                     |
| Group II .....  | 21.50   | 3.9                                   | 21.50             | 3.9                                   | —                 | —                                     |
| Tellers .....   | 11.41   | 1.4                                   | —                 | —                                     | —                 | —                                     |
| Group I .....   | 11.41   | 1.4                                   | —                 | —                                     | —                 | —                                     |
| Customer service representatives .....  | 15.18   | 2.2                                   | 15.17             | 2.2                                   | —                 | —                                     |
| Group I .....   | 14.86   | 3.8                                   | 14.83             | 3.6                                   | —                 | —                                     |
| Group II .....  | 15.42   | 10.8                                  | 15.42             | 10.8                                  | —                 | —                                     |
| Human resources assistants, except payroll and timekeeping .....                    | 14.98   | 4.2                                   | 14.98             | 4.2                                   | —                 | —                                     |
| Receptionists and information clerks .....  | 12.32   | 7.1                                   | 12.33             | 7.4                                   | —                 | —                                     |
| Group I .....   | 12.18   | 6.6                                   | 12.17             | 6.9                                   | —                 | —                                     |
| Reservation and transportation ticket agents and travel clerks .....                | 18.83   | 3.5                                   | 19.10             | 4.1                                   | —                 | —                                     |
| Group I .....   | 18.62   | 3.6                                   | —                 | —                                     | —                 | —                                     |
| Dispatchers .....   | 13.13   | 9.8                                   | 13.34             | 9.8                                   | —                 | —                                     |
| Shipping, receiving, and traffic clerks .....                                       | 9.72    | 6.3                                   | 9.72              | 7.0                                   | —                 | —                                     |
| Group I .....   | 9.52    | 7.4                                   | 9.52              | 7.4                                   | —                 | —                                     |
| Stock clerks and order fillers .....  | 11.55   | 8.4                                   | 12.81             | 11.0                                  | 9.88              | 9.2                                   |
| Group I .....   | 11.17   | 7.6                                   | 12.27             | 10.6                                  | 9.88              | 9.2                                   |
| Secretaries and administrative assistants .....                                     | 17.95   | 4.3                                   | 17.95             | 4.4                                   | —                 | —                                     |
| Group I .....   | 14.30   | 2.1                                   | —                 | —                                     | —                 | —                                     |
| Group II .....  | 20.69   | 4.3                                   | —                 | —                                     | —                 | —                                     |
| Executive secretaries and administrative assistants .....                           | 20.52   | 8.7                                   | 20.52             | 8.7                                   | —                 | —                                     |
| Group II .....  | 20.79   | 7.9                                   | 20.79             | 7.9                                   | —                 | —                                     |
| Medical secretaries .....   | 14.47   | 2.5                                   | 14.11             | 1.6                                   | —                 | —                                     |
| Group I .....   | 13.56   | 1.7                                   | 13.56             | 1.7                                   | —                 | —                                     |
| Secretaries, except legal, medical, and executive .....                             | 16.66   | 6.3                                   | 16.66             | 6.3                                   | —                 | —                                     |
| Group I .....   | 15.24   | 5.6                                   | 15.24             | 5.6                                   | —                 | —                                     |
| Data entry and information processing workers .....                                 | 11.81   | 2.9                                   | 11.81             | 2.9                                   | —                 | —                                     |
| Office clerks, general .....  | 13.83   | 3.8                                   | 14.33             | 4.3                                   | 10.15             | 8.0                                   |
| Group I .....   | 12.79   | 5.7                                   | 13.22             | 5.7                                   | —                 | —                                     |
| Group II .....  | 17.48   | 7.7                                   | —                 | —                                     | —                 | —                                     |
| <b>Construction and extraction occupations</b> .....                                | 14.65   | 11.9                                  | 14.66             | 11.9                                  | —                 | —                                     |
| Group II .....  | 19.50   | 4.4                                   | —                 | —                                     | —                 | —                                     |
| First-line supervisors/managers of construction trades and extraction workers ..... | 19.92   | 13.5                                  | 19.92             | 13.5                                  | —                 | —                                     |
| Group II .....  | 18.82   | 22.5                                  | 18.82             | 22.5                                  | —                 | —                                     |
| Carpenters .....  | 17.36   | 14.1                                  | 17.36             | 14.1                                  | —                 | —                                     |
| Construction equipment operators .....  | 19.29   | 2.6                                   | 19.29             | 2.6                                   | —                 | —                                     |
| Electricians .....  | 20.14   | .6                                    | 20.14             | .6                                    | —                 | —                                     |
| Group II .....  | 20.65   | .6                                    | 20.65             | .6                                    | —                 | —                                     |
| <b>Installation, maintenance, and repair occupations</b> .....                      | 18.02   | 10.2                                  | 17.64             | 10.6                                  | —                 | —                                     |
| Group I .....   | 14.63   | 10.7                                  | —                 | —                                     | —                 | —                                     |
| Group II .....  | 20.89   | 5.1                                   | —                 | —                                     | —                 | —                                     |
| Automotive technicians and repairers .....  | 18.19   | 10.9                                  | 18.48             | 13.2                                  | —                 | —                                     |
| Group II .....  | 19.84   | 7.5                                   | —                 | —                                     | —                 | —                                     |
| Automotive service technicians and mechanics .....                                  | 18.39   | 14.1                                  | 18.39             | 14.1                                  | —                 | —                                     |
| Group II .....  | 20.83   | 9.9                                   | 20.83             | 9.9                                   | —                 | —                                     |
| Industrial machinery installation, repair, and maintenance workers .....            | 18.18   | 8.1                                   | 18.18             | 8.1                                   | —                 | —                                     |
| Group I .....   | 16.18   | 4.8                                   | —                 | —                                     | —                 | —                                     |
| Group II .....  | 22.69   | 8.1                                   | —                 | —                                     | —                 | —                                     |
| Maintenance and repair workers, general .....                                       | 18.03   | 8.6                                   | 18.03             | 8.6                                   | —                 | —                                     |

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Phoenix-Mesa-Glendale, AZ, September 2009 — Continued

| Occupation <sup>4</sup> and level                                 | Total   |                                       | Full-time workers |                                       | Part-time workers |                                       |
|---|---------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
|   | Mean    | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) | Mean              | Relative error <sup>5</sup> (percent) |
| <b>Installation, maintenance, and repair occupations</b>          |         |                                       |                   |                                       |                   |                                       |
| –Continued  |         |                                       |                   |                                       |                   |                                       |
| Maintenance and repair workers, general –Continued                |         |                                       |                   |                                       |                   |                                       |
| Group I .....   | \$16.18 | 4.8                                   | \$16.18           | 4.8                                   | –                 | –                                     |
| Miscellaneous installation, maintenance, and repair workers ..... | 15.98   | 6.1                                   | 15.98             | 6.1                                   | –                 | –                                     |
| <b>Production occupations</b> .....                               | 14.74   | 6.0                                   | 14.90             | 6.3                                   | –                 | –                                     |
| Group I .....   | 12.64   | 4.0                                   | –                 | –                                     | –                 | –                                     |
| Group II .....  | 21.32   | 11.2                                  | –                 | –                                     | –                 | –                                     |
| Electrical, electronics, and electromechanical assemblers .....   | 12.58   | 3.0                                   | 12.45             | 3.9                                   | –                 | –                                     |
| Electrical and electronic equipment assemblers .....              | 12.55   | 3.1                                   | –                 | –                                     | –                 | –                                     |
| Miscellaneous assemblers and fabricators .....                    | 12.75   | .8                                    | 12.75             | .8                                    | –                 | –                                     |
| Group I .....   | 12.51   | 2.3                                   | –                 | –                                     | –                 | –                                     |
| Semiconductor processors .....                                    | 20.28   | 6.7                                   | 20.28             | 6.7                                   | –                 | –                                     |
| <b>Transportation and material moving occupations</b> .....       | 15.28   | 11.4                                  | 15.98             | 12.5                                  | \$8.55            | 8.1                                   |
| Group I .....   | 12.42   | 10.6                                  | –                 | –                                     | –                 | –                                     |
| Group II .....  | 21.93   | 6.7                                   | –                 | –                                     | –                 | –                                     |
| Driver/sales workers and truck drivers .....                      | 17.85   | 18.5                                  | 18.50             | 19.3                                  | –                 | –                                     |
| Group I .....   | 17.86   | 18.6                                  | –                 | –                                     | –                 | –                                     |
| Truck drivers, light or delivery services .....                   | 19.69   | 25.3                                  | 19.84             | 25.7                                  | –                 | –                                     |
| Group I .....   | 19.69   | 25.3                                  | 19.84             | 25.7                                  | –                 | –                                     |
| Industrial truck and tractor operators .....                      | 12.05   | 8.6                                   | 12.05             | 8.6                                   | –                 | –                                     |
| Group I .....   | 12.05   | 8.6                                   | 12.05             | 8.6                                   | –                 | –                                     |
| Laborers and material movers, hand .....                          | 10.15   | 6.2                                   | 10.46             | 7.7                                   | 8.65              | 7.0                                   |
| Group I .....   | 10.00   | 6.6                                   | –                 | –                                     | –                 | –                                     |
| Laborers and freight, stock, and material movers, hand .....      | 10.12   | 8.5                                   | 10.39             | 10.8                                  | 8.71              | 6.4                                   |
| Group I .....   | 10.12   | 8.5                                   | 10.39             | 10.8                                  | 8.71              | 6.4                                   |

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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



Table 6. Civilian workers: Hourly wage percentiles<sup>1</sup>, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupation <sup>2</sup>   | 10     | 25      | Median<br>50 | 75      | 90      |
|---|--------|---------|--------------|---------|---------|
| <b>All workers</b> .....  | \$8.50 | \$10.47 | \$15.00      | \$23.23 | \$35.49 |
| <b>Management occupations</b> .....   | 18.55  | 28.42   | 39.26        | 50.97   | 68.05   |
| General and operations managers .....                                       | 21.15  | 37.21   | 50.97        | 60.81   | 68.35   |
| Financial managers .....  | 27.73  | 30.53   | 37.02        | 44.37   | 59.60   |
| Construction managers .....   | 18.00  | 31.06   | 37.01        | 50.00   | 64.00   |
| <b>Business and financial operations occupations</b> .....                  | 16.48  | 19.23   | 23.85        | 30.36   | 40.79   |
| Human resources, training, and labor relations<br>specialists .....         | 14.29  | 15.28   | 18.90        | 40.45   | 45.91   |
| Management analysts .....   | 15.26  | 17.04   | 21.54        | 37.35   | 41.49   |
| Accountants and auditors .....  | 21.64  | 22.59   | 26.50        | 36.00   | 37.82   |
| Loan counselors and officers .....  | 16.48  | 18.37   | 25.54        | 32.60   | 40.86   |
| Loan officers .....   | 16.48  | 18.37   | 25.54        | 32.60   | 40.86   |
| <b>Computer and mathematical science occupations</b> .....                  | 20.94  | 25.75   | 32.82        | 40.60   | 48.00   |
| Computer software engineers .....   | 30.50  | 40.21   | 42.75        | 45.97   | 51.52   |
| Computer software engineers, systems software .....                         | 30.16  | 40.21   | 42.09        | 45.50   | 48.11   |
| Computer systems analysts .....   | 22.50  | 27.92   | 32.91        | 38.08   | 40.11   |
| Network and computer systems administrators .....                           | 20.94  | 22.93   | 25.92        | 37.52   | 40.58   |
| <b>Architecture and engineering occupations</b> .....                       | 18.55  | 23.00   | 28.60        | 41.54   | 48.06   |
| Engineers .....   | 26.06  | 34.62   | 41.45        | 46.90   | 56.90   |
| Electrical and electronics engineers .....                                  | 39.42  | 41.22   | 46.69        | 51.24   | 66.49   |
| Mechanical engineers .....  | 33.89  | 34.12   | 37.28        | 45.17   | 45.47   |
| Drafters .....  | 14.75  | 17.00   | 19.00        | 20.85   | 22.79   |
| Engineering technicians, except drafters .....                              | 16.33  | 20.50   | 26.56        | 26.56   | 28.71   |
| Electrical and electronic engineering technicians .....                     | 14.38  | 16.33   | 26.04        | 27.80   | 36.68   |
| <b>Life, physical, and social science occupations</b> .....                 | 21.04  | 27.73   | 37.53        | 39.41   | 51.10   |
| <b>Community and social services occupations</b> .....                      | 12.04  | 15.05   | 17.67        | 21.64   | 29.22   |
| Counselors .....  | 16.52  | 17.56   | 19.00        | 22.48   | 31.73   |
| Educational, vocational, and school counselors .....                        | 17.42  | 18.03   | 19.00        | 20.44   | 24.37   |
| Social workers .....  | 14.47  | 17.00   | 17.65        | 21.00   | 24.67   |
| Miscellaneous community and social service specialists .....                | 10.03  | 12.09   | 16.43        | 17.67   | 24.31   |
| <b>Legal occupations</b> .....  | 19.85  | 24.52   | 39.76        | 83.00   | 193.44  |
| <b>Education, training, and library occupations</b> .....                   | 10.13  | 16.47   | 24.78        | 31.96   | 45.06   |
| Postsecondary teachers .....  | 22.81  | 34.62   | 49.34        | 65.80   | 89.40   |
| Primary, secondary, and special education school<br>teachers .....          | 21.53  | 23.37   | 27.12        | 31.35   | 37.76   |
| Elementary and middle school teachers .....                                 | 21.73  | 23.27   | 25.18        | 29.11   | 34.50   |
| Elementary school teachers, except special<br>education .....               | 21.61  | 23.37   | 26.13        | 30.26   | 35.07   |
| Special education teachers .....  | 26.21  | 28.98   | 29.74        | 31.28   | 31.82   |
| Teacher assistants .....  | 8.99   | 9.30    | 10.50        | 11.97   | 15.51   |
| <b>Arts, design, entertainment, sports, and media<br/>occupations</b> ..... | 10.00  | 14.50   | 18.16        | 22.03   | 23.61   |
| <b>Healthcare practitioner and technical occupations</b> .....              | 15.00  | 23.24   | 31.20        | 35.94   | 39.79   |
| Registered nurses .....   | 27.45  | 31.50   | 34.99        | 37.09   | 40.23   |
| Therapists .....  | 21.89  | 24.48   | 31.25        | 33.21   | 38.62   |
| Clinical laboratory technologists and technicians .....                     | 12.57  | 15.00   | 17.08        | 33.04   | 33.04   |
| Health diagnosing and treating practitioner support<br>technicians .....    | 10.50  | 15.51   | 20.00        | 23.33   | 24.27   |
| <b>Healthcare support occupations</b> .....                                 | 9.50   | 10.25   | 10.90        | 14.24   | 16.00   |
| Nursing aides, orderlies, and attendants .....                              | 10.90  | 10.90   | 12.82        | 13.42   | 14.83   |
| Miscellaneous healthcare support occupations .....                          | 10.25  | 13.25   | 15.00        | 16.60   | 19.30   |
| <b>Protective service occupations</b> .....                                 | 9.37   | 9.50    | 12.00        | 19.07   | 29.24   |
| First-line supervisors/managers, law enforcement<br>workers .....           | 22.77  | 27.27   | 27.37        | 33.14   | 42.51   |
| Police officers .....   | 22.97  | 24.73   | 28.45        | 34.04   | 34.82   |
| Police and sheriff's patrol officers .....                                  | 22.97  | 24.73   | 28.45        | 34.04   | 34.82   |
| Security guards and gaming surveillance officers .....                      | 9.00   | 9.37    | 10.27        | 12.00   | 13.86   |
| Security guards .....   | 9.00   | 9.37    | 10.27        | 12.00   | 13.86   |

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Phoenix-Mesa-Glendale, AZ, September 2009** —  
Continued

| Occupation <sup>2</sup>  | 10     | 25     | Median<br>50 | 75      | 90      |
|--|--------|--------|--------------|---------|---------|
| <b>Food preparation and serving related occupations</b> .....                          | \$4.25 | \$6.75 | \$8.57       | \$10.13 | \$12.93 |
| First-line supervisors/managers, food preparation and<br>serving workers .....         | 11.98  | 12.00  | 14.42        | 17.78   | 22.13   |
| First-line supervisors/managers of food preparation<br>and serving workers .....       | 11.98  | 12.00  | 14.42        | 17.78   | 22.13   |
| Cooks .....  | 8.05   | 9.80   | 10.25        | 11.50   | 12.93   |
| Cooks, restaurant .....  | 8.00   | 9.34   | 10.50        | 11.45   | 12.93   |
| Food preparation workers .....   | 8.10   | 8.10   | 8.75         | 8.75    | 13.67   |
| Food service, tipped .....   | 4.25   | 4.25   | 4.37         | 6.75    | 9.50    |
| Bartenders .....   | 6.00   | 6.50   | 6.75         | 11.00   | 11.00   |
| Waiters and waitresses .....   | 4.09   | 4.25   | 4.25         | 4.50    | 6.75    |
| Dining room and cafeteria attendants and bartender<br>helpers .....                    | 4.29   | 6.00   | 7.25         | 9.00    | 10.00   |
| Fast food and counter workers .....  | 7.35   | 8.00   | 8.62         | 10.02   | 11.45   |
| Combined food preparation and serving workers,<br>including fast food .....            | 7.25   | 7.50   | 8.50         | 9.35    | 11.45   |
| <b>Building and grounds cleaning and maintenance<br/>occupations</b> .....             | 7.75   | 8.50   | 9.84         | 12.30   | 14.94   |
| Building cleaning workers .....  | 7.75   | 8.02   | 9.28         | 11.90   | 13.99   |
| Janitors and cleaners, except maids and<br>housekeeping cleaners .....                 | 8.02   | 8.93   | 10.00        | 12.30   | 14.26   |
| Grounds maintenance workers .....  | 8.65   | 9.11   | 10.78        | 14.42   | 15.00   |
| Landscaping and groundskeeping workers .....   | 8.65   | 8.65   | 9.11         | 10.34   | 12.00   |
| <b>Personal care and service occupations</b> .....                                     | 7.30   | 7.93   | 9.48         | 12.20   | 18.05   |
| Miscellaneous entertainment attendants and related<br>workers .....                    | 7.25   | 7.50   | 7.71         | 7.93    | 9.15    |
| Amusement and recreation attendants .....  | 7.25   | 7.71   | 7.71         | 7.93    | 10.12   |
| Personal and home care aides .....   | 8.25   | 9.00   | 10.25        | 11.56   | 12.47   |
| <b>Sales and related occupations</b> .....   | 8.28   | 10.10  | 14.54        | 19.19   | 32.42   |
| First-line supervisors/managers, sales workers .....                                   | 10.80  | 10.80  | 13.99        | 22.72   | 31.25   |
| First-line supervisors/managers of retail sales workers .....                          | 10.80  | 10.80  | 13.76        | 22.72   | 28.68   |
| Retail sales workers .....   | 7.90   | 8.93   | 11.11        | 18.79   | 18.79   |
| Cashiers, all workers .....  | 7.25   | 8.25   | 8.93         | 9.87    | 13.05   |
| Cashiers .....   | 7.25   | 8.25   | 8.93         | 9.87    | 13.05   |
| Counter and rental clerks and parts salespersons .....                                 | 8.00   | 9.95   | 12.46        | 13.00   | 13.00   |
| Parts salespersons .....   | 9.95   | 10.00  | 13.00        | 13.00   | 13.66   |
| Retail salespersons .....  | 8.50   | 10.46  | 16.26        | 18.79   | 19.19   |
| Miscellaneous sales and related workers .....  | 13.47  | 14.92  | 14.92        | 14.92   | 15.76   |
| <b>Office and administrative support occupations</b> .....                             | 9.80   | 11.16  | 14.00        | 17.37   | 21.72   |
| First-line supervisors/managers of office and<br>administrative support workers .....  | 15.73  | 18.26  | 21.12        | 26.29   | 30.40   |
| Financial clerks .....   | 10.42  | 11.99  | 14.63        | 17.53   | 20.39   |
| Bill and account collectors .....  | 11.79  | 12.41  | 13.32        | 15.38   | 16.69   |
| Bookkeeping, accounting, and auditing clerks .....                                     | 10.22  | 13.20  | 16.46        | 19.25   | 22.60   |
| Tellers .....  | 10.01  | 10.42  | 10.82        | 12.00   | 13.67   |
| Customer service representatives .....   | 11.97  | 12.92  | 14.35        | 16.55   | 18.89   |
| Human resources assistants, except payroll and<br>timekeeping .....                    | 12.24  | 12.58  | 15.38        | 17.00   | 17.00   |
| Receptionists and information clerks .....   | 10.00  | 10.50  | 11.00        | 12.68   | 17.50   |
| Reservation and transportation ticket agents and travel<br>clerks .....                | 11.51  | 14.30  | 19.41        | 22.62   | 25.34   |
| Dispatchers .....  | 8.00   | 10.50  | 12.00        | 17.97   | 17.98   |
| Shipping, receiving, and traffic clerks .....  | 8.58   | 8.58   | 8.85         | 10.45   | 12.81   |
| Stock clerks and order fillers .....   | 8.50   | 9.00   | 9.80         | 13.18   | 18.07   |
| Secretaries and administrative assistants .....  | 12.50  | 14.00  | 16.20        | 21.73   | 26.53   |
| Executive secretaries and administrative assistants .....                              | 13.00  | 15.24  | 19.76        | 24.10   | 29.33   |
| Medical secretaries .....  | 11.00  | 13.38  | 14.73        | 15.34   | 18.00   |
| Secretaries, except legal, medical, and executive .....                                | 12.00  | 13.82  | 16.20        | 20.40   | 21.84   |
| Data entry and information processing workers .....                                    | 11.00  | 11.00  | 11.70        | 12.29   | 13.90   |
| Office clerks, general .....   | 8.50   | 11.09  | 13.85        | 16.00   | 18.00   |
| <b>Construction and extraction occupations</b> .....                                   | 8.00   | 8.50   | 14.00        | 20.00   | 23.36   |
| First-line supervisors/managers of construction trades<br>and extraction workers ..... | 7.50   | 19.96  | 21.00        | 25.10   | 25.20   |
| Carpenters .....   | 9.93   | 13.14  | 17.10        | 21.91   | 23.38   |

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Phoenix-Mesa-Glendale, AZ, September 2009** —  
Continued

| Occupation <sup>2</sup>   | 10      | 25      | Median<br>50 | 75      | 90      |
|---|---------|---------|--------------|---------|---------|
| <b>Construction and extraction occupations</b> –Continued                   |         |         |              |         |         |
| Construction equipment operators .....                                      | \$16.00 | \$16.50 | \$20.00      | \$20.76 | \$23.36 |
| Electricians .....  | 16.00   | 17.00   | 20.00        | 21.91   | 25.00   |
| <b>Installation, maintenance, and repair occupations</b> .....              | 11.00   | 12.50   | 16.35        | 20.94   | 26.50   |
| Automotive technicians and repairers .....                                  | 11.40   | 14.00   | 18.00        | 20.96   | 29.08   |
| Automotive service technicians and mechanics .....                          | 11.40   | 11.40   | 18.00        | 22.50   | 29.08   |
| Industrial machinery installation, repair, and maintenance<br>workers ..... | 14.48   | 16.08   | 17.64        | 18.71   | 26.00   |
| Maintenance and repair workers, general .....                               | 14.40   | 14.94   | 17.64        | 18.06   | 26.00   |
| Miscellaneous installation, maintenance, and repair<br>workers .....        | 10.50   | 13.00   | 15.79        | 16.96   | 22.96   |
| <b>Production occupations</b> .....   | 9.25    | 11.00   | 13.25        | 16.10   | 20.44   |
| Electrical, electronics, and electromechanical<br>assemblers .....          | 10.06   | 11.30   | 13.09        | 13.20   | 13.25   |
| Electrical and electronic equipment assemblers .....                        | 10.06   | 11.30   | 12.70        | 13.20   | 13.25   |
| Miscellaneous assemblers and fabricators .....                              | 10.00   | 10.99   | 12.57        | 14.76   | 15.08   |
| Semiconductor processors .....  | 16.78   | 17.21   | 19.90        | 21.16   | 26.36   |
| <b>Transportation and material moving occupations</b> .....                 | 7.95    | 8.65    | 10.91        | 16.27   | 21.79   |
| Driver/sales workers and truck drivers .....                                | 9.00    | 10.55   | 16.00        | 21.73   | 28.80   |
| Truck drivers, light or delivery services .....                             | 9.00    | 9.95    | 18.75        | 28.80   | 28.80   |
| Industrial truck and tractor operators .....                                | 7.30    | 10.18   | 12.47        | 16.02   | 16.27   |
| Laborers and material movers, hand .....                                    | 7.60    | 7.95    | 9.13         | 11.00   | 14.78   |
| Laborers and freight, stock, and material movers,<br>hand .....             | 7.60    | 7.95    | 8.50         | 10.55   | 14.91   |

