

Phoenix–Mesa–Glendale, AZ National Compensation Survey September 2010



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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Phoenix–Mesa–Glendale, AZ, Metropolitan Statistical Area (MSA). Data were collected between February 2010 and April 2011; the average reference month is September 2010. 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.

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 es-

tablishment characteristics. The worker characteristics include high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

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

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

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

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

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

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Phoenix-Mesa-Glendale, AZ, September 2010

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$20.92	4.3	36.2	\$20.43	5.0	36.0	\$24.27	4.1	37.4
Worker characteristics^{4,5}									
Management, professional, and related	36.11	7.6	38.0	38.11	9.2	38.2	29.73	5.7	37.7
Management, business, and financial	44.28	14.5	39.1	47.42	15.9	39.0	30.02	16.6	39.4
Professional and related	31.94	5.6	37.5	32.78	7.2	37.7	29.62	6.6	37.1
Service	11.89	2.2	33.3	10.64	2.0	32.8	19.43	3.6	36.8
Sales and office	15.68	3.0	35.7	15.62	3.1	35.5	16.36	7.7	38.0
Sales and related	17.31	8.2	33.4	17.36	8.3	33.4	—	—	—
Office and administrative support	14.87	2.2	36.9	14.67	2.3	36.8	16.58	7.7	37.9
Natural resources, construction, and maintenance	16.41	11.3	39.0	16.36	11.7	39.0	17.91	4.6	39.5
Construction and extraction	15.10	17.2	39.3	15.08	17.4	39.3	—	—	—
Installation, maintenance, and repair	17.95	9.5	38.6	17.94	10.1	38.6	—	—	—
Production, transportation, and material moving	17.19	7.5	37.4	17.23	7.8	37.6	16.03	13.4	32.0
Production	14.89	6.8	39.9	14.89	6.8	39.9	—	—	—
Transportation and material moving	19.43	8.8	35.3	19.67	9.3	35.6	16.03	13.4	32.0
Full time	21.43	3.9	39.4	20.90	4.5	39.5	24.76	4.0	39.3
Part time	—	—	—	—	—	—	13.67	8.5	17.9
Union	29.84	2.7	35.6	35.25	9.5	33.2	26.11	.9	37.4
Nonunion	20.53	4.6	36.2	20.13	5.2	36.1	23.83	5.1	37.4
Time	20.55	4.5	36.2	19.97	5.3	36.1	24.27	4.1	37.4
Incentive	27.24	17.0	35.6	27.24	17.0	35.6	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	20.12	5.1	35.5	(⁶)	(⁶)	(⁶)
1-99 workers	18.93	8.6	35.1	18.75	9.1	35.0	23.56	6.7	38.9
100-499 workers	20.72	5.6	36.9	20.16	5.9	37.1	28.63	20.5	34.4
500 workers or more	23.67	3.1	37.1	23.70	3.9	36.8	23.58	4.7	37.7