<sup>1</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupation <sup>2</sup>  | 10     | 25      | Median<br>50 | 75      | 90      |
|--|--------|---------|--------------|---------|---------|
| <b>All workers</b> .....   | \$8.25 | \$10.00 | \$14.41      | \$21.60 | \$34.89 |
| <b>Management occupations</b> .....  | 18.55  | 28.14   | 38.91        | 50.97   | 64.00   |
| General and operations managers .....  | 21.15  | 37.21   | 50.97        | 57.21   | 61.88   |
| Financial managers .....   | 27.73  | 28.98   | 34.89        | 42.55   | 59.60   |
| Construction managers .....  | 18.00  | 30.00   | 38.91        | 52.88   | 64.00   |
| <b>Business and financial operations occupations</b> .....                       | 16.65  | 19.23   | 25.72        | 33.52   | 41.88   |
| Human resources, training, and labor relations<br>specialists .....              | 14.21  | 15.04   | 19.98        | 41.11   | 45.91   |
| Management analysts .....  | 15.92  | 17.04   | 24.20        | 37.35   | 43.27   |
| Accountants and auditors .....   | 21.64  | 26.44   | 32.14        | 37.82   | 37.82   |
| Loan counselors and officers .....   | 16.48  | 18.37   | 25.54        | 32.60   | 40.86   |
| Loan officers .....  | 16.48  | 18.37   | 25.54        | 32.60   | 40.86   |
| <b>Computer and mathematical science occupations</b> .....                       | 18.99  | 26.49   | 35.08        | 43.59   | 50.00   |
| Computer software engineers .....  | 30.50  | 40.21   | 42.75        | 45.97   | 51.52   |
| Computer software engineers, systems software .....                              | 30.16  | 40.21   | 42.09        | 45.50   | 48.11   |
| Computer systems analysts .....  | 21.13  | 26.92   | 30.22        | 37.14   | 44.03   |
| Network and computer systems administrators .....                                | 27.14  | 35.33   | 38.54        | 40.58   | 45.02   |
| <b>Architecture and engineering occupations</b> .....                            | 18.55  | 23.00   | 27.45        | 41.54   | 48.86   |
| Engineers .....  | 26.06  | 34.62   | 41.54        | 47.48   | 57.34   |
| Electrical and electronics engineers .....                                       | 39.42  | 41.22   | 46.69        | 51.24   | 66.49   |
| Mechanical engineers .....   | 33.89  | 34.12   | 37.12        | 45.47   | 45.47   |
| Drafters .....   | 14.75  | 17.00   | 19.00        | 20.85   | 22.79   |
| Engineering technicians, except drafters .....                                   | 16.33  | 20.53   | 26.56        | 26.56   | 32.99   |
| Electrical and electronic engineering technicians .....                          | 14.38  | 16.33   | 26.04        | 27.80   | 36.68   |
| <b>Community and social services occupations</b> .....                           | 10.99  | 14.50   | 17.67        | 21.00   | 25.00   |
| Counselors .....   | 15.63  | 16.83   | 18.98        | 21.64   | 28.29   |
| Miscellaneous community and social service specialists .....                     | 10.03  | 12.04   | 14.80        | 17.01   | 17.81   |
| <b>Education, training, and library occupations</b> .....                        |        |         |              |         |         |
| Teacher assistants .....   | 8.69   | 9.00    | 10.25        | 12.19   | 16.29   |
| <b>Arts, design, entertainment, sports, and media occupations</b> .....          | 10.00  | 14.00   | 14.50        | 21.00   | 28.07   |
| <b>Healthcare practitioner and technical occupations</b> .....                   | 15.00  | 22.98   | 31.25        | 36.00   | 39.96   |
| Registered nurses .....  | 27.70  | 32.64   | 35.61        | 37.49   | 40.69   |
| Therapists .....   | 21.89  | 24.48   | 31.25        | 33.21   | 38.62   |
| Clinical laboratory technologists and technicians .....                          | 12.57  | 15.00   | 17.08        | 33.04   | 33.04   |
| Health diagnosing and treating practitioner support<br>technicians .....         | 10.50  | 15.51   | 20.00        | 23.33   | 24.27   |
| <b>Healthcare support occupations</b> .....                                      | 9.50   | 10.00   | 10.62        | 14.00   | 16.00   |
| Nursing aides, orderlies, and attendants .....                                   | 10.90  | 10.90   | 12.82        | 13.42   | 14.83   |
| Miscellaneous healthcare support occupations .....                               | 10.25  | 13.00   | 15.00        | 16.00   | 19.30   |
| <b>Protective service occupations</b> .....                                      | 9.00   | 9.37    | 10.27        | 12.00   | 14.50   |
| Security guards and gaming surveillance officers .....                           | 9.00   | 9.37    | 10.27        | 12.00   | 13.73   |
| Security guards .....  | 9.00   | 9.37    | 10.27        | 12.00   | 13.73   |
| <b>Food preparation and serving related occupations</b> .....                    | 4.25   | 6.50    | 8.35         | 10.13   | 12.55   |
| First-line supervisors/managers, food preparation and<br>serving workers .....   | 11.98  | 12.00   | 13.54        | 17.79   | 27.08   |
| First-line supervisors/managers of food preparation<br>and serving workers ..... | 11.98  | 12.00   | 13.54        | 17.79   | 27.08   |
| Cooks .....  | 8.05   | 9.74    | 10.00        | 11.25   | 11.89   |
| Cooks, restaurant .....  | 8.00   | 9.00    | 10.50        | 11.25   | 11.83   |
| Food preparation workers .....   | 8.10   | 8.10    | 8.75         | 8.75    | 13.67   |
| Food service, tipped .....   | 4.09   | 4.25    | 4.25         | 6.75    | 9.97    |
| Bartenders .....   | 6.00   | 6.50    | 6.75         | 11.00   | 11.00   |
| Waiters and waitresses .....   | 4.09   | 4.25    | 4.25         | 4.50    | 6.75    |
| Dining room and cafeteria attendants and bartender<br>helpers .....              | 4.29   | 6.00    | 7.25         | 9.00    | 10.00   |
| Fast food and counter workers .....  | 7.35   | 8.00    | 8.62         | 9.94    | 11.45   |
| Combined food preparation and serving workers,<br>including fast food .....      | 7.25   | 7.50    | 8.45         | 9.35    | 11.50   |

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Phoenix-Mesa-Glendale, AZ, September 2009  
— Continued

| Occupation <sup>2</sup>  | 10     | 25     | Median<br>50 | 75      | 90      |
|--|--------|--------|--------------|---------|---------|
| <b>Building and grounds cleaning and maintenance occupations</b> .....                 | \$7.75 | \$8.45 | \$9.27       | \$11.90 | \$14.91 |
| Building cleaning workers .....  | 7.52   | 8.00   | 8.85         | 10.00   | 12.21   |
| Janitors and cleaners, except maids and<br>housekeeping cleaners .....                 | 7.75   | 8.50   | 9.81         | 11.50   | 12.56   |
| Grounds maintenance workers .....  | 8.65   | 9.11   | 10.60        | 15.00   | 15.18   |
| Landscaping and groundskeeping workers .....   | 8.65   | 8.65   | 9.11         | 10.34   | 12.00   |
| <b>Personal care and service occupations</b> .....                                     | 7.71   | 8.00   | 9.59         | 12.36   | 18.05   |
| Miscellaneous entertainment attendants and related<br>workers .....                    | 7.25   | 7.50   | 7.71         | 7.93    | 9.15    |
| Amusement and recreation attendants .....  | 7.25   | 7.71   | 7.71         | 7.93    | 10.12   |
| Personal and home care aides .....   | 8.25   | 9.00   | 10.25        | 11.60   | 12.49   |
| <b>Sales and related occupations</b> .....   | 8.25   | 10.06  | 14.65        | 19.19   | 32.42   |
| First-line supervisors/managers, sales workers .....                                   | 10.80  | 10.80  | 13.99        | 22.72   | 31.25   |
| First-line supervisors/managers of retail sales workers .....                          | 10.80  | 10.80  | 13.76        | 22.72   | 28.68   |
| Retail sales workers .....   | 7.85   | 8.93   | 11.00        | 18.79   | 18.79   |
| Cashiers, all workers .....  | 7.25   | 8.25   | 8.93         | 9.65    | 13.05   |
| Cashiers .....   | 7.25   | 8.25   | 8.93         | 9.65    | 13.05   |
| Counter and rental clerks and parts salespersons .....                                 | 8.00   | 9.95   | 12.46        | 13.00   | 13.00   |
| Parts salespersons .....   | 9.95   | 10.00  | 13.00        | 13.00   | 13.66   |
| Retail salespersons .....  | 8.50   | 10.46  | 16.26        | 18.79   | 19.19   |
| Miscellaneous sales and related workers .....  | 13.47  | 14.92  | 14.92        | 14.92   | 15.76   |
| <b>Office and administrative support occupations</b> .....                             | 9.52   | 11.00  | 14.00        | 17.30   | 21.37   |
| First-line supervisors/managers of office and<br>administrative support workers .....  | 15.73  | 20.08  | 23.68        | 25.88   | 29.83   |
| Financial clerks .....   | 10.22  | 12.18  | 14.63        | 17.30   | 19.89   |
| Bill and account collectors .....  | 11.79  | 12.41  | 13.32        | 15.38   | 16.69   |
| Bookkeeping, accounting, and auditing clerks .....                                     | 10.22  | 13.64  | 16.46        | 19.25   | 22.15   |
| Tellers .....  | 10.01  | 10.42  | 10.82        | 12.00   | 13.67   |
| Customer service representatives .....   | 11.97  | 12.92  | 14.35        | 16.78   | 18.89   |
| Receptionists and information clerks .....   | 10.00  | 10.50  | 11.00        | 12.68   | 17.50   |
| Reservation and transportation ticket agents and travel<br>clerks .....                | 11.51  | 14.30  | 19.41        | 22.62   | 25.34   |
| Dispatchers .....  | 8.00   | 10.50  | 11.52        | 12.75   | 17.98   |
| Shipping, receiving, and traffic clerks .....  | 8.58   | 8.58   | 8.85         | 10.00   | 11.04   |
| Stock clerks and order fillers .....   | 8.50   | 9.00   | 9.80         | 13.18   | 18.07   |
| Secretaries and administrative assistants .....  | 12.50  | 14.00  | 16.51        | 21.73   | 26.36   |
| Executive secretaries and administrative assistants .....                              | 13.00  | 17.26  | 21.73        | 23.22   | 26.53   |
| Medical secretaries .....  | 11.00  | 13.38  | 14.73        | 15.34   | 18.00   |
| Secretaries, except legal, medical, and executive .....                                | 12.08  | 14.00  | 16.20        | 20.53   | 21.84   |
| Office clerks, general .....   | 8.33   | 11.00  | 14.00        | 15.94   | 18.00   |
| <b>Construction and extraction occupations</b> .....                                   | 8.00   | 8.50   | 14.00        | 20.00   | 23.36   |
| First-line supervisors/managers of construction trades<br>and extraction workers ..... | 7.50   | 19.96  | 21.00        | 25.10   | 25.20   |
| Carpenters .....   | 9.93   | 13.14  | 17.10        | 21.91   | 23.38   |
| Construction equipment operators .....   | 16.00  | 16.50  | 20.00        | 20.76   | 23.36   |
| Electricians .....   | 16.00  | 17.00  | 20.00        | 21.91   | 25.00   |
| <b>Installation, maintenance, and repair occupations</b> .....                         | 11.00  | 12.50  | 16.25        | 20.96   | 27.16   |
| Automotive technicians and repairers .....   | 11.40  | 14.00  | 18.00        | 20.96   | 29.08   |
| Automotive service technicians and mechanics .....                                     | 11.40  | 11.40  | 18.00        | 22.50   | 29.08   |
| Industrial machinery installation, repair, and maintenance<br>workers .....            | 14.40  | 14.94  | 16.13        | 20.00   | 26.00   |
| Maintenance and repair workers, general .....  | 14.40  | 14.94  | 16.13        | 20.00   | 26.00   |
| Miscellaneous installation, maintenance, and repair<br>workers .....                   | 8.05   | 12.75  | 13.50        | 16.00   | 27.16   |
| <b>Production occupations</b> .....  | 9.25   | 11.00  | 13.25        | 16.10   | 20.44   |
| Electrical, electronics, and electromechanical<br>assemblers .....                     | 10.06  | 11.30  | 13.09        | 13.20   | 13.25   |
| Electrical and electronic equipment assemblers .....                                   | 10.06  | 11.30  | 12.70        | 13.20   | 13.25   |
| Miscellaneous assemblers and fabricators .....   | 10.00  | 10.99  | 12.57        | 14.76   | 15.08   |
| Semiconductor processors .....   | 16.78  | 17.21  | 19.90        | 21.16   | 26.36   |
| <b>Transportation and material moving occupations</b> .....                            | 7.95   | 8.50   | 10.55        | 16.02   | 21.73   |

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Phoenix-Mesa-Glendale, AZ, September 2009  
 — Continued

| Occupation <sup>2</sup>   | 10     | 25      | Median<br>50 | 75      | 90      |
|---|--------|---------|--------------|---------|---------|
| <b>Transportation and material moving occupations</b>           |        |         |              |         |         |
| —Continued  |        |         |              |         |         |
| Driver/sales workers and truck drivers .....                    | \$9.00 | \$10.55 | \$16.00      | \$21.73 | \$28.80 |
| Truck drivers, light or delivery services .....                 | 9.00   | 9.95    | 18.75        | 28.80   | 28.80   |
| Industrial truck and tractor operators .....                    | 7.30   | 10.18   | 12.47        | 16.02   | 16.27   |
| Laborers and material movers, hand .....                        | 7.60   | 7.95    | 9.13         | 11.00   | 14.78   |
| Laborers and freight, stock, and material movers,<br>hand ..... | 7.60   | 7.95    | 8.50         | 10.55   | 14.91   |

<sup>1</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupation <sup>2</sup>  | 10      | 25      | Median 50 | 75      | 90      |
|--|---------|---------|-----------|---------|---------|
| <b>All workers</b> .....   | \$11.67 | \$15.38 | \$22.60   | \$29.74 | \$38.26 |
| <b>Management occupations</b> .....                                    | 21.43   | 31.06   | 41.59     | 65.47   | 76.20   |
| <b>Business and financial operations occupations</b> .....             | 15.26   | 18.90   | 22.39     | 24.22   | 28.65   |
| <b>Computer and mathematical science occupations</b> .....             | 21.93   | 24.41   | 30.97     | 36.28   | 38.77   |
| <b>Architecture and engineering occupations</b> .....                  | 18.56   | 25.74   | 37.76     | 41.25   | 45.17   |
| <b>Community and social services occupations</b> .....                 | 15.13   | 17.22   | 20.97     | 29.77   | 31.82   |
| <b>Legal occupations</b> .....   | 19.11   | 19.85   | 24.49     | 35.57   | 46.69   |
| <b>Education, training, and library occupations</b> .....              | 16.13   | 23.13   | 27.00     | 34.25   | 45.78   |
| Postsecondary teachers .....   | 33.75   | 37.23   | 50.22     | 66.51   | 96.60   |
| Primary, secondary, and special education school teachers .....        | 22.70   | 24.13   | 27.82     | 32.62   | 39.16   |
| Elementary and middle school teachers .....                            | 22.55   | 23.37   | 25.39     | 30.42   | 35.08   |
| Elementary school teachers, except special education .....             | 22.55   | 23.37   | 26.30     | 31.20   | 36.00   |
| Special education teachers .....                                       | 26.21   | 28.98   | 29.74     | 31.28   | 31.82   |
| Teacher assistants .....   | 9.46    | 10.13   | 10.69     | 11.04   | 12.24   |
| <b>Protective service occupations</b> .....                            | 15.46   | 18.71   | 24.73     | 30.29   | 34.82   |
| First-line supervisors/managers, law enforcement workers .....         | 22.77   | 27.27   | 27.37     | 33.14   | 42.51   |
| Police officers .....  | 22.97   | 24.73   | 28.45     | 34.04   | 34.82   |
| Police and sheriff's patrol officers .....                             | 22.97   | 24.73   | 28.45     | 34.04   | 34.82   |
| <b>Food preparation and serving related occupations</b> .....          | 5.15    | 9.30    | 10.55     | 12.93   | 17.20   |
| <b>Building and grounds cleaning and maintenance occupations</b> ..... | 9.94    | 10.78   | 12.31     | 13.99   | 15.62   |
| Building cleaning workers .....  | 10.00   | 11.45   | 12.56     | 13.99   | 15.00   |
| Janitors and cleaners, except maids and housekeeping cleaners .....    | 10.08   | 12.30   | 12.89     | 13.99   | 15.26   |
| <b>Personal care and service occupations</b> .....                     | 5.15    | 5.15    | 5.32      | 10.22   | 22.08   |
| <b>Office and administrative support occupations</b> .....             | 11.41   | 12.32   | 15.29     | 18.95   | 24.86   |
| Secretaries and administrative assistants .....                        | 11.54   | 14.40   | 15.32     | 23.05   | 33.63   |
| Executive secretaries and administrative assistants .....              | 12.57   | 14.40   | 19.27     | 27.84   | 33.63   |
| Office clerks, general .....   | 10.55   | 11.25   | 12.52     | 16.32   | 17.64   |
| <b>Transportation and material moving occupations</b> .....            | 11.55   | 13.18   | 15.36     | 17.64   | 22.13   |

<sup>1</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupation <sup>3</sup>   | Full-time workers |         |              |         |         |
|---|-------------------|---------|--------------|---------|---------|
|   | 10                | 25      | Median<br>50 | 75      | 90      |
| <b>All workers</b> .....  | \$8.99            | \$11.00 | \$16.20      | \$24.71 | \$37.09 |
| <b>Management occupations</b> .....   | 21.00             | 28.85   | 39.26        | 50.97   | 68.35   |
| General and operations managers .....                                       | 21.15             | 37.21   | 50.97        | 60.81   | 68.35   |
| Financial managers .....  | 27.73             | 30.67   | 37.02        | 44.37   | 59.60   |
| Construction managers .....   | 18.00             | 31.06   | 37.01        | 50.00   | 64.00   |
| <b>Business and financial operations occupations</b> .....                  | 16.56             | 19.23   | 23.85        | 30.66   | 40.79   |
| Human resources, training, and labor relations<br>specialists .....         | 14.29             | 15.28   | 18.90        | 40.45   | 45.91   |
| Management analysts .....   | 15.26             | 17.04   | 21.54        | 37.35   | 41.49   |
| Accountants and auditors .....  | 21.64             | 22.59   | 26.50        | 36.00   | 37.82   |
| Loan counselors and officers .....  | 16.22             | 18.31   | 25.54        | 34.34   | 40.86   |
| Loan officers .....   | 16.22             | 18.31   | 25.54        | 34.34   | 40.86   |
| <b>Computer and mathematical science occupations</b> .....                  | 22.50             | 25.92   | 33.67        | 41.46   | 48.53   |
| Computer software engineers .....   | 30.50             | 40.21   | 42.75        | 45.97   | 51.52   |
| Computer software engineers, systems software .....                         | 30.16             | 40.21   | 42.09        | 45.50   | 48.11   |
| Computer systems analysts .....   | 22.50             | 27.92   | 32.91        | 38.08   | 40.11   |
| Network and computer systems administrators .....                           | 20.94             | 22.93   | 25.92        | 37.52   | 40.58   |
| <b>Architecture and engineering occupations</b> .....                       | 20.05             | 25.24   | 31.75        | 41.75   | 48.88   |
| Engineers .....   | 26.22             | 35.17   | 41.54        | 46.99   | 57.34   |
| Electrical and electronics engineers .....                                  | 39.42             | 41.22   | 46.69        | 51.24   | 66.49   |
| Mechanical engineers .....  | 33.89             | 34.12   | 37.28        | 45.17   | 45.47   |
| Engineering technicians, except drafters .....                              | 18.56             | 24.72   | 26.56        | 26.56   | 32.99   |
| Electrical and electronic engineering technicians .....                     | 14.38             | 25.24   | 26.04        | 32.99   | 36.68   |
| <b>Life, physical, and social science occupations</b> .....                 | 21.04             | 27.73   | 37.53        | 39.41   | 51.10   |
| <b>Community and social services occupations</b> .....                      | 12.04             | 15.05   | 17.67        | 21.64   | 29.22   |
| Counselors .....  | 16.43             | 17.20   | 19.00        | 22.37   | 31.73   |
| Social workers .....  | 14.47             | 17.00   | 17.65        | 21.00   | 24.67   |
| Miscellaneous community and social service specialists .....                | 10.03             | 12.09   | 16.49        | 17.67   | 24.67   |
| <b>Legal occupations</b> .....  | 19.85             | 24.52   | 39.76        | 83.00   | 193.44  |
| <b>Education, training, and library occupations</b> .....                   | 10.13             | 18.76   | 25.18        | 32.62   | 46.26   |
| Postsecondary teachers .....  | 22.81             | 34.62   | 49.34        | 65.80   | 89.40   |
| Primary, secondary, and special education school<br>teachers .....          | 21.61             | 23.37   | 27.15        | 31.80   | 38.08   |
| Elementary and middle school teachers .....                                 | 22.14             | 23.37   | 25.39        | 29.13   | 34.50   |
| Elementary school teachers, except special<br>education .....               | 22.05             | 23.37   | 26.30        | 30.30   | 35.07   |
| Teacher assistants .....  | 8.99              | 9.30    | 10.50        | 12.17   | 15.51   |
| <b>Arts, design, entertainment, sports, and media<br/>occupations</b> ..... | 14.50             | 16.27   | 19.07        | 22.03   | 23.61   |
| <b>Healthcare practitioner and technical occupations</b> .....              | 16.75             | 23.24   | 30.32        | 35.36   | 39.88   |
| Registered nurses .....   | 27.03             | 30.74   | 34.50        | 37.09   | 40.69   |
| Therapists .....  | 21.89             | 24.48   | 31.25        | 33.21   | 38.62   |
| Health diagnosing and treating practitioner support<br>technicians .....    | 14.50             | 19.17   | 22.17        | 23.33   | 24.88   |
| <b>Healthcare support occupations</b> .....                                 | 10.00             | 10.25   | 13.49        | 15.94   | 17.16   |
| Nursing, psychiatric, and home health aides .....                           | 10.90             | 10.91   | 12.82        | 14.77   | 15.10   |
| Nursing aides, orderlies, and attendants .....                              | 10.90             | 10.90   | 12.82        | 13.50   | 15.00   |
| Miscellaneous healthcare support occupations .....                          | 10.25             | 13.25   | 15.00        | 16.60   | 19.30   |
| <b>Protective service occupations</b> .....                                 | 9.37              | 9.50    | 12.00        | 21.49   | 29.34   |
| First-line supervisors/managers, law enforcement<br>workers .....           | 22.77             | 27.27   | 27.37        | 33.14   | 42.51   |
| Police officers .....   | 22.97             | 24.73   | 28.45        | 34.04   | 34.82   |
| Police and sheriff's patrol officers .....                                  | 22.97             | 24.73   | 28.45        | 34.04   | 34.82   |
| Security guards and gaming surveillance officers .....                      | 9.00              | 9.37    | 10.27        | 12.00   | 14.00   |
| Security guards .....   | 9.00              | 9.37    | 10.27        | 12.00   | 14.00   |

See footnotes at end of table.



Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Phoenix-Mesa-Glendale, AZ, September 2009  
— Continued

| Occupation <sup>3</sup>  | Full-time workers |        |              |         |         |
|--|-------------------|--------|--------------|---------|---------|
|  | 10                | 25     | Median<br>50 | 75      | 90      |
| <b>Food preparation and serving related occupations</b> .....                          | \$4.50            | \$8.00 | \$9.00       | \$11.45 | \$13.67 |
| First-line supervisors/managers, food preparation and<br>serving workers .....         | 11.98             | 12.00  | 14.42        | 17.78   | 22.13   |
| First-line supervisors/managers of food preparation<br>and serving workers .....       | 11.98             | 12.00  | 14.42        | 17.78   | 22.13   |
| Cooks .....  | 8.05              | 9.50   | 10.00        | 11.50   | 12.93   |
| Cooks, restaurant .....  | 8.00              | 9.00   | 10.50        | 11.83   | 12.93   |
| Food preparation workers .....   | 8.10              | 8.10   | 8.75         | 8.75    | 13.67   |
| Food service, tipped .....   | 4.25              | 4.25   | 5.15         | 8.00    | 10.00   |
| Waiters and waitresses .....   | 4.25              | 4.25   | 4.25         | 4.50    | 6.12    |
| Fast food and counter workers .....  | 8.29              | 8.62   | 9.35         | 10.13   | 14.28   |
| Combined food preparation and serving workers,<br>including fast food .....            | 8.30              | 9.00   | 9.45         | 11.45   | 17.59   |
| <b>Building and grounds cleaning and maintenance<br/>occupations</b> .....             | 7.75              | 8.50   | 10.00        | 12.56   | 15.00   |
| Building cleaning workers .....  | 7.75              | 8.16   | 9.28         | 12.05   | 13.99   |
| Janitors and cleaners, except maids and<br>housekeeping cleaners .....                 | 8.02              | 9.27   | 10.40        | 12.56   | 14.39   |
| Grounds maintenance workers .....  | 8.93              | 9.27   | 11.50        | 15.00   | 15.00   |
| Landscaping and groundskeeping workers .....   | 8.75              | 9.11   | 9.28         | 10.50   | 12.15   |
| <b>Personal care and service occupations</b> .....                                     | 7.50              | 7.75   | 10.22        | 14.17   | 22.96   |
| <b>Sales and related occupations</b> .....   | 9.65              | 11.56  | 16.26        | 22.94   | 32.42   |
| First-line supervisors/managers, sales workers .....                                   | 10.80             | 10.80  | 13.99        | 22.72   | 31.25   |
| First-line supervisors/managers of retail sales workers .....                          | 10.80             | 10.80  | 13.76        | 22.72   | 28.68   |
| Retail sales workers .....   | 8.93              | 10.00  | 13.07        | 18.79   | 19.19   |
| Cashiers, all workers .....  | 8.25              | 8.93   | 9.65         | 11.56   | 13.50   |
| Cashiers .....   | 8.25              | 8.93   | 9.65         | 11.56   | 13.50   |
| Retail salespersons .....  | 10.46             | 12.05  | 18.79        | 18.79   | 20.41   |
| Miscellaneous sales and related workers .....  | 13.47             | 14.92  | 14.92        | 14.92   | 15.87   |
| <b>Office and administrative support occupations</b> .....                             | 10.00             | 11.58  | 14.49        | 17.74   | 22.07   |
| First-line supervisors/managers of office and<br>administrative support workers .....  | 15.73             | 18.26  | 21.12        | 26.29   | 30.40   |
| Financial clerks .....   | 10.47             | 12.92  | 15.06        | 18.75   | 20.94   |
| Bill and account collectors .....  | 11.60             | 12.80  | 14.00        | 15.60   | 16.69   |
| Bookkeeping, accounting, and auditing clerks .....                                     | 10.22             | 13.64  | 17.30        | 19.94   | 23.93   |
| Customer service representatives .....   | 12.00             | 13.00  | 14.35        | 16.44   | 18.89   |
| Human resources assistants, except payroll and<br>timekeeping .....                    | 12.24             | 12.58  | 15.38        | 17.00   | 17.00   |
| Receptionists and information clerks .....   | 10.00             | 10.50  | 11.00        | 13.80   | 17.50   |
| Reservation and transportation ticket agents and travel<br>clerks .....                | 11.14             | 13.96  | 20.85        | 25.34   | 25.34   |
| Dispatchers .....  | 8.00              | 11.00  | 12.00        | 17.98   | 17.98   |
| Shipping, receiving, and traffic clerks .....  | 8.58              | 8.58   | 8.85         | 10.00   | 12.81   |
| Stock clerks and order fillers .....   | 9.10              | 9.80   | 12.39        | 15.96   | 18.07   |
| Secretaries and administrative assistants .....  | 12.29             | 14.00  | 16.20        | 21.73   | 26.53   |
| Executive secretaries and administrative assistants ....                               | 13.00             | 15.24  | 19.76        | 24.10   | 29.33   |
| Medical secretaries .....  | 11.00             | 13.27  | 14.39        | 15.00   | 16.90   |
| Secretaries, except legal, medical, and executive .....                                | 12.00             | 13.82  | 16.20        | 20.40   | 21.84   |
| Data entry and information processing workers .....                                    | 11.00             | 11.00  | 11.70        | 12.29   | 13.90   |
| Office clerks, general .....   | 10.41             | 11.46  | 14.40        | 16.32   | 18.16   |
| <b>Construction and extraction occupations</b> .....                                   | 8.00              | 8.50   | 14.40        | 20.00   | 23.36   |
| First-line supervisors/managers of construction trades<br>and extraction workers ..... | 7.50              | 19.96  | 21.00        | 25.10   | 25.20   |
| Carpenters .....   | 9.93              | 13.14  | 17.10        | 21.91   | 23.38   |
| Construction equipment operators .....   | 16.00             | 16.50  | 20.00        | 20.76   | 23.36   |
| Electricians .....   | 16.00             | 17.00  | 20.00        | 21.91   | 25.00   |
| <b>Installation, maintenance, and repair occupations</b> .....                         | 11.00             | 12.00  | 16.25        | 20.00   | 27.16   |
| Automotive technicians and repairers .....   | 11.40             | 11.70  | 18.00        | 21.00   | 29.08   |
| Automotive service technicians and mechanics .....                                     | 11.40             | 11.40  | 18.00        | 22.50   | 29.08   |
| Industrial machinery installation, repair, and maintenance<br>workers .....            | 14.48             | 16.08  | 17.64        | 18.71   | 26.00   |

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Phoenix-Mesa-Glendale, AZ, September 2009  
 — Continued

| Occupation <sup>3</sup>  | Full-time workers |         |              |         |         |
|--|-------------------|---------|--------------|---------|---------|
|  | 10                | 25      | Median<br>50 | 75      | 90      |
| <b>Installation, maintenance, and repair occupations</b><br>—Continued |                   |         |              |         |         |
| Maintenance and repair workers, general .....                          | \$14.40           | \$14.94 | \$17.64      | \$18.06 | \$26.00 |
| Miscellaneous installation, maintenance, and repair<br>workers .....   | 10.50             | 13.00   | 15.79        | 16.96   | 22.96   |
| <b>Production occupations</b> .....                                    | 9.50              | 11.00   | 13.61        | 16.50   | 21.00   |
| Electrical, electronics, and electromechanical<br>assemblers .....     | 10.06             | 11.30   | 12.70        | 13.15   | 14.21   |
| Miscellaneous assemblers and fabricators .....                         | 10.00             | 10.99   | 12.57        | 14.76   | 15.08   |
| Semiconductor processors .....   | 16.78             | 17.21   | 19.90        | 21.16   | 26.36   |
| <b>Transportation and material moving occupations</b> .....            | 7.95              | 9.00    | 11.39        | 16.99   | 22.13   |
| Driver/sales workers and truck drivers .....                           | 9.58              | 11.90   | 16.00        | 21.73   | 28.80   |
| Truck drivers, light or delivery services .....                        | 9.00              | 9.95    | 18.75        | 28.80   | 43.39   |
| Industrial truck and tractor operators .....                           | 7.30              | 10.18   | 12.47        | 16.02   | 16.27   |
| Laborers and material movers, hand .....                               | 7.95              | 7.95    | 9.50         | 11.50   | 14.91   |
| Laborers and freight, stock, and material movers,<br>hand .....        | 7.95              | 7.95    | 9.13         | 11.30   | 15.38   |

<sup>1</sup> 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.

<sup>2</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupation <sup>3</sup>  | Part-time workers |        |           |         |         |
|--|-------------------|--------|-----------|---------|---------|
|  | 10                | 25     | Median 50 | 75      | 90      |
| <b>All workers</b> .....   | \$7.08            | \$7.93 | \$9.80    | \$12.00 | \$18.00 |
| <b>Education, training, and library occupations</b> .....                | 10.25             | 10.86  | 15.63     | 16.47   | 29.23   |
| Teacher assistants .....   | 9.30              | 10.25  | 10.69     | 11.80   | 11.80   |
| <b>Healthcare practitioner and technical occupations</b> .....           | 10.50             | 13.50  | 34.38     | 38.31   | 39.70   |
| Registered nurses .....  | 30.48             | 33.72  | 35.61     | 38.31   | 39.61   |
| <b>Protective service occupations</b> .....                              | 8.80              | 9.35   | 10.37     | 12.00   | 14.25   |
| <b>Food preparation and serving related occupations</b> .....            | 4.25              | 4.25   | 7.25      | 8.10    | 9.90    |
| Food service, tipped .....   | 4.09              | 4.25   | 4.25      | 6.75    | 7.25    |
| Waiters and waitresses .....   | 2.54              | 4.09   | 4.25      | 4.50    | 6.75    |
| Fast food and counter workers .....                                      | 7.25              | 7.40   | 7.85      | 8.65    | 9.35    |
| Combined food preparation and serving workers, including fast food ..... | 7.25              | 7.40   | 7.85      | 8.65    | 9.35    |
| <b>Building and grounds cleaning and maintenance occupations</b> .....   | 7.24              | 7.25   | 8.65      | 8.70    | 9.94    |
| Building cleaning workers .....  | 7.24              | 7.25   | 8.50      | 9.10    | 10.08   |
| Janitors and cleaners, except maids and housekeeping cleaners .....      | 7.24              | 7.25   | 8.50      | 9.10    | 10.08   |
| <b>Personal care and service occupations</b> .....                       | 7.25              | 7.93   | 8.25      | 10.00   | 13.47   |
| Miscellaneous entertainment attendants and related workers .....         | 7.25              | 7.25   | 7.50      | 7.93    | 7.93    |
| <b>Sales and related occupations</b> .....                               | 7.25              | 7.73   | 8.80      | 11.00   | 12.00   |
| Retail sales workers .....   | 7.25              | 7.50   | 8.50      | 10.00   | 11.21   |
| Cashiers, all workers .....  | 7.25              | 7.25   | 8.00      | 8.87    | 10.42   |
| Cashiers .....   | 7.25              | 7.25   | 8.00      | 8.87    | 10.42   |
| Counter and rental clerks and parts salespersons .....                   | 7.73              | 7.73   | 8.40      | 10.53   | 11.00   |
| Retail salespersons .....  | 7.25              | 7.50   | 8.75      | 10.75   | 11.90   |
| <b>Office and administrative support occupations</b> .....               | 8.50              | 9.51   | 11.00     | 12.29   | 16.46   |
| Financial clerks .....   | 9.25              | 11.25  | 12.53     | 16.12   | 16.46   |
| Stock clerks and order fillers .....                                     | 7.25              | 8.50   | 8.86      | 9.57    | 11.26   |
| Office clerks, general .....   | 8.33              | 8.33   | 10.44     | 11.99   | 12.00   |
| <b>Transportation and material moving occupations</b> .....              | 5.25              | 7.21   | 8.50      | 9.92    | 13.18   |
| Laborers and material movers, hand .....                                 | 7.21              | 7.25   | 8.50      | 8.50    | 11.00   |
| Laborers and freight, stock, and material movers, hand .....             | 7.21              | 7.21   | 8.50      | 8.50    | 11.89   |

<sup>1</sup> 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.

<sup>2</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupation <sup>2</sup>   | Hourly earnings <sup>3</sup> |         | Weekly earnings <sup>4</sup> |        |                   | Annual earnings <sup>5</sup> |          |                   |
|---|------------------------------|---------|------------------------------|--------|-------------------|------------------------------|----------|-------------------|
|   | Mean                         | Median  | Mean                         | Median | Mean weekly hours | Mean                         | Median   | Mean annual hours |
| <b>All workers</b> .....  | \$20.58                      | \$16.20 | \$814                        | \$640  | 39.6              | \$41,674                     | \$33,280 | 2,025             |
| <b>Management occupations</b> .....                                     | 42.40                        | 39.26   | 1,726                        | 1,577  | 40.7              | 89,651                       | 81,494   | 2,114             |
| General and operations managers .....                                   | 49.01                        | 50.97   | 2,096                        | 2,288  | 42.8              | 109,005                      | 118,995  | 2,224             |
| Financial managers .....  | 39.08                        | 37.02   | 1,563                        | 1,481  | 40.0              | 81,281                       | 77,002   | 2,080             |
| Construction managers .....   | 39.55                        | 37.01   | 1,598                        | 1,480  | 40.4              | 83,122                       | 76,979   | 2,102             |
| <b>Business and financial operations occupations</b> .....              | 26.87                        | 23.85   | 1,089                        | 951    | 40.5              | 56,614                       | 49,429   | 2,107             |
| Human resources, training, and labor relations specialists .....        | 25.43                        | 18.90   | 1,006                        | 756    | 39.5              | 52,289                       | 39,302   | 2,057             |
| Management analysts .....   | 25.80                        | 21.54   | 1,032                        | 862    | 40.0              | 53,668                       | 44,805   | 2,080             |
| Accountants and auditors .....  | 29.25                        | 26.50   | 1,162                        | 1,060  | 39.7              | 60,414                       | 55,120   | 2,065             |
| Loan counselors and officers .....                                      | 29.90                        | 25.54   | 1,196                        | 1,021  | 40.0              | 62,192                       | 53,113   | 2,080             |
| Loan officers .....   | 29.90                        | 25.54   | 1,196                        | 1,021  | 40.0              | 62,192                       | 53,113   | 2,080             |
| <b>Computer and mathematical science occupations</b> .....              | 34.96                        | 33.67   | 1,405                        | 1,328  | 40.2              | 73,082                       | 69,073   | 2,090             |
| Computer software engineers .....                                       | 42.79                        | 42.75   | 1,759                        | 1,810  | 41.1              | 91,454                       | 94,129   | 2,137             |
| Computer software engineers, systems software .....                     | 41.44                        | 42.09   | 1,721                        | 1,796  | 41.5              | 89,479                       | 93,413   | 2,159             |
| Computer systems analysts .....   | 33.09                        | 32.91   | 1,324                        | 1,316  | 40.0              | 68,836                       | 68,453   | 2,080             |
| Network and computer systems administrators .....                       | 29.37                        | 25.92   | 1,175                        | 1,037  | 40.0              | 61,094                       | 53,916   | 2,080             |
| <b>Architecture and engineering occupations</b> .....                   | 33.86                        | 31.75   | 1,327                        | 1,154  | 39.2              | 69,011                       | 60,000   | 2,038             |
| Engineers .....   | 41.76                        | 41.54   | 1,634                        | 1,662  | 39.1              | 84,948                       | 86,399   | 2,034             |
| Electrical and electronics engineers .....                              | 47.81                        | 46.69   | 1,912                        | 1,868  | 40.0              | 99,439                       | 97,115   | 2,080             |
| Mechanical engineers .....  | 39.93                        | 37.28   | 1,597                        | 1,491  | 40.0              | 83,064                       | 77,542   | 2,080             |
| Engineering technicians, except drafters .....                          | 25.49                        | 26.56   | 1,020                        | 1,063  | 40.0              | 53,019                       | 55,253   | 2,080             |
| Electrical and electronic engineering technicians .....                 | 27.08                        | 26.04   | 1,083                        | 1,042  | 40.0              | 56,334                       | 54,167   | 2,080             |
| <b>Life, physical, and social science occupations</b> .....             | 35.89                        | 37.53   | 1,477                        | 1,530  | 41.2              | 76,825                       | 79,581   | 2,141             |
| <b>Community and social services occupations</b> .....                  | 19.41                        | 17.67   | 770                          | 707    | 39.7              | 40,033                       | 36,754   | 2,062             |
| Counselors .....  | 21.15                        | 19.00   | 840                          | 760    | 39.7              | 43,684                       | 39,520   | 2,066             |
| Social workers .....  | 18.81                        | 17.65   | 752                          | 706    | 40.0              | 39,129                       | 36,712   | 2,080             |
| Miscellaneous community and social service specialists .....            | 16.14                        | 16.49   | 636                          | 660    | 39.4              | 33,069                       | 34,299   | 2,049             |
| <b>Legal occupations</b> .....  | 70.32                        | 39.76   | 2,698                        | 1,491  | 38.4              | 140,299                      | 77,524   | 1,995             |
| <b>Education, training, and library occupations</b> .....               | 28.53                        | 25.18   | 1,108                        | 1,008  | 38.8              | 46,221                       | 40,265   | 1,620             |
| Postsecondary teachers .....  | 53.99                        | 49.34   | 1,878                        | 1,494  | 34.8              | 75,293                       | 58,760   | 1,395             |
| Primary, secondary, and special education school teachers .....         | 28.38                        | 27.15   | 1,118                        | 1,064  | 39.4              | 43,940                       | 41,633   | 1,548             |
| Elementary and middle school teachers .....                             | 27.05                        | 25.39   | 1,076                        | 1,004  | 39.8              | 42,123                       | 39,814   | 1,557             |
| Elementary school teachers, except special education .....              | 27.37                        | 26.30   | 1,088                        | 1,029  | 39.7              | 42,546                       | 40,000   | 1,554             |
| Teacher assistants .....  | 11.27                        | 10.50   | 429                          | 372    | 38.1              | 18,233                       | 18,334   | 1,618             |
| <b>Arts, design, entertainment, sports, and media occupations</b> ..... | 19.89                        | 19.07   | 800                          | 763    | 40.2              | 41,607                       | 39,657   | 2,092             |
| <b>Healthcare practitioner and technical occupations</b> .....          | 30.66                        | 30.32   | 1,207                        | 1,147  | 39.4              | 62,408                       | 59,638   | 2,035             |
| Registered nurses .....   | 34.27                        | 34.50   | 1,320                        | 1,335  | 38.5              | 67,655                       | 69,431   | 1,974             |
| Therapists .....  | 29.85                        | 31.25   | 1,152                        | 1,147  | 38.6              | 59,900                       | 59,638   | 2,007             |

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2009 — Continued

| Occupation <sup>2</sup>   | Hourly earnings <sup>3</sup> |         | Weekly earnings <sup>4</sup> |        |                   | Annual earnings <sup>5</sup> |          |                   |
|---|------------------------------|---------|------------------------------|--------|-------------------|------------------------------|----------|-------------------|
|   | Mean                         | Median  | Mean                         | Median | Mean weekly hours | Mean                         | Median   | Mean annual hours |
| <b>Healthcare practitioner and technical occupations</b> –Continued           |                              |         |                              |        |                   |                              |          |                   |
| Health diagnosing and treating practitioner support technicians .....         | \$20.72                      | \$22.17 | \$795                        | \$800  | 38.3              | \$41,317                     | \$41,600 | 1,994             |
| <b>Healthcare support occupations</b> .....                                   | 13.57                        | 13.49   | 527                          | 520    | 38.8              | 27,386                       | 27,040   | 2,018             |
| Nursing, psychiatric, and home health aides .....                             | 13.03                        | 12.82   | 501                          | 513    | 38.5              | 26,074                       | 26,668   | 2,001             |
| Nursing aides, orderlies, and attendants .....                                | 12.67                        | 12.82   | 484                          | 506    | 38.2              | 25,178                       | 26,301   | 1,987             |
| Miscellaneous healthcare support occupations .....                            | 15.07                        | 15.00   | 599                          | 600    | 39.7              | 31,130                       | 31,200   | 2,066             |
| <b>Protective service occupations</b> .....                                   | 16.05                        | 12.00   | 636                          | 480    | 39.6              | 32,979                       | 24,960   | 2,055             |
| First-line supervisors/managers, law enforcement workers .....                | 30.42                        | 27.37   | 1,217                        | 1,095  | 40.0              | 63,268                       | 56,930   | 2,080             |
| Police officers .....   | 28.66                        | 28.45   | 1,146                        | 1,138  | 40.0              | 59,605                       | 59,176   | 2,080             |
| Police and sheriff's patrol officers ...                                      | 28.66                        | 28.45   | 1,146                        | 1,138  | 40.0              | 59,605                       | 59,176   | 2,080             |
| Security guards and gaming surveillance officers .....                        | 10.98                        | 10.27   | 433                          | 411    | 39.5              | 22,428                       | 21,360   | 2,043             |
| Security guards .....   | 10.98                        | 10.27   | 433                          | 411    | 39.5              | 22,428                       | 21,360   | 2,043             |
| <b>Food preparation and serving related occupations</b> .....                 | 9.77                         | 9.00    | 372                          | 350    | 38.1              | 19,202                       | 17,938   | 1,966             |
| First-line supervisors/managers, food preparation and serving workers ..      | 16.03                        | 14.42   | 640                          | 577    | 40.0              | 33,302                       | 29,994   | 2,078             |
| First-line supervisors/managers of food preparation and serving workers ..... | 16.03                        | 14.42   | 640                          | 577    | 40.0              | 33,302                       | 29,994   | 2,078             |
| Cooks .....   | 10.40                        | 10.00   | 401                          | 399    | 38.6              | 20,559                       | 20,746   | 1,976             |
| Cooks, restaurant .....   | 10.48                        | 10.50   | 406                          | 418    | 38.7              | 21,091                       | 21,724   | 2,013             |
| Food preparation workers .....  | 9.56                         | 8.75    | 359                          | 324    | 37.6              | 18,544                       | 16,850   | 1,940             |
| Food service, tipped .....  | 6.26                         | 5.15    | 230                          | 191    | 36.8              | 11,969                       | 9,909    | 1,913             |
| Waiters and waitresses .....  | 4.72                         | 4.25    | 163                          | 170    | 34.6              | 8,491                        | 8,840    | 1,800             |
| Fast food and counter workers .....   | 10.12                        | 9.35    | 390                          | 360    | 38.6              | 20,104                       | 18,720   | 1,987             |
| Combined food preparation and serving workers, including fast food .....      | 11.07                        | 9.45    | 436                          | 374    | 39.4              | 22,193                       | 19,448   | 2,005             |
| <b>Building and grounds cleaning and maintenance occupations</b> .....        | 10.96                        | 10.00   | 422                          | 390    | 38.5              | 21,801                       | 19,895   | 1,988             |
| Building cleaning workers .....   | 10.09                        | 9.28    | 393                          | 371    | 39.0              | 20,239                       | 19,302   | 2,005             |
| Janitors and cleaners, except maids and housekeeping cleaners .....           | 11.03                        | 10.40   | 435                          | 405    | 39.4              | 22,243                       | 20,800   | 2,016             |
| Grounds maintenance workers .....   | 12.53                        | 11.50   | 469                          | 431    | 37.4              | 24,377                       | 22,414   | 1,946             |
| Landscaping and groundskeeping workers .....                                  | 10.07                        | 9.28    | 351                          | 340    | 34.8              | 18,240                       | 17,680   | 1,810             |
| <b>Personal care and service occupations</b> .....                            | 13.28                        | 10.22   | 481                          | 410    | 36.2              | 24,997                       | 21,320   | 1,882             |
| <b>Sales and related occupations</b> .....                                    | 19.33                        | 16.26   | 779                          | 656    | 40.3              | 40,458                       | 34,039   | 2,093             |
| First-line supervisors/managers, sales workers .....                          | 17.58                        | 13.99   | 703                          | 560    | 40.0              | 36,568                       | 29,099   | 2,080             |
| First-line supervisors/managers of retail sales workers .....                 | 16.85                        | 13.76   | 674                          | 550    | 40.0              | 35,058                       | 28,621   | 2,080             |
| Retail sales workers .....  | 14.71                        | 13.07   | 595                          | 522    | 40.4              | 30,876                       | 27,144   | 2,099             |
| Cashiers, all workers .....   | 10.50                        | 9.65    | 417                          | 386    | 39.7              | 21,575                       | 20,072   | 2,055             |
| Cashiers .....  | 10.50                        | 9.65    | 417                          | 386    | 39.7              | 21,575                       | 20,072   | 2,055             |
| Retail salespersons .....   | 16.92                        | 18.79   | 691                          | 752    | 40.8              | 35,906                       | 39,092   | 2,122             |
| Miscellaneous sales and related workers .....                                 | 15.06                        | 14.92   | 590                          | 597    | 39.2              | 30,664                       | 31,034   | 2,036             |