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

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

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

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

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

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

⁶ 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 earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa-Glendale, AZ, September 2010**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$20.92	4.3	\$21.43	3.9	—	—
Management occupations	60.07	17.9	49.22	9.0	—	—
Level 9	31.54	4.5	31.48	4.7	—	—
Level 10	55.89	17.6	55.89	17.6	—	—
Level 11	83.93	29.0	83.93	29.0	—	—
Not able to be leveled	70.20	28.4	47.40	10.4	—	—
Computer and information systems managers	50.91	5.5	50.91	5.5	—	—
Financial managers	37.71	9.1	38.11	7.9	—	—
Level 9	29.08	4.5	29.08	4.5	—	—
Not able to be leveled	40.34	7.2	40.34	7.2	—	—
Construction managers	37.67	9.1	37.67	9.1	—	—
Business and financial operations occupations	27.27	6.2	27.34	6.3	—	—
Level 6	19.57	5.0	19.57	5.0	—	—
Level 7	21.42	2.1	21.58	1.9	—	—
Level 8	25.22	4.1	25.22	4.1	—	—
Level 9	28.89	4.0	29.00	4.2	—	—
Level 10	38.46	4.4	38.46	4.4	—	—
Level 11	46.39	5.1	46.39	5.1	—	—
Not able to be leveled	28.88	18.9	28.88	18.9	—	—
Human resources, training, and labor relations specialists	26.98	18.0	26.98	18.0	—	—
Management analysts	26.87	10.3	26.87	10.3	—	—
Accountants and auditors	29.30	7.0	29.30	7.0	—	—
Loan counselors and officers	26.64	.2	26.70	.3	—	—
Loan officers	26.64	.2	26.70	.3	—	—
Computer and mathematical science occupations	33.80	5.1	34.73	4.5	—	—
Level 9	34.50	1.5	34.50	1.5	—	—
Level 11	41.64	5.0	41.64	5.0	—	—
Level 12	49.06	5.3	49.06	5.3	—	—
Not able to be leveled	34.65	7.2	34.65	7.2	—	—
Computer software engineers	43.30	4.0	43.30	4.0	—	—
Computer software engineers, systems software	41.79	2.4	41.79	2.4	—	—
Computer systems analysts	33.64	5.3	33.64	5.3	—	—
Network and computer systems administrators	30.23	11.1	30.23	11.1	—	—
Architecture and engineering occupations	32.73	7.3	33.85	6.7	—	—
Level 5	19.64	3.8	20.46	3.6	—	—
Level 6	19.88	5.4	—	—	—	—
Level 7	25.91	5.4	25.91	5.4	—	—
Level 9	33.56	7.8	33.56	7.8	—	—
Level 11	44.94	2.2	44.94	2.2	—	—
Level 12	52.85	3.2	52.85	3.2	—	—
Engineers	41.84	3.9	42.07	4.0	—	—
Level 9	32.95	8.6	32.95	8.6	—	—
Level 11	44.94	2.2	44.94	2.2	—	—
Level 12	52.85	3.2	52.85	3.2	—	—
Electrical and electronics engineers	48.68	2.3	48.68	2.3	—	—
Drafters	19.84	8.9	—	—	—	—
Engineering technicians, except drafters	23.68	7.8	24.27	7.2	—	—
Electrical and electronic engineering technicians	25.57	17.5	28.59	9.9	—	—
Life, physical, and social science occupations	32.63	8.6	32.63	8.6	—	—
Community and social services occupations	20.44	7.1	20.54	7.1	—	—
Level 7	19.68	7.0	19.68	7.0	—	—
Counselors	20.39	5.7	20.36	5.8	—	—
Educational, vocational, and school counselors	20.11	.8	—	—	—	—
Social workers	20.07	4.5	20.07	4.5	—	—