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2009 — Continued

| Occupation <sup>2</sup>   | Hourly earnings <sup>3</sup> |         | Weekly earnings <sup>4</sup> |        |                   | Annual earnings <sup>5</sup> |          |                   |
|---|------------------------------|---------|------------------------------|--------|-------------------|------------------------------|----------|-------------------|
|   | Mean                         | Median  | Mean                         | Median | Mean weekly hours | Mean                         | Median   | Mean annual hours |
| <b>Office and administrative support occupations</b> .....                          | \$15.35                      | \$14.49 | \$611                        | \$574  | 39.8              | \$31,726                     | \$29,850 | 2,067             |
| First-line supervisors/managers of office and administrative support workers .....  | 23.34                        | 21.12   | 927                          | 837    | 39.7              | 48,188                       | 43,509   | 2,064             |
| Financial clerks .....  | 15.76                        | 15.06   | 628                          | 590    | 39.9              | 32,680                       | 30,668   | 2,073             |
| Bill and account collectors .....   | 14.03                        | 14.00   | 561                          | 560    | 40.0              | 29,175                       | 29,120   | 2,080             |
| Bookkeeping, accounting, and auditing clerks .....                                  | 17.19                        | 17.30   | 684                          | 692    | 39.8              | 35,552                       | 35,984   | 2,069             |
| Customer service representatives .....  | 15.17                        | 14.35   | 606                          | 574    | 39.9              | 31,509                       | 29,850   | 2,077             |
| Human resources assistants, except payroll and timekeeping .....                    | 14.98                        | 15.38   | 599                          | 615    | 40.0              | 31,160                       | 31,990   | 2,080             |
| Receptionists and information clerks ..   | 12.33                        | 11.00   | 492                          | 440    | 39.9              | 25,568                       | 22,880   | 2,074             |
| Reservation and transportation ticket agents and travel clerks .....                | 19.10                        | 20.85   | 764                          | 834    | 40.0              | 39,722                       | 43,368   | 2,080             |
| Dispatchers .....   | 13.34                        | 12.00   | 534                          | 480    | 40.0              | 27,744                       | 24,960   | 2,080             |
| Shipping, receiving, and traffic clerks ..  | 9.72                         | 8.85    | 389                          | 354    | 40.0              | 20,215                       | 18,398   | 2,080             |
| Stock clerks and order fillers .....  | 12.81                        | 12.39   | 512                          | 496    | 40.0              | 26,647                       | 25,771   | 2,080             |
| Secretaries and administrative assistants .....                                     | 17.95                        | 16.20   | 713                          | 648    | 39.7              | 36,936                       | 33,700   | 2,058             |
| Executive secretaries and administrative assistants .....                           | 20.52                        | 19.76   | 819                          | 800    | 39.9              | 42,599                       | 41,600   | 2,076             |
| Medical secretaries .....   | 14.11                        | 14.39   | 560                          | 574    | 39.7              | 29,117                       | 29,869   | 2,064             |
| Secretaries, except legal, medical, and executive .....                             | 16.66                        | 16.20   | 664                          | 648    | 39.9              | 34,091                       | 33,700   | 2,047             |
| Data entry and information processing workers .....                                 | 11.81                        | 11.70   | 472                          | 468    | 40.0              | 24,097                       | 24,336   | 2,041             |
| Office clerks, general .....  | 14.33                        | 14.40   | 572                          | 576    | 39.9              | 29,719                       | 29,952   | 2,074             |
| <b>Construction and extraction occupations</b> .....                                | 14.66                        | 14.40   | 582                          | 565    | 39.7              | 30,267                       | 29,393   | 2,065             |
| First-line supervisors/managers of construction trades and extraction workers ..... | 19.92                        | 21.00   | 797                          | 840    | 40.0              | 41,430                       | 43,680   | 2,080             |
| Carpenters .....  | 17.36                        | 17.10   | 694                          | 684    | 40.0              | 36,109                       | 35,568   | 2,080             |
| Construction equipment operators .....  | 19.29                        | 20.00   | 772                          | 800    | 40.0              | 40,126                       | 41,600   | 2,080             |
| Electricians .....  | 20.14                        | 20.00   | 806                          | 800    | 40.0              | 41,895                       | 41,600   | 2,080             |
| <b>Installation, maintenance, and repair occupations</b> .....                      | 17.64                        | 16.25   | 706                          | 650    | 40.0              | 36,709                       | 33,800   | 2,081             |
| Automotive technicians and repairers ..   | 18.48                        | 18.00   | 739                          | 720    | 40.0              | 38,431                       | 37,440   | 2,080             |
| Automotive service technicians and mechanics .....                                  | 18.39                        | 18.00   | 736                          | 720    | 40.0              | 38,250                       | 37,440   | 2,080             |
| Industrial machinery installation, repair, and maintenance workers ..               | 18.18                        | 17.64   | 725                          | 706    | 39.9              | 37,675                       | 36,691   | 2,072             |
| Maintenance and repair workers, general .....                                       | 18.03                        | 17.64   | 718                          | 706    | 39.9              | 37,357                       | 36,691   | 2,072             |
| Miscellaneous installation, maintenance, and repair workers ..                      | 15.98                        | 15.79   | 642                          | 620    | 40.2              | 33,394                       | 32,240   | 2,090             |
| <b>Production occupations</b> .....   | 14.90                        | 13.61   | 596                          | 545    | 40.0              | 30,981                       | 28,330   | 2,079             |
| Electrical, electronics, and electromechanical assemblers .....                     | 12.45                        | 12.70   | 498                          | 508    | 40.0              | 25,899                       | 26,416   | 2,080             |
| Miscellaneous assemblers and fabricators .....                                      | 12.75                        | 12.57   | 510                          | 503    | 40.0              | 26,513                       | 26,146   | 2,080             |
| Semiconductor processors .....  | 20.28                        | 19.90   | 806                          | 792    | 39.7              | 41,889                       | 41,169   | 2,066             |
| <b>Transportation and material moving occupations</b> .....                         | 15.98                        | 11.39   | 626                          | 460    | 39.2              | 32,427                       | 23,504   | 2,029             |
| Driver/sales workers and truck drivers ..   | 18.50                        | 16.00   | 728                          | 640    | 39.3              | 37,851                       | 33,280   | 2,045             |
| Truck drivers, light or delivery services .....                                     | 19.84                        | 18.75   | 774                          | 750    | 39.0              | 40,261                       | 39,000   | 2,029             |
| Industrial truck and tractor operators ..   | 12.05                        | 12.47   | 482                          | 499    | 40.0              | 25,066                       | 25,938   | 2,080             |
| Laborers and material movers, hand ..   | 10.46                        | 9.50    | 414                          | 373    | 39.6              | 21,546                       | 19,386   | 2,060             |

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2009 — Continued

| Occupation <sup>2</sup>  | Hourly earnings <sup>3</sup> |        | Weekly earnings <sup>4</sup> |        |                   | Annual earnings <sup>5</sup> |          |                   |
|--|------------------------------|--------|------------------------------|--------|-------------------|------------------------------|----------|-------------------|
|  | Mean                         | Median | Mean                         | Median | Mean weekly hours | Mean                         | Median   | Mean annual hours |
| <b>Transportation and material moving occupations</b> –Continued<br>Laborers and freight, stock, and material movers, hand ..... | \$10.39                      | \$9.13 | \$411                        | \$360  | 39.6              | \$21,385                     | \$18,720 | 2,058             |

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupation <sup>2</sup>   | Hourly earnings <sup>3</sup> |         | Weekly earnings <sup>4</sup> |        |                   | Annual earnings <sup>5</sup> |          |                   |
|---|------------------------------|---------|------------------------------|--------|-------------------|------------------------------|----------|-------------------|
|   | Mean                         | Median  | Mean                         | Median | Mean weekly hours | Mean                         | Median   | Mean annual hours |
| <b>All workers</b> .....  | \$19.88                      | \$15.10 | \$787                        | \$600  | 39.6              | \$40,735                     | \$31,200 | 2,049             |
| <b>Management occupations</b> .....                                     | 41.82                        | 38.91   | 1,708                        | 1,556  | 40.8              | 88,658                       | 80,922   | 2,120             |
| General and operations managers .....                                   | 47.45                        | 50.97   | 2,041                        | 2,115  | 43.0              | 106,135                      | 110,001  | 2,237             |
| Financial managers .....  | 38.88                        | 37.02   | 1,555                        | 1,481  | 40.0              | 80,861                       | 77,002   | 2,080             |
| Construction managers .....   | 40.75                        | 38.91   | 1,653                        | 1,556  | 40.6              | 85,964                       | 80,922   | 2,109             |
| <b>Business and financial operations occupations</b> .....              | 28.18                        | 25.75   | 1,146                        | 1,029  | 40.7              | 59,608                       | 53,500   | 2,115             |
| Human resources, training, and labor relations specialists .....        | 25.99                        | 19.98   | 1,027                        | 802    | 39.5              | 53,391                       | 41,691   | 2,055             |
| Management analysts .....   | 27.56                        | 24.20   | 1,102                        | 968    | 40.0              | 57,321                       | 50,336   | 2,080             |
| Accountants and auditors .....  | 32.26                        | 32.14   | 1,277                        | 1,292  | 39.6              | 66,404                       | 67,186   | 2,059             |
| Loan counselors and officers .....                                      | 29.90                        | 25.54   | 1,196                        | 1,021  | 40.0              | 62,192                       | 53,113   | 2,080             |
| Loan officers .....   | 29.90                        | 25.54   | 1,196                        | 1,021  | 40.0              | 62,192                       | 53,113   | 2,080             |
| <b>Computer and mathematical science occupations</b> .....              | 36.97                        | 37.14   | 1,489                        | 1,481  | 40.3              | 77,434                       | 77,000   | 2,095             |
| Computer software engineers .....                                       | 42.79                        | 42.75   | 1,759                        | 1,810  | 41.1              | 91,454                       | 94,129   | 2,137             |
| Computer software engineers, systems software .....                     | 41.44                        | 42.09   | 1,721                        | 1,796  | 41.5              | 89,479                       | 93,413   | 2,159             |
| Computer systems analysts .....   | 31.31                        | 30.22   | 1,252                        | 1,209  | 40.0              | 65,129                       | 62,858   | 2,080             |
| Network and computer systems administrators .....                       | 38.15                        | 38.54   | 1,526                        | 1,542  | 40.0              | 79,360                       | 80,169   | 2,080             |
| <b>Architecture and engineering occupations</b> .....                   | 33.88                        | 30.68   | 1,326                        | 1,154  | 39.1              | 68,939                       | 60,000   | 2,035             |
| Engineers .....   | 42.16                        | 41.54   | 1,645                        | 1,662  | 39.0              | 85,554                       | 86,399   | 2,029             |
| Electrical and electronics engineers .....                              | 47.81                        | 46.69   | 1,912                        | 1,868  | 40.0              | 99,439                       | 97,115   | 2,080             |
| Mechanical engineers .....  | 39.22                        | 37.12   | 1,569                        | 1,485  | 40.0              | 81,572                       | 77,210   | 2,080             |
| Engineering technicians, except drafters .....                          | 25.72                        | 26.56   | 1,029                        | 1,063  | 40.0              | 53,505                       | 55,253   | 2,080             |
| Electrical and electronic engineering technicians .....                 | 27.08                        | 26.04   | 1,083                        | 1,042  | 40.0              | 56,334                       | 54,167   | 2,080             |
| <b>Community and social services occupations</b> .....                  | 18.85                        | 17.67   | 746                          | 707    | 39.6              | 38,812                       | 36,754   | 2,059             |
| Counselors .....  | 20.32                        | 18.98   | 807                          | 759    | 39.7              | 41,952                       | 39,472   | 2,065             |
| Miscellaneous community and social service specialists .....            | 14.64                        | 14.80   | 575                          | 590    | 39.3              | 29,924                       | 30,659   | 2,045             |
| <b>Arts, design, entertainment, sports, and media occupations</b> ..... | 19.09                        | 16.27   | 771                          | 692    | 40.4              | 40,068                       | 35,959   | 2,099             |
| <b>Healthcare practitioner and technical occupations</b> .....          | 30.66                        | 29.97   | 1,206                        | 1,147  | 39.3              | 62,716                       | 59,638   | 2,045             |
| Registered nurses .....   | 34.79                        | 35.69   | 1,333                        | 1,337  | 38.3              | 69,339                       | 69,524   | 1,993             |
| Therapists .....  | 29.85                        | 31.25   | 1,152                        | 1,147  | 38.6              | 59,900                       | 59,638   | 2,007             |
| Health diagnosing and treating practitioner support technicians .....   | 20.72                        | 22.17   | 795                          | 800    | 38.3              | 41,317                       | 41,600   | 1,994             |
| <b>Healthcare support occupations</b> .....                             | 13.44                        | 13.00   | 520                          | 513    | 38.7              | 27,042                       | 26,668   | 2,013             |
| Nursing, psychiatric, and home health aides .....                       | 13.03                        | 12.82   | 501                          | 513    | 38.5              | 26,074                       | 26,668   | 2,001             |
| Nursing aides, orderlies, and attendants .....                          | 12.67                        | 12.82   | 484                          | 506    | 38.2              | 25,178                       | 26,301   | 1,987             |
| Miscellaneous healthcare support occupations .....                      | 15.08                        | 15.00   | 599                          | 600    | 39.7              | 31,126                       | 31,200   | 2,064             |
| <b>Protective service occupations</b> .....                             | 11.20                        | 10.27   | 442                          | 411    | 39.5              | 22,995                       | 21,360   | 2,053             |
| Security guards and gaming surveillance officers .....                  | 10.88                        | 10.27   | 430                          | 410    | 39.5              | 22,341                       | 21,320   | 2,053             |
| Security guards .....   | 10.88                        | 10.27   | 430                          | 410    | 39.5              | 22,341                       | 21,320   | 2,053             |
| <b>Food preparation and serving related occupations</b> .....           | 9.68                         | 9.00    | 369                          | 350    | 38.1              | 19,150                       | 17,938   | 1,978             |

See footnotes at end of table.



Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2009 — Continued

| Occupation <sup>2</sup>  | Hourly earnings <sup>3</sup> |         | Weekly earnings <sup>4</sup> |        |                   | Annual earnings <sup>5</sup> |          |                   |
|--|------------------------------|---------|------------------------------|--------|-------------------|------------------------------|----------|-------------------|
|  | Mean                         | Median  | Mean                         | Median | Mean weekly hours | Mean                         | Median   | Mean annual hours |
| <b>Food preparation and serving related occupations –Continued</b>                 |                              |         |                              |        |                   |                              |          |                   |
| First-line supervisors/managers, food preparation and serving workers ..           | \$15.93                      | \$13.54 | \$637                        | \$541  | 40.0              | \$33,106                     | \$28,157 | 2,078             |
| First-line supervisors/managers of food preparation and serving workers .....      | 15.93                        | 13.54   | 637                          | 541    | 40.0              | 33,106                       | 28,157   | 2,078             |
| Cooks .....  | 10.19                        | 10.00   | 393                          | 399    | 38.5              | 20,276                       | 20,746   | 1,990             |
| Cooks, restaurant .....  | 10.19                        | 10.50   | 395                          | 418    | 38.8              | 20,543                       | 21,724   | 2,016             |
| Food preparation workers .....   | 9.56                         | 8.75    | 359                          | 324    | 37.6              | 18,544                       | 16,850   | 1,940             |
| Food service, tipped .....   | 6.30                         | 6.00    | 232                          | 205    | 36.8              | 12,053                       | 10,650   | 1,912             |
| Waiters and waitresses .....   | 4.69                         | 4.25    | 161                          | 170    | 34.4              | 8,392                        | 8,840    | 1,791             |
| Fast food and counter workers .....  | 10.12                        | 9.25    | 393                          | 362    | 38.8              | 20,439                       | 18,824   | 2,019             |
| Combined food preparation and serving workers, including fast food .....           | 11.12                        | 9.35    | 445                          | 374    | 40.0              | 23,136                       | 19,448   | 2,080             |
| <b>Building and grounds cleaning and maintenance occupations .....</b>             |                              |         |                              |        |                   |                              |          |                   |
| Building cleaning workers .....  | 10.50                        | 9.49    | 404                          | 371    | 38.4              | 20,993                       | 19,282   | 1,999             |
| Janitors and cleaners, except maids and housekeeping cleaners .....                | 9.44                         | 9.00    | 369                          | 357    | 39.0              | 19,171                       | 18,574   | 2,030             |
| Janitors and cleaners, except maids and housekeeping cleaners .....                | 10.29                        | 10.00   | 409                          | 400    | 39.7              | 21,249                       | 20,800   | 2,065             |
| Grounds maintenance workers .....  | 12.80                        | 12.00   | 474                          | 422    | 37.1              | 24,670                       | 21,965   | 1,928             |
| Landscaping and groundskeeping workers .....                                       | 10.07                        | 9.28    | 351                          | 340    | 34.8              | 18,240                       | 17,680   | 1,810             |
| <b>Personal care and service occupations .....</b>                                 |                              |         |                              |        |                   |                              |          |                   |
| Personal care and service occupations .....  | 13.87                        | 10.35   | 498                          | 428    | 35.9              | 25,873                       | 22,235   | 1,866             |
| <b>Sales and related occupations .....</b>   |                              |         |                              |        |                   |                              |          |                   |
| Sales and related occupations .....  | 19.42                        | 16.26   | 783                          | 672    | 40.3              | 40,662                       | 34,834   | 2,093             |
| First-line supervisors/managers, sales workers .....                               | 17.58                        | 13.99   | 703                          | 560    | 40.0              | 36,568                       | 29,099   | 2,080             |
| First-line supervisors/managers of retail sales workers .....                      | 16.85                        | 13.76   | 674                          | 550    | 40.0              | 35,058                       | 28,621   | 2,080             |
| Retail sales workers .....   | 14.75                        | 13.12   | 596                          | 523    | 40.4              | 30,957                       | 27,165   | 2,099             |
| Retail salespersons .....  | 16.92                        | 18.79   | 691                          | 752    | 40.8              | 35,906                       | 39,092   | 2,122             |
| Miscellaneous sales and related workers .....                                      | 15.06                        | 14.92   | 590                          | 597    | 39.2              | 30,664                       | 31,034   | 2,036             |
| <b>Office and administrative support occupations .....</b>                         |                              |         |                              |        |                   |                              |          |                   |
| Office and administrative support occupations .....                                | 15.12                        | 14.35   | 602                          | 569    | 39.8              | 31,290                       | 29,578   | 2,070             |
| First-line supervisors/managers of office and administrative support workers ..... | 23.01                        | 23.68   | 920                          | 947    | 40.0              | 47,860                       | 49,261   | 2,080             |
| Financial clerks .....   | 15.56                        | 14.86   | 620                          | 590    | 39.9              | 32,246                       | 30,668   | 2,073             |
| Bill and account collectors .....  | 14.03                        | 14.00   | 561                          | 560    | 40.0              | 29,175                       | 29,120   | 2,080             |
| Bookkeeping, accounting, and auditing clerks .....                                 | 16.99                        | 17.30   | 676                          | 692    | 39.8              | 35,130                       | 35,984   | 2,067             |
| Customer service representatives .....   | 15.14                        | 14.35   | 604                          | 574    | 39.9              | 31,433                       | 29,850   | 2,077             |
| Receptionists and information clerks ..  | 12.33                        | 11.00   | 492                          | 440    | 39.9              | 25,568                       | 22,880   | 2,074             |
| Reservation and transportation ticket agents and travel clerks .....               | 19.10                        | 20.85   | 764                          | 834    | 40.0              | 39,722                       | 43,368   | 2,080             |
| Shipping, receiving, and traffic clerks ..   | 9.48                         | 8.85    | 379                          | 354    | 40.0              | 19,719                       | 18,398   | 2,080             |
| Stock clerks and order fillers .....   | 12.81                        | 12.39   | 512                          | 496    | 40.0              | 26,647                       | 25,771   | 2,080             |
| Secretaries and administrative assistants .....                                    | 17.81                        | 16.20   | 707                          | 648    | 39.7              | 36,755                       | 33,700   | 2,064             |
| Executive secretaries and administrative assistants .....                          | 20.44                        | 21.73   | 816                          | 869    | 39.9              | 42,407                       | 45,198   | 2,075             |
| Medical secretaries .....  | 14.11                        | 14.39   | 560                          | 574    | 39.7              | 29,117                       | 29,869   | 2,064             |
| Secretaries, except legal, medical, and executive .....                            | 16.90                        | 16.20   | 674                          | 648    | 39.9              | 35,053                       | 33,700   | 2,074             |
| Office clerks, general .....   | 14.45                        | 14.66   | 575                          | 587    | 39.8              | 29,911                       | 30,499   | 2,071             |

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2009 — Continued

| Occupation <sup>2</sup>   | Hourly earnings <sup>3</sup> |         | Weekly earnings <sup>4</sup> |        |                   | Annual earnings <sup>5</sup> |          |                   |
|---|------------------------------|---------|------------------------------|--------|-------------------|------------------------------|----------|-------------------|
|   | Mean                         | Median  | Mean                         | Median | Mean weekly hours | Mean                         | Median   | Mean annual hours |
| <b>Construction and extraction occupations</b> .....                                | \$14.64                      | \$14.00 | \$581                        | \$528  | 39.7              | \$30,229                     | \$27,477 | 2,064             |
| First-line supervisors/managers of construction trades and extraction workers ..... | 19.92                        | 21.00   | 797                          | 840    | 40.0              | 41,430                       | 43,680   | 2,080             |
| Carpenters .....  | 17.36                        | 17.10   | 694                          | 684    | 40.0              | 36,109                       | 35,568   | 2,080             |
| Construction equipment operators .....  | 19.29                        | 20.00   | 772                          | 800    | 40.0              | 40,126                       | 41,600   | 2,080             |
| Electricians .....  | 20.14                        | 20.00   | 806                          | 800    | 40.0              | 41,895                       | 41,600   | 2,080             |
| <b>Installation, maintenance, and repair occupations</b> .....                      | 17.61                        | 16.13   | 705                          | 645    | 40.1              | 36,677                       | 33,550   | 2,083             |
| Automotive technicians and repairers .....  | 18.48                        | 18.00   | 739                          | 720    | 40.0              | 38,431                       | 37,440   | 2,080             |
| Automotive service technicians and mechanics .....                                  | 18.39                        | 18.00   | 736                          | 720    | 40.0              | 38,250                       | 37,440   | 2,080             |
| Industrial machinery installation, repair, and maintenance workers .....            | 18.31                        | 16.13   | 729                          | 645    | 39.8              | 37,909                       | 33,550   | 2,071             |
| Maintenance and repair workers, general .....                                       | 18.12                        | 16.13   | 722                          | 645    | 39.8              | 37,521                       | 33,550   | 2,070             |
| Miscellaneous installation, maintenance, and repair workers .....                   | 14.97                        | 13.50   | 608                          | 540    | 40.6              | 31,629                       | 28,080   | 2,113             |
| <b>Production occupations</b> .....   | 14.90                        | 13.61   | 596                          | 545    | 40.0              | 30,981                       | 28,330   | 2,079             |
| Electrical, electronics, and electromechanical assemblers .....                     | 12.45                        | 12.70   | 498                          | 508    | 40.0              | 25,899                       | 26,416   | 2,080             |
| Miscellaneous assemblers and fabricators .....                                      | 12.75                        | 12.57   | 510                          | 503    | 40.0              | 26,513                       | 26,146   | 2,080             |
| Semiconductor processors .....  | 20.28                        | 19.90   | 806                          | 792    | 39.7              | 41,889                       | 41,169   | 2,066             |
| <b>Transportation and material moving occupations</b> .....                         | 15.90                        | 11.00   | 623                          | 452    | 39.2              | 32,418                       | 23,483   | 2,039             |
| Driver/sales workers and truck drivers .....  | 18.50                        | 16.00   | 728                          | 640    | 39.3              | 37,851                       | 33,280   | 2,045             |
| Truck drivers, light or delivery services .....                                     | 19.84                        | 18.75   | 774                          | 750    | 39.0              | 40,261                       | 39,000   | 2,029             |
| Industrial truck and tractor operators .....  | 12.05                        | 12.47   | 482                          | 499    | 40.0              | 25,066                       | 25,938   | 2,080             |
| Laborers and material movers, hand .....  | 10.46                        | 9.50    | 414                          | 373    | 39.6              | 21,546                       | 19,386   | 2,060             |
| Laborers and freight, stock, and material movers, hand .....                        | 10.39                        | 9.13    | 411                          | 360    | 39.6              | 21,385                       | 18,720   | 2,058             |

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupation <sup>2</sup>  | Hourly earnings <sup>3</sup> |         | Weekly earnings <sup>4</sup> |        |                   | Annual earnings <sup>5</sup> |          |                   |
|--|------------------------------|---------|------------------------------|--------|-------------------|------------------------------|----------|-------------------|
|  | Mean                         | Median  | Mean                         | Median | Mean weekly hours | Mean                         | Median   | Mean annual hours |
| <b>All workers</b> .....   | \$24.89                      | \$22.93 | \$979                        | \$912  | 39.3              | \$46,960                     | \$42,904 | 1,887             |
| <b>Management occupations</b> .....                                    | 46.17                        | 41.59   | 1,847                        | 1,664  | 40.0              | 96,029                       | 86,507   | 2,080             |
| <b>Business and financial operations occupations</b> .....             | 22.56                        | 22.58   | 903                          | 903    | 40.0              | 46,930                       | 46,966   | 2,080             |
| <b>Computer and mathematical science occupations</b> .....             | 30.30                        | 30.97   | 1,212                        | 1,239  | 40.0              | 63,033                       | 64,418   | 2,080             |
| <b>Architecture and engineering occupations</b> .....                  | 33.61                        | 37.76   | 1,345                        | 1,510  | 40.0              | 69,918                       | 78,530   | 2,080             |
| <b>Legal occupations</b> .....   | 28.87                        | 24.49   | 1,155                        | 980    | 40.0              | 60,039                       | 50,935   | 2,080             |
| <b>Education, training, and library occupations</b> .....              | 31.14                        | 27.15   | 1,189                        | 1,075  | 38.2              | 48,345                       | 44,730   | 1,552             |
| Postsecondary teachers .....   | 58.39                        | 50.22   | 2,011                        | 1,530  | 34.4              | 78,425                       | 59,689   | 1,343             |
| Primary, secondary, and special education school teachers .....        | 29.23                        | 27.73   | 1,148                        | 1,082  | 39.3              | 45,420                       | 42,557   | 1,554             |
| Elementary and middle school teachers .....                            | 27.43                        | 25.39   | 1,088                        | 1,004  | 39.7              | 43,020                       | 39,814   | 1,568             |
| Elementary school teachers, except special education .....             | 27.97                        | 26.30   | 1,108                        | 1,029  | 39.6              | 43,811                       | 40,419   | 1,566             |
| Teacher assistants .....   | 10.99                        | 10.57   | 357                          | 332    | 32.4              | 13,319                       | 12,287   | 1,212             |
| <b>Protective service occupations</b> .....                            | 25.24                        | 25.00   | 1,007                        | 1,000  | 39.9              | 51,953                       | 51,792   | 2,058             |
| First-line supervisors/managers, law enforcement workers .....         | 30.42                        | 27.37   | 1,217                        | 1,095  | 40.0              | 63,268                       | 56,930   | 2,080             |
| Police officers .....  | 28.66                        | 28.45   | 1,146                        | 1,138  | 40.0              | 59,605                       | 59,176   | 2,080             |
| Police and sheriff's patrol officers .....                             | 28.66                        | 28.45   | 1,146                        | 1,138  | 40.0              | 59,605                       | 59,176   | 2,080             |
| <b>Food preparation and serving related occupations</b> .....          | 11.15                        | 10.55   | 423                          | 390    | 37.9              | 19,928                       | 20,264   | 1,787             |
| <b>Building and grounds cleaning and maintenance occupations</b> ..... | 13.13                        | 12.56   | 512                          | 502    | 39.0              | 25,476                       | 25,592   | 1,941             |
| Building cleaning workers .....  | 12.86                        | 12.89   | 498                          | 515    | 38.7              | 24,518                       | 26,125   | 1,906             |
| Janitors and cleaners, except maids and housekeeping cleaners .....    | 13.10                        | 12.92   | 506                          | 515    | 38.6              | 24,774                       | 26,374   | 1,891             |
| <b>Office and administrative support occupations</b> .....             | 17.04                        | 15.50   | 680                          | 619    | 39.9              | 34,916                       | 31,990   | 2,049             |
| Secretaries and administrative assistants .....                        | 19.15                        | 15.32   | 766                          | 613    | 40.0              | 38,465                       | 31,762   | 2,009             |
| Executive secretaries and administrative assistants .....              | 20.87                        | 19.27   | 835                          | 771    | 40.0              | 43,409                       | 40,082   | 2,080             |
| Office clerks, general .....   | 14.12                        | 13.36   | 565                          | 534    | 40.0              | 29,365                       | 27,789   | 2,080             |

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Phoenix-Mesa-Glendale, AZ, September 2009**

| Occupational group <sup>2</sup>                       | Total                                 | 1-99 workers | 100-499 workers | 500 workers or more |
|---|---------------------------------------|--------------|-----------------|---------------------|
| <b>All workers</b> .....                              | \$18.77                               | \$16.07      | \$20.49         | \$21.98             |
| Management, professional, and related .....           | 33.17                                 | 27.16        | 37.60           | 35.20               |
| Management, business, and financial .....             | 35.11                                 | 33.18        | 36.11           | 36.36               |
| Professional and related .....                        | 32.00                                 | 23.25        | 38.26           | 34.31               |
| Service .....   | 10.33                                 | 9.22         | 10.54           | 12.17               |
| Sales and office .....                                | 15.74                                 | 15.61        | 15.37           | 16.71               |
| Sales and related .....                               | 17.41                                 | 17.53        | 16.84           | 19.59               |
| Office and administrative support .....               | 14.71                                 | 14.02        | 14.29           | 16.27               |
| Natural resources, construction, and maintenance .... | 16.13                                 | 14.97        | 19.56           | 19.52               |
| Construction and extraction .....                     | 14.63                                 | 13.73        | —               | —                   |
| Installation, maintenance, and repair .....           | 18.02                                 | 16.77        | 20.62           | 21.26               |
| Production, transportation, and material moving ..... | 15.03                                 | 14.24        | 12.74           | 18.99               |
| Production .....                                      | 14.74                                 | 13.43        | 13.45           | 18.99               |
| Transportation and material moving .....              | 15.25                                 | 15.13        | 12.33           | —                   |
|   | Relative error <sup>3</sup> (percent) |              |                 |                     |
| <b>All workers</b> .....                              | 3.3                                   | 4.9          | 5.8             | 3.7                 |
| Management, professional, and related .....           | 4.7                                   | 8.6          | 9.6             | 2.8                 |
| Management, business, and financial .....             | 4.0                                   | 10.8         | 9.2             | 6.3                 |
| Professional and related .....                        | 7.0                                   | 9.9          | 14.1            | 3.2                 |
| Service .....   | 2.2                                   | 4.8          | 1.7             | 3.8                 |
| Sales and office .....                                | 2.7                                   | 5.4          | 4.1             | 3.8                 |
| Sales and related .....                               | 6.3                                   | 9.7          | 8.0             | 23.0                |
| Office and administrative support .....               | 2.0                                   | 4.5          | 4.6             | 1.4                 |
| Natural resources, construction, and maintenance .... | 9.5                                   | 10.3         | 7.2             | 6.8                 |
| Construction and extraction .....                     | 12.0                                  | 9.4          | —               | —                   |
| Installation, maintenance, and repair .....           | 10.9                                  | 15.7         | 8.3             | 5.4                 |
| Production, transportation, and material moving ..... | 7.9                                   | 10.6         | 5.5             | 20.5                |
| Production .....                                      | 6.0                                   | 8.2          | 3.7             | 7.0                 |
| Transportation and material moving .....              | 11.9                                  | 18.1         | 7.8             | —                   |

<sup>1</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupation <sup>2</sup>  | Hourly earnings <sup>3</sup> |         | Weekly earnings <sup>4</sup> |        |                   | Annual earnings <sup>5</sup> |          |                   |
|--|------------------------------|---------|------------------------------|--------|-------------------|------------------------------|----------|-------------------|
|  | Mean                         | Median  | Mean                         | Median | Mean weekly hours | Mean                         | Median   | Mean annual hours |
| <b>All workers</b> .....   | \$16.95                      | \$13.71 | \$671                        | \$541  | 39.6              | \$34,541                     | \$28,080 | 2,037             |
| <b>Management occupations</b> .....                                    | 36.62                        | 35.89   | 1,499                        | 1,436  | 40.9              | 77,639                       | 74,655   | 2,120             |
| Financial managers .....   | 44.79                        | 40.87   | 1,792                        | 1,635  | 40.0              | 93,172                       | 84,999   | 2,080             |
| <b>Business and financial operations occupations</b> ...               | 29.39                        | 28.55   | 1,228                        | 1,142  | 41.8              | 63,878                       | 59,388   | 2,174             |
| <b>Architecture and engineering occupations</b> .....                  | 29.48                        | 26.56   | 1,109                        | 1,063  | 37.6              | 57,675                       | 55,253   | 1,956             |
| <b>Education, training, and library occupations</b> .....              | 16.80                        | 13.85   | 678                          | 554    | 40.4              | 28,779                       | 23,333   | 1,713             |
| <b>Healthcare practitioner and technical occupations</b> .....         | 29.97                        | 28.08   | 1,184                        | 1,147  | 39.5              | 61,572                       | 59,638   | 2,054             |
| <b>Healthcare support occupations</b> .....                            | 13.40                        | 13.75   | 520                          | 530    | 38.8              | 27,062                       | 27,560   | 2,020             |
| <b>Food preparation and serving related occupations</b> .....          | 9.30                         | 8.76    | 356                          | 350    | 38.3              | 18,438                       | 17,938   | 1,983             |
| Cooks .....  | 9.84                         | 9.97    | 378                          | 399    | 38.4              | 19,454                       | 20,746   | 1,977             |
| Food service, tipped .....   | 6.56                         | 6.00    | 239                          | 180    | 36.5              | 12,430                       | 9,360    | 1,896             |
| <b>Building and grounds cleaning and maintenance occupations</b> ..... | 9.96                         | 8.75    | 379                          | 330    | 38.0              | 19,697                       | 17,139   | 1,978             |
| Building cleaning workers .....  | 8.82                         | 8.50    | 342                          | 323    | 38.8              | 17,788                       | 16,796   | 2,016             |
| Janitors and cleaners, except maids and housekeeping cleaners .....    | 9.46                         | 9.50    | 374                          | 380    | 39.5              | 19,453                       | 19,760   | 2,056             |
| <b>Personal care and service occupations</b> .....                     | 10.54                        | 7.75    | 404                          | 310    | 38.3              | 20,985                       | 16,120   | 1,990             |
| <b>Sales and related occupations</b> .....                             | 19.26                        | 14.92   | 764                          | 597    | 39.7              | 39,697                       | 31,034   | 2,062             |
| Retail sales workers .....   | 14.00                        | 13.00   | 559                          | 520    | 39.9              | 28,976                       | 27,040   | 2,070             |
| <b>Office and administrative support occupations</b> ....              | 14.17                        | 13.18   | 565                          | 527    | 39.9              | 29,378                       | 27,408   | 2,073             |
| Financial clerks .....   | 17.83                        | 18.75   | 713                          | 750    | 40.0              | 37,085                       | 39,000   | 2,080             |
| Receptionists and information clerks .....                             | 12.46                        | 11.00   | 499                          | 440    | 40.0              | 25,927                       | 22,880   | 2,080             |
| Secretaries and administrative assistants .....                        | 16.46                        | 14.00   | 658                          | 560    | 40.0              | 34,227                       | 29,120   | 2,080             |
| Executive secretaries and administrative assistants .....              | 20.30                        | 21.73   | 812                          | 869    | 40.0              | 42,226                       | 45,198   | 2,080             |
| Office clerks, general .....   | 13.96                        | 14.66   | 558                          | 587    | 40.0              | 29,038                       | 30,499   | 2,080             |
| <b>Construction and extraction occupations</b> .....                   | 13.74                        | 11.00   | 544                          | 400    | 39.6              | 28,309                       | 20,800   | 2,061             |
| Electricians .....   | 20.10                        | 20.00   | 804                          | 800    | 40.0              | 41,805                       | 41,600   | 2,080             |
| <b>Installation, maintenance, and repair occupations</b> .....         | 16.00                        | 13.00   | 642                          | 520    | 40.1              | 33,371                       | 27,040   | 2,085             |
| Automotive technicians and repairers .....                             | 18.23                        | 18.00   | 729                          | 720    | 40.0              | 37,914                       | 37,440   | 2,080             |
| <b>Production occupations</b> .....                                    | 13.63                        | 12.50   | 545                          | 500    | 40.0              | 28,356                       | 26,000   | 2,080             |
| <b>Transportation and material moving occupations</b> .....            | 16.08                        | 12.95   | 635                          | 520    | 39.5              | 33,019                       | 27,040   | 2,053             |
| Laborers and material movers, hand .....                               | 10.16                        | 9.73    | 406                          | 389    | 40.0              | 21,126                       | 20,236   | 2,080             |

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupation <sup>2</sup>  | Hourly earnings <sup>3</sup> |         | Weekly earnings <sup>4</sup> |        |                   | Annual earnings <sup>5</sup> |          |                   |
|--|------------------------------|---------|------------------------------|--------|-------------------|------------------------------|----------|-------------------|
|  | Mean                         | Median  | Mean                         | Median | Mean weekly hours | Mean                         | Median   | Mean annual hours |
| <b>All workers</b> .....   | \$22.48                      | \$16.62 | \$891                        | \$669  | 39.6              | \$46,313                     | \$34,715 | 2,060             |
| <b>Management occupations</b> .....                                    | 45.17                        | 42.59   | 1,841                        | 1,703  | 40.8              | 95,740                       | 88,581   | 2,119             |
| General and operations managers .....                                  | 60.63                        | 60.81   | 2,467                        | 2,432  | 40.7              | 128,289                      | 126,483  | 2,116             |
| Financial managers .....   | 34.20                        | 32.07   | 1,368                        | 1,283  | 40.0              | 71,142                       | 66,699   | 2,080             |
| <b>Business and financial operations occupations</b> .....             | 27.54                        | 24.09   | 1,104                        | 968    | 40.1              | 57,416                       | 50,336   | 2,085             |
| Human resources, training, and labor relations specialists .....       | 25.99                        | 19.98   | 1,027                        | 802    | 39.5              | 53,391                       | 41,691   | 2,055             |
| Management analysts .....  | 27.56                        | 24.20   | 1,102                        | 968    | 40.0              | 57,321                       | 50,336   | 2,080             |
| Accountants and auditors .....   | 30.42                        | 30.36   | 1,217                        | 1,214  | 40.0              | 63,266                       | 63,143   | 2,080             |
| <b>Computer and mathematical science occupations</b> .....             | 36.55                        | 36.53   | 1,473                        | 1,451  | 40.3              | 76,584                       | 75,440   | 2,096             |
| Computer software engineers .....                                      | 42.69                        | 42.64   | 1,760                        | 1,808  | 41.2              | 91,522                       | 94,016   | 2,144             |
| Computer software engineers, systems software .....                    | 41.58                        | 42.14   | 1,734                        | 1,804  | 41.7              | 90,161                       | 93,832   | 2,168             |
| Computer systems analysts .....  | 30.98                        | 30.22   | 1,239                        | 1,209  | 40.0              | 64,428                       | 62,858   | 2,080             |
| <b>Architecture and engineering occupations</b> .....                  | 37.16                        | 37.28   | 1,499                        | 1,491  | 40.3              | 77,933                       | 77,542   | 2,097             |
| Engineers .....  | 42.96                        | 42.55   | 1,740                        | 1,791  | 40.5              | 90,459                       | 93,138   | 2,106             |
| Mechanical engineers .....   | 39.22                        | 37.12   | 1,569                        | 1,485  | 40.0              | 81,572                       | 77,210   | 2,080             |
| Engineering technicians, except drafters .....                         | 25.06                        | 25.24   | 1,002                        | 1,010  | 40.0              | 52,128                       | 52,499   | 2,080             |
| Electrical and electronic engineering technicians .....                | 27.42                        | 27.27   | 1,097                        | 1,091  | 40.0              | 57,030                       | 56,715   | 2,080             |
| <b>Community and social services occupations</b> .....                 | 19.18                        | 17.67   | 758                          | 707    | 39.5              | 39,410                       | 36,754   | 2,054             |
| Counselors .....   | 20.93                        | 19.13   | 830                          | 765    | 39.7              | 43,178                       | 39,790   | 2,063             |
| Miscellaneous community and social service specialists .....           | 13.77                        | 13.25   | 538                          | 504    | 39.0              | 27,958                       | 26,182   | 2,030             |
| <b>Healthcare practitioner and technical occupations</b> .....         | 30.91                        | 30.00   | 1,214                        | 1,162  | 39.3              | 63,125                       | 60,424   | 2,042             |
| Registered nurses .....  | 34.91                        | 36.00   | 1,333                        | 1,335  | 38.2              | 69,324                       | 69,431   | 1,986             |
| Health diagnosing and treating practitioner support technicians .....  | 20.72                        | 22.17   | 795                          | 800    | 38.3              | 41,317                       | 41,600   | 1,994             |
| <b>Healthcare support occupations</b> .....                            | 13.50                        | 12.82   | 519                          | 513    | 38.5              | 27,008                       | 26,668   | 2,000             |
| Nursing, psychiatric, and home health aides .....                      | 12.67                        | 12.82   | 484                          | 506    | 38.2              | 25,178                       | 26,301   | 1,987             |
| Nursing aides, orderlies, and attendants .....                         | 12.67                        | 12.82   | 484                          | 506    | 38.2              | 25,178                       | 26,301   | 1,987             |
| <b>Protective service occupations</b> .....                            | 11.18                        | 10.27   | 441                          | 411    | 39.5              | 22,943                       | 21,360   | 2,053             |
| Security guards and gaming surveillance officers .....                 | 10.85                        | 10.27   | 428                          | 410    | 39.5              | 22,264                       | 21,320   | 2,052             |
| Security guards .....  | 10.85                        | 10.27   | 428                          | 410    | 39.5              | 22,264                       | 21,320   | 2,052             |
| <b>Food preparation and serving related occupations</b> .....          | 10.64                        | 10.00   | 403                          | 380    | 37.9              | 20,947                       | 19,760   | 1,968             |
| Cooks .....  | 10.75                        | 10.50   | 416                          | 420    | 38.7              | 21,633                       | 21,832   | 2,013             |
| Cooks, restaurant .....  | 10.63                        | 10.50   | 409                          | 420    | 38.5              | 21,256                       | 21,832   | 2,000             |
| Food service, tipped .....   | 5.65                         | 5.12    | 212                          | 205    | 37.6              | 11,044                       | 10,650   | 1,955             |
| <b>Building and grounds cleaning and maintenance occupations</b> ..... | 11.60                        | 10.69   | 456                          | 428    | 39.3              | 23,700                       | 22,241   | 2,043             |
| Building cleaning workers .....  | 11.61                        | 11.78   | 465                          | 471    | 40.0              | 24,157                       | 24,502   | 2,080             |
| Janitors and cleaners, except maids and housekeeping cleaners .....    | 11.76                        | 11.90   | 470                          | 476    | 40.0              | 24,456                       | 24,752   | 2,080             |
| Grounds maintenance workers .....                                      | 10.21                        | 9.92    | 389                          | 367    | 38.1              | 20,205                       | 19,095   | 1,980             |
| Landscaping and groundskeeping workers .....                           | 10.04                        | 9.28    | 380                          | 367    | 37.8              | 19,751                       | 19,095   | 1,967             |
| <b>Personal care and service occupations</b> .....                     | 15.66                        | 11.44   | 544                          | 463    | 34.7              | 28,267                       | 24,066   | 1,805             |
| <b>Sales and related occupations</b> .....                             | 19.66                        | 16.26   | 809                          | 681    | 41.1              | 42,056                       | 35,397   | 2,139             |
| First-line supervisors/managers, sales workers .....                   | 24.65                        | 22.72   | 986                          | 909    | 40.0              | 51,279                       | 47,249   | 2,080             |
| First-line supervisors/managers of retail sales workers .....          | 23.39                        | 22.72   | 936                          | 909    | 40.0              | 48,655                       | 47,249   | 2,080             |
| Retail sales workers .....   | 15.80                        | 15.22   | 650                          | 602    | 41.2              | 33,807                       | 31,319   | 2,140             |
| Cashiers, all workers .....  | 13.11                        | 13.05   | 514                          | 522    | 39.2              | 26,724                       | 27,144   | 2,038             |
| Cashiers .....   | 13.11                        | 13.05   | 514                          | 522    | 39.2              | 26,724                       | 27,144   | 2,038             |
| Retail salespersons .....  | 16.94                        | 16.26   | 711                          | 728    | 42.0              | 36,959                       | 37,877   | 2,182             |