Miscellaneous community and social service specialists	18.00	9.0	18.15	9.2	—	—
Legal occupations	73.01	20.2	73.01	20.2	—	—
Education, training, and library occupations	28.85	11.4	29.64	11.9	\$16.89	26.9
Level 4	13.02	9.6	13.14	9.9	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa-Glendale, AZ, September 2010** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Education, training, and library occupations —Continued						
Level 7	\$24.59	3.9	\$24.59	3.9	—	—
Level 8	27.32	4.2	27.51	4.0	—	—
Level 9	30.59	4.9	30.85	5.2	—	—
Postsecondary teachers	53.15	12.6	53.15	12.6	—	—
Primary, secondary, and special education school teachers	27.76	4.5	27.73	4.6	—	—
Level 8	26.78	1.6	26.66	1.7	—	—
Level 9	31.05	5.2	31.08	5.2	—	—
Elementary and middle school teachers	27.02	2.6	27.02	2.6	—	—
Level 8	26.52	1.9	26.52	1.9	—	—
Level 9	29.37	3.2	29.37	3.2	—	—
Elementary school teachers, except special education	27.24	2.9	27.24	2.9	—	—
Level 8	26.84	1.5	26.84	1.5	—	—
Level 9	29.37	3.2	29.37	3.2	—	—
Special education teachers	29.74	1.6	—	—	—	—
Teacher assistants	12.08	8.2	12.46	7.8	—	—
Level 4	13.02	9.6	13.14	9.9	—	—
Arts, design, entertainment, sports, and media occupations	20.64	16.4	—	—	—	—
Healthcare practitioner and technical occupations	30.47	5.7	30.53	6.7	\$30.04	12.7
Level 4	15.30	3.2	15.30	3.2	—	—
Level 5	21.44	5.8	21.70	5.8	—	—
Level 7	31.14	5.5	—	—	—	—
Level 8	34.59	1.6	34.03	1.4	36.23	2.4
Level 9	32.47	3.0	32.12	3.5	—	—
Not able to be leveled	32.41	7.8	33.19	7.2	—	—
Registered nurses	34.49	1.7	34.27	1.4	35.39	2.8
Level 8	34.22	1.7	33.26	1.0	36.23	2.4
Level 9	33.00	2.3	—	—	—	—
Clinical laboratory technologists and technicians	25.73	3.1	25.50	3.7	—	—
Medical and clinical laboratory technologists	31.79	4.7	—	—	—	—
Health diagnosing and treating practitioner support technicians	19.08	8.9	20.33	4.4	—	—
Healthcare support occupations	13.08	2.4	14.82	7.0	—	—
Level 4	14.20	1.9	15.46	5.6	—	—
Nursing, psychiatric, and home health aides	—	—	13.27	3.6	—	—
Level 4	12.01	3.4	—	—	—	—
Nursing aides, orderlies, and attendants	12.84	1.7	12.91	1.4	—	—
Miscellaneous healthcare support occupations	15.47	6.3	15.47	6.3	—	—
Protective service occupations	16.10	18.8	16.38	19.6	10.59	6.1
Level 3	10.31	3.5	10.37	3.7	—	—
Level 4	15.11	5.5	15.09	5.6	—	—
Level 7	25.71	4.5	25.71	4.5	—	—
First-line supervisors/managers, law enforcement workers	31.12	6.8	31.12	6.8	—	—
Police officers	28.69	3.3	28.69	3.3	—	—
Level 7	27.09	5.1	27.09	5.1	—	—
Police and sheriff's patrol officers	28.69	3.3	28.69	3.3	—	—
Level 7	27.09	5.1	27.09	5.1	—	—
Security guards and gaming surveillance officers	11.07	2.1	11.12	2.2	—	—
Level 3	10.23	2.8	—	—	—	—
Level 4	14.05	2.0	14.05	2.0	—	—
Security guards	11.07	2.1	11.12	2.2	—	—
Level 3	10.23	2.8	—	—	—	—
Level 4	14.05	2.0	14.05	2.0	—	—
Food preparation and serving related occupations	9.12	4.3	10.19	4.3	7.00	10.4
Level 1	7.55	2.8	—	—	7.00	5.7
Level 2	6.80	5.7	6.90	2.0	6.69	11.8
Level 3	10.35	2.6	10.45	2.8	9.58	8.0

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa-Glendale, AZ, September 2010** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
–Continued						
Level 4	\$12.62	2.0	\$12.62	2.0	–	–
Level 5	15.89	15.9	15.89	15.9	–	–
First-line supervisors/managers, food preparation and serving workers	16.10	6.5	16.10	6.5	–	–
Level 5	15.64	20.0	15.64	20.0	–	–
First-line supervisors/managers of food preparation and serving workers	16.10	6.5	16.10	6.5	–	–
Level 5	15.64	20.0	15.64	20.0	–	–
Cooks	10.64	3.4	10.62	3.5	–	–
Level 3	10.81	4.4	10.80	4.8	–	–
Cooks, restaurant	10.84	2.9	10.82	3.6	–	–
Level 3	10.60	4.4	10.52	5.1	–	–
Food preparation workers	9.34	6.1	9.37	6.2	–	–
Food service, tipped	5.41	2.8	5.60	2.6	\$5.13	5.0
Level 2	5.21	4.1	5.47	3.3	4.84	7.9
Waiters and waitresses	4.69	4.7	4.68	4.8	4.71	9.8
Level 2	4.69	4.7	4.68	4.8	4.71	9.8
Dining room and cafeteria attendants and bartender helpers	8.15	6.1	–	–	–	–
Fast food and counter workers	9.32	4.2	10.49	2.7	8.18	3.0
Level 2	8.40	4.5	8.95	3.7	8.08	4.1
Level 3	10.77	2.5	–	–	–	–
Combined food preparation and serving workers, including fast food	9.31	4.6	11.19	4.9	8.18	3.0
Level 2	8.35	5.0	–	–	8.08	4.1
Building and grounds cleaning and maintenance occupations	10.90	5.4	11.00	5.4	8.83	6.4
Level 1	9.64	4.0	9.81	3.5	–	–
Level 2	9.93	3.5	10.02	3.7	–	–
Level 3	10.65	12.9	10.65	12.9	–	–
Level 4	13.65	3.1	13.65	3.1	–	–
Building cleaning workers	10.25	5.0	10.31	5.3	–	–
Level 1	9.63	4.2	9.81	3.7	–	–
Level 2	10.12	3.7	10.12	4.0	–	–
Janitors and cleaners, except maids and housekeeping cleaners	11.01	3.7	11.15	3.8	–	–
Level 2	10.45	3.8	10.47	4.0	–	–
Grounds maintenance workers	11.22	6.4	11.46	5.2	–	–
Landscaping and groundskeeping workers	9.63	4.6	9.76	5.2	–	–
Personal care and service occupations	11.60	6.4	12.45	6.4	9.45	2.9
Level 1	7.82	.9	–	–	–	–
Level 2	7.77	4.5	7.27	8.2	8.25	2.6
Level 3	10.05	6.6	10.06	8.6	10.03	1.6
Level 4	18.42	13.8	–	–	–	–
Miscellaneous entertainment attendants and related workers	7.96	.9	–	–	–	–
Level 1	7.82	.9	–	–	–	–
Amusement and recreation attendants	8.03	.7	–	–	–	–
Personal and home care aides	10.11	6.4	10.34	8.1	–	–
Level 3	10.38	7.0	–	–	–	–
Sales and related occupations	17.31	8.2	19.63	11.5	9.34	2.0
Level 1	8.27	4.4	–	–	–	–
Level 2	9.17	2.4	–	–	8.68	1.5
Level 3	10.63	4.0	10.94	7.8	10.24	4.0
Level 4	14.86	2.1	15.18	2.2	–	–
Level 5	19.24	6.8	19.24	6.8	–	–
Level 6	32.43	5.1	32.43	5.1	–	–
Not able to be leveled	17.81	22.5	–	–	–	–
First-line supervisors/managers, sales workers	18.83	4.5	18.83	4.5	–	–
First-line supervisors/managers of retail sales workers	18.36	3.6	18.36	3.6	–	–
Retail sales workers	11.89	2.9	13.28	7.1	9.17	1.3