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-time<sup>1</sup> private industry workers, Phoenix-Mesa-Glendale, AZ, September 2009** — Continued

| Occupation <sup>2</sup>  | Hourly earnings <sup>3</sup> |         | Weekly earnings <sup>4</sup> |        |                   | Annual earnings <sup>5</sup> |          |                   |
|--|------------------------------|---------|------------------------------|--------|-------------------|------------------------------|----------|-------------------|
|  | Mean                         | Median  | Mean                         | Median | Mean weekly hours | Mean                         | Median   | Mean annual hours |
| <b>Office and administrative support occupations</b> ....                          | \$15.82                      | \$14.74 | \$629                        | \$587  | 39.8              | \$32,710                     | \$30,528 | 2,068             |
| First-line supervisors/managers of office and administrative support workers ..... | 23.15                        | 23.68   | 926                          | 947    | 40.0              | 48,145                       | 49,261   | 2,080             |
| Financial clerks .....   | 14.94                        | 14.63   | 595                          | 571    | 39.8              | 30,943                       | 29,713   | 2,071             |
| Bill and account collectors .....  | 14.03                        | 14.00   | 561                          | 560    | 40.0              | 29,175                       | 29,120   | 2,080             |
| Bookkeeping, accounting, and auditing clerks ...                                   | 15.94                        | 15.93   | 632                          | 643    | 39.7              | 32,875                       | 33,426   | 2,063             |
| Customer service representatives .....   | 15.44                        | 14.35   | 616                          | 574    | 39.9              | 32,056                       | 29,850   | 2,077             |
| Reservation and transportation ticket agents and travel clerks .....               | 19.10                        | 20.85   | 764                          | 834    | 40.0              | 39,722                       | 43,368   | 2,080             |
| Shipping, receiving, and traffic clerks .....                                      | 11.20                        | 10.50   | 448                          | 420    | 40.0              | 23,291                       | 21,840   | 2,080             |
| Stock clerks and order fillers .....   | 11.99                        | 10.00   | 480                          | 400    | 40.0              | 24,941                       | 20,800   | 2,080             |
| Secretaries and administrative assistants .....                                    | 19.17                        | 18.00   | 755                          | 720    | 39.4              | 39,258                       | 37,440   | 2,048             |
| Executive secretaries and administrative assistants .....                          | 20.60                        | 18.95   | 820                          | 760    | 39.8              | 42,623                       | 39,520   | 2,069             |
| Secretaries, except legal, medical, and executive .....                            | 18.44                        | 19.00   | 734                          | 761    | 39.8              | 38,154                       | 39,582   | 2,069             |
| Office clerks, general .....   | 15.34                        | 14.55   | 606                          | 564    | 39.5              | 31,505                       | 29,307   | 2,054             |
| <b>Construction and extraction occupations</b> .....                               | 18.45                        | 19.96   | 738                          | 799    | 40.0              | 38,384                       | 41,525   | 2,080             |
| Carpenters .....   | 17.14                        | 17.47   | 685                          | 699    | 40.0              | 35,645                       | 36,333   | 2,080             |
| <b>Installation, maintenance, and repair occupations</b> .....                     | 20.88                        | 20.00   | 834                          | 800    | 40.0              | 43,373                       | 41,600   | 2,078             |
| Industrial machinery installation, repair, and maintenance workers .....           | 19.08                        | 16.29   | 758                          | 696    | 39.7              | 39,432                       | 36,192   | 2,067             |
| Maintenance and repair workers, general .....                                      | 18.85                        | 16.13   | 749                          | 645    | 39.7              | 38,950                       | 33,550   | 2,066             |
| <b>Production occupations</b> .....  | 16.12                        | 14.66   | 644                          | 586    | 40.0              | 33,492                       | 30,493   | 2,078             |
| Miscellaneous assemblers and fabricators .....                                     | 12.48                        | 12.43   | 499                          | 497    | 40.0              | 25,954                       | 25,854   | 2,080             |
| Semiconductor processors .....   | 20.28                        | 19.90   | 806                          | 792    | 39.7              | 41,889                       | 41,169   | 2,066             |
| <b>Transportation and material moving occupations</b> .....                        | 15.82                        | 10.55   | 618                          | 434    | 39.1              | 32,139                       | 22,568   | 2,032             |
| Driver/sales workers and truck drivers .....                                       | 16.06                        | 16.00   | 642                          | 640    | 40.0              | 33,395                       | 33,280   | 2,080             |
| Truck drivers, light or delivery services .....                                    | 15.95                        | 16.00   | 638                          | 640    | 40.0              | 33,180                       | 33,280   | 2,080             |
| Laborers and material movers, hand .....   | 10.56                        | 9.18    | 417                          | 367    | 39.5              | 21,673                       | 19,094   | 2,053             |
| Laborers and freight, stock, and material movers, hand .....                       | 10.36                        | 8.48    | 409                          | 318    | 39.5              | 21,287                       | 16,540   | 2,054             |

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupational group <sup>3</sup>                       | Union                                 |                          |                                    | Nonunion         |                          |                                    |
|---|---------------------------------------|--------------------------|------------------------------------|------------------|--------------------------|------------------------------------|
|   | Civilian workers                      | Private industry workers | State and local government workers | Civilian workers | Private industry workers | State and local government workers |
| <b>All workers</b> .....                              | \$26.88                               | \$27.80                  | \$26.19                            | \$19.16          | \$18.57                  | \$23.97                            |
| Management, professional, and related .....           | 29.67                                 | —                        | 29.58                              | 32.50            | 33.17                    | 30.04                              |
| Management, business, and financial .....             | —                                     | —                        | —                                  | 34.27            | 35.11                    | 30.58                              |
| Professional and related .....                        | 29.67                                 | —                        | 29.58                              | 31.49            | 32.00                    | 29.79                              |
| Service .....   | 23.32                                 | —                        | 22.54                              | 11.01            | 10.05                    | 18.20                              |
| Sales and office .....                                | 21.02                                 | 18.65                    | 25.65                              | 15.62            | 15.67                    | 14.88                              |
| Sales and related .....                               | —                                     | —                        | —                                  | 17.34            | 17.40                    | —                                  |
| Office and administrative support .....               | 21.56                                 | 18.84                    | 25.65                              | 14.63            | 14.58                    | 15.07                              |
| Natural resources, construction, and maintenance .... | 22.23                                 | —                        | —                                  | 16.10            | 16.05                    | 17.96                              |
| Construction and extraction .....                     | —                                     | —                        | —                                  | 14.58            | 14.56                    | —                                  |
| Installation, maintenance, and repair .....           | —                                     | —                        | —                                  | 17.95            | 17.93                    | —                                  |
| Production, transportation, and material moving ..... | 35.15                                 | 36.20                    | —                                  | 13.53            | 13.45                    | 16.34                              |
| Production .....                                      | —                                     | —                        | —                                  | 14.71            | 14.71                    | —                                  |
| Transportation and material moving .....              | 36.76                                 | 37.99                    | —                                  | 12.59            | 12.40                    | 16.34                              |
|   | Relative error <sup>4</sup> (percent) |                          |                                    |                  |                          |                                    |
| <b>All workers</b> .....                              | 5.0                                   | 12.3                     | 1.3                                | 3.0              | 3.3                      | 5.1                                |
| Management, professional, and related .....           | 4.5                                   | —                        | 4.6                                | 4.0              | 4.7                      | 6.9                                |
| Management, business, and financial .....             | —                                     | —                        | —                                  | 4.2              | 4.0                      | 15.7                               |
| Professional and related .....                        | 4.5                                   | —                        | 4.6                                | 5.8              | 7.0                      | 8.7                                |
| Service .....   | 6.1                                   | —                        | 6.1                                | 2.8              | 2.4                      | 5.5                                |
| Sales and office .....                                | 8.9                                   | 3.2                      | 15.5                               | 2.6              | 2.7                      | 4.7                                |
| Sales and related .....                               | —                                     | —                        | —                                  | 6.4              | 6.5                      | —                                  |
| Office and administrative support .....               | 9.8                                   | 2.9                      | 15.5                               | 1.9              | 2.1                      | 4.5                                |
| Natural resources, construction, and maintenance .... | 9.7                                   | —                        | —                                  | 9.2              | 9.5                      | 5.8                                |
| Construction and extraction .....                     | —                                     | —                        | —                                  | 11.8             | 11.9                     | —                                  |
| Installation, maintenance, and repair .....           | —                                     | —                        | —                                  | 10.5             | 11.0                     | —                                  |
| Production, transportation, and material moving ..... | 22.5                                  | 23.7                     | —                                  | 7.2              | 7.4                      | 14.4                               |
| Production .....                                      | —                                     | —                        | —                                  | 6.1              | 6.1                      | —                                  |
| Transportation and material moving .....              | 22.7                                  | 23.9                     | —                                  | 10.9             | 11.3                     | 14.4                               |

<sup>1</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>2</sup> 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.

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

information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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



Table 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupational group <sup>3</sup>                       | Time                                  |                          | Incentive        |                          |
|---|---------------------------------------|--------------------------|------------------|--------------------------|
|   | Civilian workers                      | Private industry workers | Civilian workers | Private industry workers |
| <b>All workers</b> .....                              | \$19.23                               | \$18.39                  | \$22.78          | \$22.78                  |
| Management, professional, and related .....           | 32.34                                 | 33.18                    | 33.01            | 33.01                    |
| Management, business, and financial .....             | 34.42                                 | 35.42                    | 33.01            | 33.01                    |
| Professional and related .....                        | 31.36                                 | 32.00                    | —                | —                        |
| Service .....   | 11.66                                 | 10.28                    | —                | —                        |
| Sales and office .....                                | 14.48                                 | 14.28                    | 22.86            | 22.86                    |
| Sales and related .....                               | 13.25                                 | 13.27                    | 24.03            | 24.03                    |
| Office and administrative support .....               | 14.92                                 | 14.68                    | 15.32            | 15.32                    |
| Natural resources, construction, and maintenance .... | 16.14                                 | 16.07                    | 16.45            | 16.45                    |
| Construction and extraction .....                     | —                                     | 14.63                    | —                | —                        |
| Installation, maintenance, and repair .....           | 18.43                                 | 18.46                    | 16.84            | 16.84                    |
| Production, transportation, and material moving ..... | 14.85                                 | 14.82                    | —                | —                        |
| Production .....                                      | 14.74                                 | 14.74                    | —                | —                        |
| Transportation and material moving .....              | 14.94                                 | 14.89                    | —                | —                        |
|   | Relative error <sup>4</sup> (percent) |                          |                  |                          |
| <b>All workers</b> .....                              | 3.0                                   | 3.4                      | 7.0              | 7.0                      |
| Management, professional, and related .....           | 4.0                                   | 5.0                      | 18.3             | 18.3                     |
| Management, business, and financial .....             | 4.6                                   | 4.4                      | 18.3             | 18.3                     |
| Professional and related .....                        | 5.4                                   | 7.0                      | —                | —                        |
| Service .....   | 3.3                                   | 2.2                      | —                | —                        |
| Sales and office .....                                | 2.0                                   | 2.0                      | 8.6              | 8.6                      |
| Sales and related .....                               | 6.0                                   | 6.1                      | 9.8              | 9.8                      |
| Office and administrative support .....               | 2.2                                   | 2.1                      | 3.3              | 3.3                      |
| Natural resources, construction, and maintenance .... | 10.2                                  | 10.5                     | 10.8             | 10.8                     |
| Construction and extraction .....                     | —                                     | 13.0                     | —                | —                        |
| Installation, maintenance, and repair .....           | 9.7                                   | 10.5                     | 12.0             | 12.0                     |
| Production, transportation, and material moving ..... | 6.8                                   | 7.0                      | —                | —                        |
| Production .....                                      | 6.0                                   | 6.0                      | —                | —                        |
| Transportation and material moving .....              | 10.0                                  | 10.5                     | —                | —                        |

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Workers are classified by occupation using the 2000

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Phoenix-Mesa-Glendale, AZ, September 2009

| Occupational group <sup>3</sup>                        | 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 |
| <b>All workers</b> .....                               | -               | -             | -                                    | -           | -                    | -                                  | \$20.73                       | \$9.25                  | \$16.35        |
| Management, professional, and related                  | -               | -             | -                                    | -           | -                    | -                                  | 26.64                         | -                       | -              |
| Management, business, and financial                    | -               | -             | -                                    | -           | -                    | -                                  | 39.45                         | -                       | -              |
| Professional and related .....                         | -               | -             | -                                    | -           | -                    | -                                  | 24.22                         | -                       | -              |
| Service .....  | -               | -             | -                                    | -           | -                    | -                                  | 11.43                         | 8.53                    | -              |
| Sales and office .....                                 | -               | -             | -                                    | -           | -                    | -                                  | 15.27                         | 10.46                   | 15.06          |
| Sales and related .....                                | -               | -             | -                                    | -           | -                    | -                                  | -                             | 8.31                    | -              |
| Office and administrative support .....                | -               | -             | -                                    | -           | -                    | -                                  | 14.68                         | -                       | 15.67          |
| Natural resources, construction, and maintenance ..... | -               | -             | -                                    | -           | -                    | -                                  | -                             | -                       | 15.49          |
| Construction and extraction .....                      | -               | -             | -                                    | -           | -                    | -                                  | -                             | -                       | -              |
| Installation, maintenance, and repair ..               | -               | -             | -                                    | -           | -                    | -                                  | -                             | -                       | 17.31          |
| Production, transportation, and material moving .....  | -               | -             | -                                    | -           | -                    | -                                  | -                             | -                       | 13.55          |
| Production .....                                       | -               | -             | -                                    | -           | -                    | -                                  | -                             | -                       | -              |
| Transportation and material moving ...                 | -               | -             | -                                    | -           | -                    | -                                  | -                             | -                       | -              |
| Relative error <sup>4</sup> (percent)                  |                 |               |                                      |             |                      |                                    |                               |                         |                |
| <b>All workers</b> .....                               | -               | -             | -                                    | -           | -                    | -                                  | 3.1                           | 3.0                     | 4.4            |
| Management, professional, and related                  | -               | -             | -                                    | -           | -                    | -                                  | 7.8                           | -                       | -              |
| Management, business, and financial                    | -               | -             | -                                    | -           | -                    | -                                  | 8.5                           | -                       | -              |
| Professional and related .....                         | -               | -             | -                                    | -           | -                    | -                                  | 7.2                           | -                       | -              |
| Service .....  | -               | -             | -                                    | -           | -                    | -                                  | 6.4                           | 2.0                     | -              |
| Sales and office .....                                 | -               | -             | -                                    | -           | -                    | -                                  | 3.5                           | 4.0                     | 5.7            |
| Sales and related .....                                | -               | -             | -                                    | -           | -                    | -                                  | -                             | .8                      | -              |
| Office and administrative support .....                | -               | -             | -                                    | -           | -                    | -                                  | 2.0                           | -                       | 2.3            |
| Natural resources, construction, and maintenance ..... | -               | -             | -                                    | -           | -                    | -                                  | -                             | -                       | 8.8            |
| Construction and extraction .....                      | -               | -             | -                                    | -           | -                    | -                                  | -                             | -                       | -              |
| Installation, maintenance, and repair ..               | -               | -             | -                                    | -           | -                    | -                                  | -                             | -                       | 18.5           |
| Production, transportation, and material moving .....  | -               | -             | -                                    | -           | -                    | -                                  | -                             | -                       | 5.6            |
| Production .....                                       | -               | -             | -                                    | -           | -                    | -                                  | -                             | -                       | -              |
| Transportation and material moving ...                 | -               | -             | -                                    | -           | -                    | -                                  | -                             | -                       | -              |

<sup>1</sup> Industry sectors are determined by the 2007 North American Industry Classification System (NAICS).

<sup>2</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

# Appendix A: Technical Note

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

## Planning for the survey

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

### Survey scope

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

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The area title was updated in December 2009. The Phoenix–Mesa–Glendale, AZ, Metropolitan Statistical Area (MSA) includes Maricopa and Pinal Counties, AZ.

### Sampling frame

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

year. The sampling frame for State and local government establishments is revised every 10 years.

### Sample design

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

The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

## Data collection

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

### Occupational selection and classification

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

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

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

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

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

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

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

Exceptions include State and local government units, for which up to 20 jobs may be selected, and the aircraft manufacturing industry units (those matching NAICS code 336411) for which up to 32 jobs may be selected.

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 14-month period for the larger metropolitan areas in the NCS program. For the smaller metropolitan areas, data were collected over a 5-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

### Earnings

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

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

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

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

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

work beyond the assigned work schedule, their typical number of hours actually worked was collected.

The earnings estimates for aircraft pilots and flight engineers (SOC code 53-2010) and detailed occupations within this group, and the earnings estimates for flight attendants (SOC code 39-6031), included flight pay and flight hours only; these estimates may not reflect the total earnings and hours worked.

### Union workers

The NCS defines a union worker as any employee 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 collection bargaining or negotiations; and settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement. A nonunion worker is an employee in an occupation not meeting the conditions for union coverage.

### Processing and analyzing the data

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

### Weighting and nonresponse

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

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

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

### **Estimation**

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

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

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

### **Percentiles**

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

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

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

### **Data reliability**

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

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

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

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

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

Appendix table 1. **Number of workers<sup>1</sup> represented by the survey, Phoenix-Mesa-Glendale, AZ, September 2009**

| Occupational group <sup>2</sup>                       | Civilian workers | Private industry workers | State and local government workers |
|---|------------------|--------------------------|------------------------------------|
| <b>All workers</b> .....                              | 1,597,200        | 1,381,300                | 215,900                            |
| Management, professional, and related .....           | 432,400          | 312,600                  | 119,800                            |
| Management, business, and financial .....             | 136,200          | 110,500                  | 25,700                             |
| Professional and related .....                        | 296,200          | 202,100                  | 94,100                             |
| Service .....   | 365,900          | 314,900                  | 51,000                             |
| Sales and office .....                                | 473,100          | 439,500                  | 33,600                             |
| Sales and related .....                               | 180,100          | 178,600                  | –                                  |
| Office and administrative support .....               | 293,000          | 260,800                  | 32,100                             |
| Natural resources, construction, and maintenance .... | 145,800          | 141,300                  | 4,500                              |
| Construction and extraction .....                     | 74,300           | 73,500                   | –                                  |
| Installation, maintenance, and repair .....           | 65,700           | 61,900                   | –                                  |
| Production, transportation, and material moving ..... | 180,000          | 173,000                  | 7,000                              |
| Production .....                                      | 71,100           | 71,100                   | –                                  |
| Transportation and material moving .....              | 108,900          | 101,900                  | 7,000                              |

<sup>1</sup> 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.

<sup>2</sup> Workers are classified by occupation using the

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Phoenix-Mesa-Glendale, AZ, September 2009**

| Establishments                               | Total  | Private industry | State and local government |
|--|--------|------------------|----------------------------|
| Total in sampling frame <sup>1</sup> .....   | 58,178 | 57,571           | 607                        |
| Total in sample .....                        | 505    | 463              | 42                         |
| Responding .....                             | 298    | 260              | 38                         |
| Refused or unable to provide data .....      | 128    | 124              | 4                          |
| Out of business or not in survey scope ..... | 79     | 79               | 0                          |

<sup>1</sup> 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 2007 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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



# Appendix B. Standard Occupational Classification System

The Standard Occupational Classification (SOC) system is used by all Federal statistical agencies. Workers are classified into one of approximately 800 detailed occupations. To facilitate classification, occupations are combined to form major groups, minor groups, and broad occupations. Each item in the hierarchy is designated by a six-digit code. Major group codes end with 0000, minor groups end with 000, and broad occupations end with 0. The following list is used by the National Compensation Survey (NCS) for publication.

|                |   |                |  |
|----------------|---|----------------|--|
| <b>11-0000</b> | <b>Management Occupations</b>                                     | 11-9121        | Natural Sciences Managers  |
| 11-1011        | Chief Executives  | 11-9141        | Property, Real Estate, and Community Association Managers  |
| 11-1021        | General and Operations Managers                                   | 11-9151        | Social and Community Service Managers  |
| 11-1031        | Legislators   |                |  |
| 11-2011        | Advertising and Promotions Managers                               | <b>13-0000</b> | <b>Business and Financial Operations Occupations</b>   |
| 11-2020        | Marketing and Sales Managers                                      | 13-1011        | Agents and Business Managers of Artists, Performers, and Athletes  |
| 11-2021        | Marketing Managers  | 13-1020        | Buyers and Purchasing Agents   |
| 11-2022        | Sales Managers  | 13-1021        | Purchasing Agents and Buyers, Farm Products  |
| 11-2031        | Public Relations Managers   | 13-1022        | Wholesale and Retail Buyers, Except Farm Products  |
| 11-3011        | Administrative Services Managers                                  | 13-1023        | Purchasing Agents, Except Wholesale, Retail, and Farm Products   |
| 11-3021        | Computer and Information Systems Managers                         | 13-1030        | Claims Adjusters, Appraisers, Examiners, and Investigators   |
| 11-3031        | Financial Managers  | 13-1031        | Claims Adjusters, Examiners, and Investigators   |
| 11-3040        | Human Resources Managers  | 13-1032        | Insurance Appraisers, Auto Damage Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation |
| 11-3041        | Compensation and Benefits Managers                                | 13-1041        | Cost Estimators  |
| 11-3042        | Training and Development Managers                                 | 13-1051        | Emergency Management Specialists   |
| 11-3051        | Industrial Production Managers                                    | 13-1061        | Human Resources, Training, and Labor Relations Specialists   |
| 11-3061        | Purchasing Managers   | 13-1070        | Employment, Recruitment, and Placement Specialists   |
| 11-3071        | Transportation, Storage, and Distribution Managers                | 13-1071        | Compensation, Benefits, and Job Analysis Specialists   |
| 11-9010        | Agricultural Managers   | 13-1072        | Training and Development Specialists   |
| 11-9011        | Farm, Ranch, and Other Agricultural Managers                      | 13-1073        | Logisticians   |
| 11-9012        | Farmers and Ranchers  | 13-1081        | Management Analysts  |
| 11-9021        | Construction Managers   | 13-1111        | Meeting and Convention Planners  |
| 11-9030        | Education Administrators  | 13-1121        | Accountants and Auditors   |
| 11-9031        | Education Administrators, Preschool and Child Care Center/Program | 13-2011        |  |
| 11-9032        | Education Administrators, Elementary and Secondary School         |                |  |
| 11-9033        | Education Administrators, Postsecondary                           |                |  |
| 11-9041        | Engineering Managers  |                |  |
| 11-9051        | Food Service Managers   |                |  |
| 11-9061        | Funeral Directors   |                |  |
| 11-9071        | Gaming Managers   |                |  |
| 11-9081        | Lodging Managers  |                |  |
| 11-9111        | Medical and Health Services Managers                              |                |  |

|                |  |                |  |
|----------------|--|----------------|--|
| 13-2021        | Appraisers and Assessors of Real Estate                  | 17-2041        | Chemical Engineers   |
| 13-2031        | Budget Analysts  | 17-2051        | Civil Engineers  |
| 13-2041        | Credit Analysts  | 17-2061        | Computer Hardware Engineers  |
| 13-2050        | Financial Analysts and Advisors                          | 17-2070        | Electrical and Electronics Engineers                                       |
| 13-2051        | Financial Analysts                                       | 17-2071        | Electrical Engineers   |
| 13-2052        | Personal Financial Advisors                              | 17-2072        | Electronics Engineers, Except Computer                                     |
| 13-2053        | Insurance Underwriters                                   | 17-2081        | Environmental Engineers  |
| 13-2061        | Financial Examiners                                      | 17-2110        | Industrial Engineers, Including Health and Safety                          |
| 13-2070        | Loan Counselors and Officers                             |                |  |
| 13-2071        | Loan Counselors  | 17-2111        | Health and Safety Engineers, Except Mining Safety Engineers and Inspectors |
| 13-2072        | Loan Officers  |                |  |
| 13-2080        | Tax Examiners, Collectors, Preparers, and Revenue Agents | 17-2112        | Industrial Engineers   |
| 13-2081        | Tax Examiners, Collectors, and Revenue Agents            | 17-2121        | Marine Engineers and Naval Architects                                      |
| 13-2082        | Tax Preparers  | 17-2131        | Materials Engineers  |
|                |  | 17-2141        | Mechanical Engineers   |
|                |  | 17-2151        | Mining and Geological Engineers, Including Mining Safety Engineers         |
| <b>15-0000</b> | <b>Computer and Mathematical Science Occupations</b>     | 17-2161        | Nuclear Engineers  |
| 15-1011        | Computer and Information Scientists, Research            | 17-2171        | Petroleum Engineers  |
| 15-1021        | Computer Programmers                                     | 17-3010        | Drafters   |
| 15-1030        | Computer Software Engineers                              | 17-3011        | Architectural and Civil Drafters   |
| 15-1031        | Computer Software Engineers, Applications                | 17-3012        | Electrical and Electronics Drafters  |
| 15-1032        | Computer Software Engineers, Systems Software            | 17-3013        | Mechanical Drafters  |
| 15-1041        | Computer Support Specialists                             | 17-3020        | Engineering Technicians, Except Drafters                                   |
| 15-1051        | Computer Systems Analysts                                | 17-3021        | Aerospace Engineering and Operations Technicians                           |
| 15-1061        | Database Administrators                                  | 17-3022        | Civil Engineering Technicians  |
| 15-1071        | Network and Computer Systems Administrators              | 17-3023        | Electrical and Electronic Engineering Technicians                          |
| 15-1081        | Network Systems and Data Communications Analysts         | 17-3024        | Electro-Mechanical Technicians   |
| 15-2011        | Actuaries  | 17-3025        | Environmental Engineering Technicians                                      |
| 15-2021        | Mathematicians   | 17-3026        | Industrial Engineering Technicians   |
| 15-2031        | Operations Research Analysts                             | 17-3027        | Mechanical Engineering Technicians   |
| 15-2041        | Statisticians  | 17-3031        | Surveying and Mapping Technicians  |
| 15-2090        | Miscellaneous Mathematical Science Occupations           | <b>19-0000</b> | <b>Life, Physical, and Social Science Occupations</b>                      |
| 15-2091        | Mathematical Technicians                                 | 19-1000        | Life Scientists  |
|                |  | 19-1010        | Agricultural and Food Scientists   |
|                |  | 19-1011        | Animal Scientists  |
|                |  | 19-1012        | Food Scientists and Technologists  |
| <b>17-0000</b> | <b>Architecture and Engineering Occupations</b>          | 19-1013        | Soil and Plant Scientists  |
| 17-1010        | Architects, Except Naval                                 | 19-1020        | Biological Scientists  |
| 17-1011        | Architects, Except Landscape and Naval                   | 19-1021        | Biochemists and Biophysicists  |
| 17-1012        | Landscape Architects                                     | 19-1022        | Microbiologists  |
| 17-1020        | Surveyors, Cartographers, and Photogrammetrists          | 19-1023        | Zoologists and Wildlife Biologists   |
| 17-1021        | Cartographers and Photogrammetrists                      | 19-1030        | Conservation Scientists and Foresters                                      |
| 17-1022        | Surveyors  | 19-1031        | Conservation Scientists  |
| 17-2000        | Engineers  | 19-1032        | Foresters  |
| 17-2011        | Aerospace Engineers                                      | 19-1040        | Medical Scientists   |
| 17-2021        | Agricultural Engineers                                   | 19-1041        | Epidemiologists  |
| 17-2031        | Biomedical Engineers                                     | 19-1042        | Medical Scientists, Except Epidemiologists                                 |
|                |  | 19-2000        | Physical Scientists  |
|                |  | 19-2010        | Astronomers and Physicists   |

|                |  |                |  |
|----------------|--|----------------|--|
| 19-2011        | Astronomers  | 21-1023        | Mental Health and Substance Abuse Social Workers                       |
| 19-2012        | Physicists   | 21-1090        | Miscellaneous Community and Social Service Specialists                 |
| 19-2021        | Atmospheric and Space Scientists                                   | 21-1091        | Health Educators   |
| 19-2030        | Chemists and Materials Scientists                                  | 21-1092        | Probation Officers and Correctional Treatment Specialists              |
| 19-2031        | Chemists   | 21-1093        | Social and Human Service Assistants                                    |
| 19-2032        | Materials Scientists   | 21-2011        | Clergy   |
| 19-2040        | Environmental Scientists and Geoscientists                         | 21-2021        | Directors, Religious Activities and Education                          |
| 19-2041        | Environmental Scientists and Specialists, Including Health         |                |  |
| 19-2042        | Geoscientists, Except Hydrologists and Geographers                 | <b>23-0000</b> | <b>Legal Occupations</b>   |
| 19-2043        | Hydrologists   | 23-1011        | Lawyers  |
| 19-3011        | Economists   | 23-1020        | Judges, Magistrates, and Other Judicial Workers                        |
| 19-3020        | Market and Survey Researchers                                      | 23-1021        | Administrative Law Judges, Adjudicators, and Hearing Officers          |
| 19-3021        | Market Research Analysts   | 23-1022        | Arbitrators, Mediators, and Conciliators                               |
| 19-3022        | Survey Researchers   | 23-1023        | Judges, Magistrate Judges, and Magistrates                             |
| 19-3030        | Psychologists  | 23-2011        | Paralegals and Legal Assistants  |
| 19-3031        | Clinical, Counseling, and School Psychologists                     | 23-2090        | Miscellaneous Legal Support Workers                                    |
| 19-3032        | Industrial-Organizational Psychologists                            | 23-2091        | Court Reporters  |
| 19-3041        | Sociologists   | 23-2092        | Law Clerks   |
| 19-3051        | Urban and Regional Planners  | 23-2093        | Title Examiners, Abstractors, and Searchers                            |
| 19-3090        | Miscellaneous Social Scientists and Related Workers                |                |  |
| 19-3091        | Anthropologists and Archeologists                                  | <b>25-0000</b> | <b>Education, Training and Library Occupations</b>                     |
| 19-3092        | Geographers  | 25-1000        | Postsecondary Teachers   |
| 19-3093        | Historians   | 25-1011        | Business Teachers, Postsecondary                                       |
| 19-3094        | Political Scientists   | 25-1020        | Math and Computer Teachers, Postsecondary                              |
| 19-4011        | Agricultural and Food Science Technicians                          | 25-1021        | Computer Science Teachers, Postsecondary                               |
| 19-4021        | Biological Technicians   | 25-1022        | Mathematical Science Teachers, Postsecondary                           |
| 19-4031        | Chemical Technicians   | 25-1030        | Engineering and Architecture Teachers, Postsecondary                   |
| 19-4041        | Geological and Petroleum Technicians                               | 25-1031        | Architecture Teachers, Postsecondary                                   |
| 19-4051        | Nuclear Technicians  | 25-1032        | Engineering Teachers, Postsecondary                                    |
| 19-4061        | Social Science Research Assistants                                 | 25-1040        | Life Sciences Teachers, Postsecondary                                  |
| 19-4090        | Miscellaneous Life, Physical, and Social Science Technicians       | 25-1041        | Agricultural Sciences Teachers, Postsecondary                          |
| 19-4091        | Environmental Science and Protection Technicians, Including Health | 25-1042        | Biological Science Teachers, Postsecondary                             |
| 19-4092        | Forensic Science Technicians                                       | 25-1043        | Forestry and Conservation Science Teachers, Postsecondary              |
| 19-4093        | Forest and Conservation Technicians                                | 25-1050        | Physical Sciences Teachers, Postsecondary                              |
| <b>21-0000</b> | <b>Community and Social Services Occupations</b>                   | 25-1051        | Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary |
| 21-1010        | Counselors   | 25-1052        | Chemistry Teachers, Postsecondary                                      |
| 21-1011        | Substance Abuse and Behavioral Disorder Counselors                 | 25-1053        | Environmental Science Teachers, Postsecondary                          |
| 21-1012        | Educational, Vocational, and School Counselors                     | 25-1054        | Physics Teachers, Postsecondary  |
| 21-1013        | Marriage and Family Therapists                                     | 25-1060        | Social Sciences Teachers, Postsecondary                                |
| 21-1014        | Mental Health Counselors   | 25-1061        | Anthropology and Archeology Teachers, Postsecondary                    |
| 21-1015        | Rehabilitation Counselors  |                |  |
| 21-1020        | Social Workers   |                |  |
| 21-1021        | Child, Family, and School Social Workers                           |                |  |
| 21-1022        | Medical and Public Health Social Workers                           |                |  |

|         |   |                |  |
|---------|---|----------------|--|
| 25-1062 | Area, Ethnic, and Cultural Studies Teachers, Postsecondary      | 25-2030        | Secondary School Teachers  |
| 25-1063 | Economics Teachers, Postsecondary                               | 25-2031        | Secondary School Teachers, Except Special and Vocational Education         |
| 25-1064 | Geography Teachers, Postsecondary                               | 25-2032        | Vocational Education Teachers, Secondary School                            |
| 25-1065 | Political Science Teachers, Postsecondary                       | 25-2040        | Special Education Teachers   |
| 25-1066 | Psychology Teachers, Postsecondary                              | 25-2041        | Special Education Teachers, Preschool, Kindergarten, and Elementary School |
| 25-1067 | Sociology Teachers, Postsecondary                               | 25-2042        | Special Education Teachers, Middle School                                  |
| 25-1070 | Health Teachers, Postsecondary                                  | 25-2043        | Special Education Teachers, Secondary School                               |
| 25-1071 | Health Specialties Teachers, Postsecondary                      | 25-3000        | Other Teachers and Instructors   |
| 25-1072 | Nursing Instructors and Teachers, Postsecondary                 | 25-3011        | Adult Literacy, Remedial Education, and GED Teachers and Instructors       |
| 25-1080 | Education and Library Science Teachers, Postsecondary           | 25-3021        | Self-Enrichment Education Teachers   |
| 25-1081 | Education Teachers, Postsecondary                               | 25-4010        | Archivists, Curators, and Museum Technicians                               |
| 25-1082 | Library Science Teachers, Postsecondary                         | 25-4011        | Archivists   |
| 25-1110 | Law, Criminal Justice, and Social Work Teachers, Postsecondary  | 25-4012        | Curators   |
| 25-1111 | Criminal Justice and Law Enforcement Teachers, Postsecondary    | 25-4013        | Museum Technicians and Conservators  |
| 25-1112 | Law Teachers, Postsecondary                                     | 25-4021        | Librarians   |
| 25-1113 | Social Work Teachers, Postsecondary                             | 25-4031        | Library Technicians  |
| 25-1120 | Arts, Communications, and Humanities Teachers, Postsecondary    | 25-9011        | Audio-Visual Collections Specialists                                       |
| 25-1121 | Art, Drama, and Music Teachers, Postsecondary                   | 25-9021        | Farm and Home Management Advisors  |
| 25-1122 | Communications Teachers, Postsecondary                          | 25-9031        | Instructional Coordinators   |
| 25-1123 | English Language and Literature Teachers, Postsecondary         | 25-9041        | Teacher Assistants   |
| 25-1124 | Foreign Language and Literature Teachers, Postsecondary         | <b>27-0000</b> | <b>Arts, Design, Entertainment, Sports, and Media Occupations</b>          |
| 25-1125 | History Teachers, Postsecondary                                 | 27-1010        | Artists and Related Workers  |
| 25-1126 | Philosophy and Religion Teachers, Postsecondary                 | 27-1011        | Art Directors  |
| 25-1190 | Miscellaneous Postsecondary Teachers                            | 27-1012        | Craft Artists  |
| 25-1191 | Graduate Teaching Assistants                                    | 27-1013        | Fine Artists, Including Painters, Sculptors, and Illustrators              |
| 25-1192 | Home Economics Teachers, Postsecondary                          | 27-1014        | Multi-Media Artists and Animators  |
| 25-1193 | Recreation and Fitness Studies Teachers, Postsecondary          | 27-1020        | Designers  |
| 25-1194 | Vocational Education Teachers, Postsecondary                    | 27-1021        | Commercial and Industrial Designers  |
| 25-2000 | Primary, Secondary, and Special Education School Teachers       | 27-1022        | Fashion Designers  |
| 25-2010 | Preschool and Kindergarten Teachers                             | 27-1023        | Floral Designers   |
| 25-2011 | Preschool Teachers, Except Special Education                    | 27-1024        | Graphic Designers  |
| 25-2012 | Kindergarten Teachers, Except Special Education                 | 27-1025        | Interior Designers   |
| 25-2020 | Elementary and Middle School Teachers                           | 27-1026        | Merchandise Displayers and Window Trimmers                                 |
| 25-2021 | Elementary School Teachers, Except Special Education            | 27-1027        | Set and Exhibit Designers  |
| 25-2022 | Middle School Teachers, Except Special and Vocational Education | 27-2010        | Actors, Producers, and Directors   |
| 25-2023 | Vocational Education Teachers, Middle School                    | 27-2011        | Actors   |
|         |   | 27-2012        | Producers and Directors  |
|         |   | 27-2020        | Athletes, Coaches, Umpires, and Related Workers                            |
|         |   | 27-2021        | Athletes and Sports Competitors  |
|         |   | 27-2022        | Coaches and Scouts   |
|         |   | 27-2023        | Umpires, Referees, and Other Sports Officials                              |
|         |   | 27-2030        | Dancers and Choreographers   |

|                |  |                |   |
|----------------|--|----------------|---|
| 27-2031        | Dancers  | 29-1081        | Podiatrists   |
| 27-2032        | Choreographers   | 29-1111        | Registered Nurses   |
| 27-2040        | Musicians, Singers, and Related Workers                            | 29-1120        | Therapists  |
| 27-2041        | Music Directors and Composers                                      | 29-1121        | Audiologists  |
| 27-2042        | Musicians and Singers  | 29-1122        | Occupational Therapists   |
| 27-3010        | Announcers   | 29-1123        | Physical Therapists   |
| 27-3011        | Radio and Television Announcers                                    | 29-1124        | Radiation Therapists  |
| 27-3012        | Public Address System and Other Announcers                         | 29-1125        | Recreational Therapists   |
| 27-3020        | News Analysts, Reporters and Correspondents                        | 29-1126        | Respiratory Therapists  |
| 27-3021        | Broadcast News Analysts  | 29-1127        | Speech-Language Pathologists                                    |
| 27-3022        | Reporters and Correspondents                                       | 29-1131        | Veterinarians   |
| 27-3031        | Public Relations Specialists                                       | 29-2010        | Clinical Laboratory Technologists and Technicians               |
| 27-3040        | Writers and Editors  | 29-2011        | Medical and Clinical Laboratory Technologists                   |
| 27-3041        | Editors  | 29-2012        | Medical and Clinical Laboratory Technicians                     |
| 27-3042        | Technical Writers  | 29-2021        | Dental Hygienists   |
| 27-3043        | Writers and Authors  | 29-2030        | Diagnostic Related Technologists and Technicians                |
| 27-3090        | Miscellaneous Media and Communication Workers                      | 29-2031        | Cardiovascular Technologists and Technicians                    |
| 27-3091        | Interpreters and Translators                                       | 29-2032        | Diagnostic Medical Sonographers                                 |
| 27-4010        | Broadcast and Sound Engineering Technicians and Radio Operators    | 29-2033        | Nuclear Medicine Technologists                                  |
| 27-4011        | Audio and Video Equipment Technicians                              | 29-2034        | Radiologic Technologists and Technicians                        |
| 27-4012        | Broadcast Technicians  | 29-2041        | Emergency Medical Technicians and Paramedics                    |
| 27-4013        | Radio Operators  | 29-2050        | Health Diagnosing and Treating Practitioner Support Technicians |
| 27-4014        | Sound Engineering Technicians                                      | 29-2051        | Dietetic Technicians  |
| 27-4021        | Photographers  | 29-2052        | Pharmacy Technicians  |
| 27-4030        | Television, Video, and Motion Picture Camera Operators and Editors | 29-2053        | Psychiatric Technicians   |
| 27-4031        | Camera Operators, Television, Video, and Motion Picture            | 29-2054        | Respiratory Therapy Technicians                                 |
| 27-4032        | Film and Video Editors   | 29-2055        | Surgical Technologists  |
|                |  | 29-2056        | Veterinary Technologists and Technicians                        |
| <b>29-0000</b> | <b>Healthcare Practitioner and Technical Occupations</b>           | 29-2061        | Licensed Practical and Licensed Vocational Nurses               |
| 29-1011        | Chiropractors  | 29-2071        | Medical Records and Health Information Technicians              |
| 29-1020        | Dentists   | 29-2081        | Opticians, Dispensing   |
| 29-1021        | Dentists, General  | 29-2090        | Miscellaneous Health Technologists and Technicians              |
| 29-1022        | Oral and Maxillofacial Surgeons                                    | 29-2091        | Orthotists and Prosthetists                                     |
| 29-1023        | Orthodontists  | 29-9010        | Occupational Health and Safety Specialists and Technicians      |
| 29-1024        | Prosthodontists  | 29-9011        | Occupational Health and Safety Specialists                      |
| 29-1031        | Dietitians and Nutritionists                                       | 29-9012        | Occupational Health and Safety Technicians                      |
| 29-1041        | Optometrists   | 29-9090        | Miscellaneous Healthcare Practitioner and Technical Workers     |
| 29-1051        | Pharmacists  | 29-9091        | Athletic Trainers   |
| 29-1060        | Physicians and Surgeons  |                |   |
| 29-1061        | Anesthesiologists  | <b>31-0000</b> | <b>Healthcare Support Occupations</b>                           |
| 29-1062        | Family and General Practitioners                                   | 31-1010        | Nursing, Psychiatric, and Home Health Aides                     |
| 29-1063        | Internists, General  | 31-1011        | Home Health Aides   |
| 29-1064        | Obstetricians and Gynecologists                                    |                |   |
| 29-1065        | Pediatricians, General   |                |   |
| 29-1066        | Psychiatrists  |                |   |
| 29-1067        | Surgeons   |                |   |
| 29-1071        | Physician Assistants   |                |   |

|                |   |                |  |
|----------------|---|----------------|--|
| 31-1012        | Nursing Aides, Orderlies, and Attendants                                  | <b>35-0000</b> | <b>Food Preparation and Serving Related Occupations</b>  |
| 31-1013        | Psychiatric Aides   |                |  |
| 31-2010        | Occupational Therapist Assistants and Aides                               | 35-1010        | First-Line Supervisors/Managers, Food Preparation and Serving Workers  |
| 31-2011        | Occupational Therapist Assistants   |                |  |
| 31-2012        | Occupational Therapist Aides  | 35-1011        | Chefs and Head Cooks   |
| 31-2020        | Physical Therapist Assistants and Aides                                   | 35-1012        | First-Line Supervisors/Managers of Food Preparation and Serving Workers  |
| 31-2021        | Physical Therapist Assistants   |                |  |
| 31-2022        | Physical Therapist Aides  | 35-2010        | Cooks  |
| 31-9011        | Massage Therapists  | 35-2011        | Cooks, Fast Food   |
| 31-9090        | Miscellaneous Healthcare Support Occupations                              | 35-2012        | Cooks, Institution and Cafeteria   |
|                |   | 35-2014        | Cooks, Restaurant  |
| 31-9091        | Dental Assistants   | 35-2015        | Cooks, Short Order   |
| 31-9092        | Medical Assistants  | 35-2021        | Food Preparation Workers   |
| 31-9093        | Medical Equipment Preparers   | 35-3011        | Bartenders   |
| 31-9094        | Medical Transcriptionists   | 35-3020        | Fast Food and Counter Workers  |
| 31-9095        | Pharmacy Aides  | 35-3021        | Combined Food Preparation and Serving Workers, Including Fast Food   |
| 31-9096        | Veterinary Assistants and Laboratory Animal Caretakers                    | 35-3022        | Counter Attendants, Cafeteria, Food  |
|                |   | 35-3031        | Waiters and Waitresses   |
| <b>33-0000</b> | <b>Protective Service Occupations</b>                                     | 35-3041        | Food Servers, Nonrestaurant  |
| 33-1010        | First-Line Supervisors/Managers, Law Enforcement Workers                  | 35-9011        | Dining Room and Cafeteria Attendants and Bartender Helpers   |
| 33-1011        | First-Line Supervisors/Managers of Correctional Officers                  | 35-9021        | Dishwashers  |
| 33-1012        | First-Line Supervisors/Managers of Police and Detectives                  | 35-9031        | Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop   |
| 33-1021        | First-Line Supervisors/Managers of Fire Fighting and Prevention Workers   |                | Note: NCS tables may include the special group Food Service, Tipped, combining Bartenders, Waiters and Waitresses, and Dining Room and Cafeteria Attendants and Bartender Helpers. |
| 33-2011        | Fire Fighters   |                |  |
| 33-2020        | Fire Inspectors   |                |  |
| 33-2021        | Fire Inspectors and Investigators   | <b>37-0000</b> | <b>Building and Grounds Cleaning and Maintenance Occupations</b>   |
| 33-2022        | Forest Fire Inspectors and Prevention Specialists                         | 37-1010        | First-Line Supervisors/Managers, Building and Grounds Cleaning and Maintenance Workers   |
| 33-3010        | Bailiffs, Correctional Officers, and Jailers                              |                |  |
| 33-3011        | Bailiffs  | 37-1011        | First-Line Supervisors/Managers of Housekeeping and Janitorial Workers   |
| 33-3012        | Correctional Officers and Jailers   |                |  |
| 33-3021        | Detectives and Criminal Investigators                                     | 37-1012        | First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers   |
| 33-3031        | Fish and Game Wardens   |                |  |
| 33-3041        | Parking Enforcement Workers   | 37-2010        | Building Cleaning Workers  |
| 33-3050        | Police Officers   | 37-2011        | Janitors and Cleaners, Except Maids and Housekeeping Cleaners  |
| 33-3051        | Police and Sheriff's Patrol Officers                                      | 37-2012        | Maids and Housekeeping Cleaners  |
| 33-3052        | Transit and Railroad Police   | 37-2021        | Pest Control Workers   |
| 33-9011        | Animal Control Workers  | 37-3010        | Grounds Maintenance Workers  |
| 33-9021        | Private Detectives and Investigators                                      | 37-3011        | Landscaping and Groundskeeping Workers   |
| 33-9030        | Security Guards and Gaming Surveillance Officers                          | 37-3012        | Pesticide Handlers, Sprayers, and Applicators, Vegetation  |
| 33-9031        | Gaming Surveillance Officers and Gaming Investigators                     | 37-3013        | Tree Trimmers and Pruners  |
| 33-9032        | Security Guards   |                |  |
| 33-9090        | Miscellaneous Protective Service Workers                                  | <b>39-0000</b> | <b>Personal Care and Service Occupations</b>   |
| 33-9091        | Crossing Guards   | 39-1010        | First-Line Supervisors/Managers of Gaming Workers  |
| 33-9092        | Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers |                |  |

|                |   |                |  |
|----------------|---|----------------|--|
| 39-1011        | Gaming Supervisors  | 41-1012        | First-Line Supervisors/Managers of Non-Retail Sales Workers                                  |
| 39-1012        | Slot Key Persons  |                |  |
| 39-1021        | First-Line Supervisors/Managers of Personal Service Workers             | 41-2000        | Retail Sales Workers   |
|                |   | 41-2010        | Cashiers, All Workers  |
| 39-2011        | Animal Trainers   | 41-2011        | Cashiers   |
| 39-2021        | Nonfarm Animal Caretakers   | 41-2012        | Gaming Change Persons and Booth Cashiers   |
| 39-3010        | Gaming Services Workers   | 41-2020        | Counter and Rental Clerks and Parts Salespersons   |
| 39-3011        | Gaming Dealers  |                |  |
| 39-3012        | Gaming and Sports Book Writers and Runners                              | 41-2021        | Counter and Rental Clerks  |
|                |   | 41-2022        | Parts Salespersons   |
| 39-3021        | Motion Picture Projectionists   | 41-2031        | Retail Salespersons  |
| 39-3031        | Ushers, Lobby Attendants, and Ticket Takers                             | 41-3011        | Advertising Sales Agents   |
|                |   | 41-3021        | Insurance Sales Agents   |
| 39-3090        | Miscellaneous Entertainment Attendants and Related Workers              | 41-3031        | Securities, Commodities, and Financial Services Sales Agents                                 |
|                |   |                |  |
| 39-3091        | Amusement and Recreation Attendants                                     | 41-3041        | Travel Agents  |
| 39-3092        | Costume Attendants  | 41-4010        | Sales Representatives, Wholesale and Manufacturing   |
| 39-3093        | Locker Room, Coatroom, and Dressing Room Attendants                     | 41-4011        | Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products        |
| 39-4011        | Embalmers   |                |  |
| 39-4021        | Funeral Attendants  |                |  |
| 39-5010        | Barbers and Cosmetologists  | 41-4012        | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products |
| 39-5011        | Barbers   |                |  |
| 39-5012        | Hairdressers, Hairstylists, and Cosmetologists                          | 41-9010        | Models, Demonstrators, and Product Promoters   |
| 39-5090        | Miscellaneous Personal Appearance Workers                               | 41-9011        | Demonstrators and Product Promoters  |
| 39-5091        | Makeup Artists, Theatrical and Performance                              | 41-9012        | Models   |
| 39-5092        | Manicurists and Pedicurists   | 41-9020        | Real Estate Brokers and Sales Agents   |
| 39-5093        | Shampooers  | 41-9021        | Real Estate Brokers  |
| 39-5094        | Skin Care Specialists   | 41-9022        | Real Estate Sales Agents   |
| 39-6010        | Baggage Porters, Bellhops, and Concierges                               | 41-9031        | Sales Engineers  |
| 39-6011        | Baggage Porters and Bellhops  | 41-9041        | Telemarketers  |
| 39-6012        | Concierges  | 41-9090        | Miscellaneous Sales and Related Workers  |
| 39-6020        | Tour and Travel Guides  | 41-9091        | Door-To-Door Sales Workers, News and Street Vendors, and Related Workers                     |
| 39-6021        | Tour Guides and Escorts   |                |  |
| 39-6022        | Travel Guides   |                |  |
| 39-6030        | Transportation Attendants   | <b>43-0000</b> | <b>Office and Administrative Support Occupations</b>   |
| 39-6031        | Flight Attendants   |                |  |
| 39-6032        | Transportation Attendants, Except Flight Attendants and Baggage Porters | 43-1011        | First-Line Supervisors/Managers of Office and Administrative Support Workers                 |
|                |   |                |  |
| 39-9011        | Child Care Workers  | 43-2011        | Switchboard Operators, Including Answering Service   |
| 39-9021        | Personal and Home Care Aides  |                |  |
| 39-9030        | Recreation and Fitness Workers  | 43-2021        | Telephone Operators  |
| 39-9031        | Fitness Trainers and Aerobics Instructors                               | 43-3000        | Financial Clerks   |
| 39-9032        | Recreation Workers  | 43-3011        | Bill and Account Collectors  |
| 39-9041        | Residential Advisors  | 43-3021        | Billing and Posting Clerks and Machine Operators   |
|                |   |                |  |
| <b>41-0000</b> | <b>Sales and Related Occupations</b>                                    | 43-3031        | Bookkeeping, Accounting, and Auditing Clerks   |
| 41-1010        | First-Line Supervisors/Managers, Sales Workers                          | 43-3041        | Gaming Cage Workers  |
| 41-1011        | First-Line Supervisors/Managers of Retail Sales Workers                 | 43-3051        | Payroll and Timekeeping Clerks   |
|                |   | 43-3061        | Procurement Clerks   |

|         |  |                |   |
|---------|--|----------------|---|
| 43-3071 | Tellers  | <b>45-0000</b> | <b>Farming, Fishing, and Forestry Occupations</b>                             |
| 43-4011 | Brokerage Clerks   |                |   |
| 43-4021 | Correspondence Clerks  | 45-1011        | First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers     |
| 43-4031 | Court, Municipal, and License Clerks                           |                |   |
| 43-4041 | Credit Authorizers, Checkers, and Clerks                       | 45-2011        | Agricultural Inspectors   |
| 43-4051 | Customer Service Representatives                               | 45-2021        | Animal Breeders   |
| 43-4061 | Eligibility Interviewers, Government Programs                  | 45-2041        | Graders and Sorters, Agricultural Products                                    |
| 43-4071 | File Clerks  | 45-2090        | Miscellaneous Agricultural Workers  |
| 43-4081 | Hotel, Motel, and Resort Desk Clerks                           | 45-2091        | Agricultural Equipment Operators  |
| 43-4111 | Interviewers, Except Eligibility and Loan                      | 45-2092        | Farmworkers and Laborers, Crop, Nursery, and Greenhouse                       |
| 43-4121 | Library Assistants, Clerical                                   |                |   |
| 43-4131 | Loan Interviewers and Clerks                                   | 45-2093        | Farmworkers, Farm and Ranch Animals   |
| 43-4141 | New Accounts Clerks  | 45-3011        | Fishers and Related Fishing Workers   |
| 43-4151 | Order Clerks   | 45-3021        | Hunters and Trappers  |
| 43-4161 | Human Resources Assistants, Except Payroll and Timekeeping     | 45-4011        | Forest and Conservation Workers   |
| 43-4171 | Receptionists and Information Clerks                           | 45-4020        | Logging Workers   |
| 43-4181 | Reservation and Transportation Ticket Agents and Travel Clerks | 45-4021        | Fallers   |
| 43-5011 | Cargo and Freight Agents                                       | 45-4022        | Logging Equipment Operators   |
| 43-5021 | Couriers and Messengers  | 45-4023        | Log Graders and Scalars   |
| 43-5030 | Dispatchers  | <b>47-0000</b> | <b>Construction and Extraction Occupations</b>                                |
| 43-5031 | Police, Fire, and Ambulance Dispatchers                        | 47-1011        | First-Line Supervisors/Managers of Construction Trades and Extraction Workers |
| 43-5032 | Dispatchers, Except Police, Fire, and Ambulance                | 47-2011        | Boilermakers  |
| 43-5041 | Meter Readers, Utilities                                       | 47-2020        | Brickmasons, Blockmasons, and Stonemasons                                     |
| 43-5061 | Production, Planning, and Expediting Clerks                    | 47-2021        | Brickmasons and Blockmasons   |
| 43-5071 | Shipping, Receiving, and Traffic Clerks                        | 47-2022        | Stonemasons   |
| 43-5081 | Stock Clerks and Order Fillers                                 | 47-2031        | Carpenters  |
| 43-5111 | Weighers, Measurers, Checkers, and Samplers, Recordkeeping     | 47-2040        | Carpet, Floor, and Tile Installers and Finishers                              |
| 43-6010 | Secretaries and Administrative Assistants                      | 47-2041        | Carpet Installers   |
| 43-6011 | Executive Secretaries and Administrative Assistants            | 47-2042        | Floor Layers, Except Carpet, Wood, and Hard Tiles                             |
| 43-6012 | Legal Secretaries  | 47-2043        | Floor Sanders and Finishers   |
| 43-6013 | Medical Secretaries  | 47-2044        | Tile and Marble Setters   |
| 43-6014 | Secretaries, Except Legal, Medical, and Executive              | 47-2050        | Cement Masons, Concrete Finishers, and Terrazzo Workers                       |
| 43-9011 | Computer Operators   | 47-2051        | Cement Masons and Concrete Finishers  |
| 43-9020 | Data Entry and Information Processing Workers                  | 47-2053        | Terrazzo Workers and Finishers  |
| 43-9021 | Data Entry Keyers  | 47-2061        | Construction Laborers   |
| 43-9022 | Word Processors and Typists                                    | 47-2070        | Construction Equipment Operators  |
| 43-9031 | Desktop Publishers   | 47-2071        | Paving, Surfacing, and Tamping Equipment Operators                            |
| 43-9041 | Insurance Claims and Policy Processing Clerks                  | 47-2072        | Pile-Driver Operators   |
| 43-9051 | Mail Clerks and Mail Machine Operators, Except Postal Service  | 47-2073        | Operating Engineers and Other Construction Equipment Operators                |
| 43-9061 | Office Clerks, General   | 47-2080        | Drywall Installers, Ceiling Tile Installers, and Tapers                       |
| 43-9071 | Office Machine Operators, Except Computer                      | 47-2081        | Drywall and Ceiling Tile Installers   |
| 43-9081 | Proofreaders and Copy Markers                                  | 47-2082        | Tapers  |
| 43-9111 | Statistical Assistants   | 47-2111        | Electricians  |
|         |  | 47-2121        | Glaziers  |



|         |   |                |  |
|---------|---|----------------|--|
| 47-2130 | Insulation Workers  | <b>49-0000</b> | <b>Installation, Maintenance, and Repair Occupations</b>                               |
| 47-2131 | Insulation Workers, Floor, Ceiling, and Wall                                |                |  |
| 47-2132 | Insulation Workers, Mechanical  | 49-1011        | First-Line Supervisors/Managers of Mechanics, Installers, and Repairers                |
| 47-2140 | Painters and Paperhangers   |                |  |
| 47-2141 | Painters, Construction and Maintenance                                      | 49-2011        | Computer, Automated Teller, and Office Machine Repairers                               |
| 47-2142 | Paperhangers  |                |  |
| 47-2150 | Pipelayers, Plumbers, Pipefitters, and Steamfitters                         | 49-2020        | Radio and Telecommunications Equipment Installers and Repairers                        |
| 47-2151 | Pipelayers  | 49-2021        | Radio Mechanics  |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters                                     | 49-2022        | Telecommunications Equipment Installers and Repairers, Except Line Installers          |
| 47-2161 | Plasterers and Stucco Masons  |                |  |
| 47-2171 | Reinforcing Iron and Rebar Workers  | 49-2090        | Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers |
| 47-2181 | Roofers   |                |  |
| 47-2211 | Sheet Metal Workers   |                |  |
| 47-2221 | Structural Iron and Steel Workers   | 49-2091        | Avionics Technicians   |
| 47-3010 | Helpers, Construction Trades  | 49-2092        | Electric Motor, Power Tool, and Related Repairers                                      |
| 47-3011 | Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters | 49-2093        | Electrical and Electronics Installers and Repairers, Transportation Equipment          |
| 47-3012 | Helpers--Carpenters   |                |  |
| 47-3013 | Helpers--Electricians   | 49-2094        | Electrical and Electronics Repairers, Commercial and Industrial Equipment              |
| 47-3014 | Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons              | 49-2095        | Electrical and Electronics Repairers, Powerhouse, Substation, and Relay                |
| 47-3015 | Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters                | 49-2096        | Electronic Equipment Installers and Repairers, Motor Vehicles                          |
| 47-3016 | Helpers--Roofers  |                |  |
| 47-4011 | Construction and Building Inspectors  | 49-2097        | Electronic Home Entertainment Equipment Installers and Repairers                       |
| 47-4021 | Elevator Installers and Repairers   |                |  |
| 47-4031 | Fence Erectors  | 49-2098        | Security and Fire Alarm Systems Installers   |
| 47-4041 | Hazardous Materials Removal Workers   | 49-3011        | Aircraft Mechanics and Service Technicians   |
| 47-4051 | Highway Maintenance Workers   | 49-3020        | Automotive Technicians and Repairers   |
| 47-4061 | Rail-Track Laying and Maintenance Equipment Operators                       | 49-3021        | Automotive Body and Related Repairers  |
|         |   | 49-3022        | Automotive Glass Installers and Repairers  |
| 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                               | 49-3023        | Automotive Service Technicians and Mechanics   |
| 47-4090 | Miscellaneous Construction and Related Workers                              | 49-3031        | Bus and Truck Mechanics and Diesel Engine Specialists                                  |
| 47-4091 | Segmental Pavers  | 49-3040        | Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics                   |
| 47-5010 | Derrick, Rotary Drill, and Service Unit Operators, Oil, Gas, and Mining     | 49-3041        | Farm Equipment Mechanics   |
| 47-5011 | Derrick Operators, Oil and Gas  | 49-3042        | Mobile Heavy Equipment Mechanics, Except Engines                                       |
| 47-5012 | Rotary Drill Operators, Oil and Gas   |                |  |
| 47-5013 | Service Unit Operators, Oil, Gas, and Mining                                | 49-3043        | Rail Car Repairers   |
|         |   | 49-3050        | Small Engine Mechanics   |
| 47-5021 | Earth Drillers, Except Oil and Gas  | 49-3051        | Motorboat Mechanics  |
| 47-5031 | Explosives Workers, Ordnance Handling Experts, and Blasters                 | 49-3052        | Motorcycle Mechanics   |
|         |   | 49-3053        | Outdoor Power Equipment and Other Small Engine Mechanics                               |
| 47-5040 | Mining Machine Operators  |                |  |
| 47-5041 | Continuous Mining Machine Operators   | 49-3090        | Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers        |
| 47-5042 | Mine Cutting and Channeling Machine Operators                               |                |  |
| 47-5051 | Rock Splitters, Quarry  | 49-3091        | Bicycle Repairers  |
| 47-5061 | Roof Bolters, Mining  | 49-3092        | Recreational Vehicle Service Technicians   |
| 47-5071 | Roustabouts, Oil and Gas  | 49-3093        | Tire Repairers and Changers  |
| 47-5081 | Helpers--Extraction Workers   | 49-9010        | Control and Valve Installers and Repairers   |

|                |   |         |   |
|----------------|---|---------|---|
| 49-9011        | Mechanical Door Repairers   | 51-2091 | Fiberglass Laminators and Fabricators   |
| 49-9012        | Control and Valve Installers and Repairers, Except Mechanical Door    | 51-2092 | Team Assemblers   |
| 49-9021        | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 51-2093 | Timing Device Assemblers, Adjusters, and Calibrators  |
| 49-9031        | Home Appliance Repairers  | 51-3011 | Bakers  |
| 49-9040        | Industrial Machinery Installation, Repair, and Maintenance Workers    | 51-3020 | Butchers and Other Meat, Poultry, and Fish Processing Workers   |
| 49-9041        | Industrial Machinery Mechanics  | 51-3021 | Butchers and Meat Cutters   |
| 49-9042        | Maintenance and Repair Workers, General                               | 51-3022 | Meat, Poultry, and Fish Cutters and Trimmers  |
| 49-9043        | Maintenance Workers, Machinery  | 51-3023 | Slaughterers and Meat Packers   |
| 49-9044        | Millwrights   | 51-3090 | Miscellaneous Food Processing Workers   |
| 49-9045        | Refractory Materials Repairers, Except Brickmasons                    | 51-3091 | Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders                               |
| 49-9050        | Line Installers and Repairers   | 51-3092 | Food Batchmakers  |
| 49-9051        | Electrical Power-Line Installers and Repairers                        | 51-3093 | Food Cooking Machine Operators and Tenders  |
| 49-9052        | Telecommunications Line Installers and Repairers                      | 51-4010 | Computer Control Programmers and Operators  |
| 49-9060        | Precision Instrument and Equipment Repairers                          | 51-4011 | Computer-Controlled Machine Tool Operators, Metal and Plastic   |
| 49-9061        | Camera and Photographic Equipment Repairers                           | 51-4012 | Numerical Tool and Process Control Programmers  |
| 49-9062        | Medical Equipment Repairers   | 51-4020 | Forming Machine Setters, Operators, and Tenders, Metal and Plastic  |
| 49-9063        | Musical Instrument Repairers and Tuners                               | 51-4021 | Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic                          |
| 49-9064        | Watch Repairers   | 51-4022 | Forging Machine Setters, Operators, and Tenders, Metal and Plastic  |
| 49-9090        | Miscellaneous Installation, Maintenance, and Repair Workers           | 51-4023 | Rolling Machine Setters, Operators, and Tenders, Metal and Plastic  |
| 49-9091        | Coin, Vending, and Amusement Machine Servicers and Repairers          | 51-4030 | Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic                                   |
| 49-9092        | Commercial Divers   | 51-4031 | Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic                   |
| 49-9093        | Fabric Menders, Except Garment  | 51-4032 | Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic                       |
| 49-9094        | Locksmiths and Safe Repairers   | 51-4033 | Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic |
| 49-9095        | Manufactured Building and Mobile Home Installers                      | 51-4034 | Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic                         |
| 49-9096        | Riggers   | 51-4035 | Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic                            |
| 49-9097        | Signal and Track Switch Repairers                                     | 51-4041 | Machinists  |
| 49-9098        | Helpers--Installation, Maintenance, and Repair Workers                | 51-4050 | Metal Furnace and Kiln Operators and Tenders  |
| <b>51-0000</b> | <b>Production Occupations</b>   | 51-4051 | Metal-Refining Furnace Operators and Tenders  |
| 51-1011        | First-Line Supervisors/Managers of Production and Operating Workers   | 51-4052 | Pourers and Casters, Metal  |
| 51-2011        | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers         | 51-4060 | Model Makers and Patternmakers, Metal and Plastic   |
| 51-2020        | Electrical, Electronics, and Electromechanical Assemblers             | 51-4061 | Model Makers, Metal and Plastic   |
| 51-2021        | Coil Winders, Tapers, and Finishers                                   |         |   |
| 51-2022        | Electrical and Electronic Equipment Assemblers                        |         |   |
| 51-2023        | Electromechanical Equipment Assemblers                                |         |   |
| 51-2031        | Engine and Other Machine Assemblers                                   |         |   |
| 51-2041        | Structural Metal Fabricators and Fitters                              |         |   |
| 51-2090        | Miscellaneous Assemblers and Fabricators                              |         |   |

|         |   |         |   |
|---------|---|---------|---|
| 51-4062 | Patternmakers, Metal and Plastic  | 51-6092 | Fabric and Apparel Patternmakers  |
| 51-4070 | Molders and Molding Machine Setters, Operators, and Tenders, Metal and Plastic              | 51-6093 | Upholsterers  |
| 51-4071 | Foundry Mold and Coremakers   | 51-7011 | Cabinetmakers and Bench Carpenters  |
| 51-4072 | Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic | 51-7021 | Furniture Finishers   |
| 51-4081 | Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic                    | 51-7030 | Model Makers and Patternmakers, Wood  |
| 51-4111 | Tool and Die Makers   | 51-7031 | Model Makers, Wood  |
| 51-4120 | Welding, Soldering, and Brazing Workers   | 51-7032 | Patternmakers, Wood   |
| 51-4121 | Welders, Cutters, Solderers, and Brazers  | 51-7040 | Woodworking Machine Setters, Operators, and Tenders   |
| 51-4122 | Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders                     | 51-7041 | Sawing Machine Setters, Operators, and Tenders, Wood  |
| 51-4190 | Miscellaneous Metalworkers and Plastic Workers  | 51-7042 | Woodworking Machine Setters, Operators, and Tenders, Except Sawing                                  |
| 51-4191 | Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic                  | 51-8010 | Power Plant Operators, Distributors, and Dispatchers  |
| 51-4192 | Lay-Out Workers, Metal and Plastic  | 51-8011 | Nuclear Power Reactor Operators   |
| 51-4193 | Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic              | 51-8012 | Power Distributors and Dispatchers  |
| 51-4194 | Tool Grinders, Filers, and Sharpeners   | 51-8013 | Power Plant Operators   |
| 51-5010 | Bookbinders and Bindery Workers   | 51-8021 | Stationary Engineers and Boiler Operators   |
| 51-5011 | Bindery Workers   | 51-8031 | Water and Liquid Waste Treatment Plant and System Operators   |
| 51-5012 | Bookbinders   | 51-8090 | Miscellaneous Plant and System Operators  |
| 51-5020 | Printers  | 51-8091 | Chemical Plant and System Operators   |
| 51-5021 | Job Printers  | 51-8092 | Gas Plant Operators   |
| 51-5022 | Prepress Technicians and Workers  | 51-8093 | Petroleum Pump System Operators, Refinery Operators, and Gaugers                                    |
| 51-5023 | Printing Machine Operators  | 51-9010 | Chemical Processing Machine Setters, Operators, and Tenders   |
| 51-6011 | Laundry and Dry-Cleaning Workers  | 51-9011 | Chemical Equipment Operators and Tenders  |
| 51-6021 | Pressers, Textile, Garment, and Related Materials   | 51-9012 | Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders |
| 51-6031 | Sewing Machine Operators  | 51-9020 | Crushing, Grinding, Polishing, Mixing, and Blending Workers   |
| 51-6040 | Shoe and Leather Workers  | 51-9021 | Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders                           |
| 51-6041 | Shoe and Leather Workers and Repairers  | 51-9022 | Grinding and Polishing Workers, Hand  |
| 51-6042 | Shoe Machine Operators and Tenders  | 51-9023 | Mixing and Blending Machine Setters, Operators, and Tenders   |
| 51-6050 | Tailors, Dressmakers, and Sewers  | 51-9030 | Cutting Workers   |
| 51-6051 | Sewers, Hand  | 51-9031 | Cutters and Trimmers, Hand  |
| 51-6052 | Tailors, Dressmakers, and Custom Sewers   | 51-9032 | Cutting and Slicing Machine Setters, Operators, and Tenders   |
| 51-6060 | Textile Machine Setters, Operators, and Tenders   | 51-9041 | Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders                |
| 51-6061 | Textile Bleaching and Dyeing Machine Operators and Tenders                                  | 51-9051 | Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders  |
| 51-6062 | Textile Cutting Machine Setters, Operators, and Tenders                                     | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers  |
| 51-6063 | Textile Knitting and Weaving Machine Setters, Operators, and Tenders                        | 51-9071 | Jewelers and Precious Stone and Metal Workers   |
| 51-6064 | Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders          | 51-9080 | Medical, Dental, and Ophthalmic Laboratory Technicians  |
| 51-6090 | Miscellaneous Textile, Apparel, and Furnishings Workers                                     |         |   |
| 51-6091 | Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers   |         |   |

|                |   |         |  |
|----------------|---|---------|--|
| 51-9081        | Dental Laboratory Technicians   | 53-3030 | Driver/Sales Workers and Truck Drivers                 |
| 51-9082        | Medical Appliance Technicians   | 53-3031 | Driver/Sales Workers                                   |
| 51-9083        | Ophthalmic Laboratory Technicians   | 53-3032 | Truck Drivers, Heavy and Tractor-Trailer               |
| 51-9111        | Packaging and Filling Machine Operators and Tenders   | 53-3033 | Truck Drivers, Light or Delivery Services              |
| 51-9120        | Painting Workers  | 53-3041 | Taxi Drivers and Chauffeurs                            |
| 51-9121        | Coating, Painting, and Spraying Machine Setters, Operators, and Tenders                             | 53-4010 | Locomotive Engineers and Operators                     |
| 51-9122        | Painters, Transportation Equipment  | 53-4011 | Locomotive Engineers                                   |
| 51-9123        | Painting, Coating, and Decorating Workers   | 53-4012 | Locomotive Firers                                      |
| 51-9130        | Photographic Process Workers and Processing Machine Operators                                       | 53-4013 | Rail Yard Engineers, Dinkey Operators, and Hostlers    |
| 51-9131        | Photographic Process Workers  | 53-4021 | Railroad Brake, Signal, and Switch Operators           |
| 51-9132        | Photographic Processing Machine Operators   | 53-4031 | Railroad Conductors and Yardmasters                    |
| 51-9141        | Semiconductor Processors  | 53-4041 | Subway and Streetcar Operators                         |
| 51-9190        | Miscellaneous Production Workers  | 53-5011 | Sailors and Marine Oilers                              |
| 51-9191        | Cementing and Gluing Machine Operators and Tenders  | 53-5020 | Ship and Boat Captains and Operators                   |
| 51-9192        | Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders                               | 53-5021 | Captains, Mates, and Pilots of Water Vessels           |
| 51-9193        | Cooling and Freezing Equipment Operators and Tenders  | 53-5022 | Motorboat Operators                                    |
| 51-9194        | Etchers and Engravers   | 53-5031 | Ship Engineers   |
| 51-9195        | Molders, Shapers, and Casters, Except Metal and Plastic   | 53-6011 | Bridge and Lock Tenders                                |
| 51-9196        | Paper Goods Machine Setters, Operators, and Tenders   | 53-6021 | Parking Lot Attendants                                 |
| 51-9197        | Tire Builders   | 53-6031 | Service Station Attendants                             |
| 51-9198        | Helpers--Production Workers   | 53-6041 | Traffic Technicians                                    |
| <b>53-0000</b> | <b>Transportation and Material Moving Occupations</b>   | 53-6051 | Transportation Inspectors                              |
| 53-1011        | Aircraft Cargo Handling Supervisors   | 53-7011 | Conveyor Operators and Tenders                         |
| 53-1021        | First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand                     | 53-7021 | Crane and Tower Operators                              |
| 53-1031        | First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators | 53-7030 | Dredge, Excavating, and Loading Machine Operators      |
| 53-2010        | Aircraft Pilots and Flight Engineers  | 53-7031 | Dredge Operators                                       |
| 53-2011        | Airline Pilots, Copilots, and Flight Engineers  | 53-7032 | Excavating and Loading Machine and Dragline Operators  |
| 53-2012        | Commercial Pilots   | 53-7033 | Loading Machine Operators, Underground Mining          |
| 53-2020        | Air Traffic Controllers and Airfield Operations Specialists   | 53-7041 | Hoist and Winch Operators                              |
| 53-2021        | Air Traffic Controllers   | 53-7051 | Industrial Truck and Tractor Operators                 |
| 53-2022        | Airfield Operations Specialists   | 53-7060 | Laborers and Material Movers, Hand                     |
| 53-3011        | Ambulance Drivers and Attendants, Except Emergency Medical Technicians                              | 53-7061 | Cleaners of Vehicles and Equipment                     |
| 53-3020        | Bus Drivers   | 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand |
| 53-3021        | Bus Drivers, Transit and Intercity  | 53-7063 | Machine Feeders and Offbearers                         |
| 53-3022        | Bus Drivers, School   | 53-7064 | Packers and Packagers, Hand                            |
|                |   | 53-7070 | Pumping Station Operators                              |
|                |   | 53-7071 | Gas Compressor and Gas Pumping Station Operators       |
|                |   | 53-7072 | Pump Operators, Except Wellhead Pumpers                |
|                |   | 53-7073 | Wellhead Pumpers                                       |
|                |   | 53-7081 | Refuse and Recyclable Material Collectors              |
|                |   | 53-7111 | Shuttle Car Operators                                  |
|                |   | 53-7121 | Tank Car, Truck, and Ship Loaders                      |