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa-Glendale, AZ, September 2010** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Retail sales workers —Continued						
Level 1	\$8.27	4.4	—	—	—	—
Level 2	9.01	2.0	—	—	\$8.57	2.0
Level 3	10.32	3.5	\$10.62	7.6	9.93	3.2
Level 4	15.15	4.6	15.79	4.9	—	—
Cashiers, all workers	9.38	.9	—	—	8.63	1.6
Level 2	8.97	2.4	—	—	8.46	4.0
Cashiers	9.38	.9	—	—	8.63	1.6
Level 2	8.97	2.4	—	—	8.46	4.0
Counter and rental clerks and parts salespersons	12.88	13.6	—	—	9.21	6.6
Parts salespersons	13.97	13.4	—	—	—	—
Retail salespersons	13.34	3.2	14.67	4.3	9.76	1.5
Level 3	10.36	1.5	—	—	—	—
Level 4	15.00	1.8	15.84	4.5	—	—
Miscellaneous sales and related workers	14.00	9.4	15.39	4.9	—	—
Office and administrative support occupations	14.87	2.2	15.29	2.3	11.45	4.8
Level 1	9.11	3.3	—	—	8.87	4.1
Level 2	10.97	3.9	11.22	5.0	9.89	4.1
Level 3	12.66	4.4	12.66	4.6	12.62	8.2
Level 4	15.34	2.6	15.40	2.4	14.79	10.0
Level 5	17.84	2.4	17.84	2.4	—	—
Level 6	20.23	3.8	20.23	3.8	—	—
Level 7	24.98	7.3	24.98	7.3	—	—
Not able to be leveled	15.84	5.4	16.72	3.2	—	—
First-line supervisors/managers of office and administrative support workers	20.92	8.5	20.92	8.5	—	—
Financial clerks	15.87	3.5	16.12	4.1	14.77	9.7
Level 2	11.53	2.7	—	—	—	—
Level 3	12.47	7.1	—	—	—	—
Level 4	16.62	4.0	16.63	3.3	16.59	16.8
Level 5	16.61	8.3	16.61	8.3	—	—
Bill and account collectors	14.69	1.2	14.81	1.4	—	—
Level 4	14.77	4.7	14.93	3.9	—	—
Bookkeeping, accounting, and auditing clerks	16.98	5.2	17.08	6.3	—	—
Level 4	17.66	4.9	17.65	3.3	—	—
Tellers	12.31	2.9	12.07	1.3	—	—
Level 2	11.53	2.7	—	—	—	—
Customer service representatives	14.57	4.0	14.60	4.1	—	—
Level 3	13.12	3.1	13.12	3.1	—	—
Level 4	14.62	4.7	14.72	5.2	—	—
Level 5	16.66	4.8	16.66	4.8	—	—
Human resources assistants, except payroll and timekeeping	16.63	8.0	16.63	8.0	—	—
Receptionists and information clerks	11.89	5.9	11.99	6.8	—	—
Level 2	11.16	4.2	—	—	—	—
Reservation and transportation ticket agents and travel clerks	19.87	2.2	20.12	3.3	—	—
Dispatchers	13.78	8.9	14.02	8.8	—	—
Shipping, receiving, and traffic clerks	9.69	6.0	9.66	6.7	—	—
Stock clerks and order fillers	11.55	6.5	13.21	5.6	9.06	2.9
Level 1	9.13	3.3	—	—	8.88	4.2
Level 2	12.02	5.4	—	—	—	—
Secretaries and administrative assistants	18.29	3.8	18.29	3.8	—	—
Level 4	14.71	3.6	14.71	3.6	—	—
Level 5	17.05	4.3	17.05	4.3	—	—
Level 6	22.08	5.2	22.08	5.2	—	—
Not able to be leveled	18.55	6.9	18.55	6.9	—	—
Executive secretaries and administrative assistants	20.47	7.5	20.47	7.5	—	—
Level 6	18.20	9.2	18.20	9.2	—	—
Not able to be leveled	20.62	7.4	20.62	7.4	—	—
Medical secretaries	14.66	3.4	14.66	3.4	—	—
Secretaries, except legal, medical, and executive	17.55	6.8	17.55	6.8	—	—
Data entry and information processing workers	11.75	2.2	11.75	2.2	—	—
Office clerks, general	14.16	2.9	14.65	2.9	10.31	9.4

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa-Glendale, AZ, September 2010** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Office clerks, general —Continued						
Level 2	\$9.93	6.1	—	—	—	—
Level 3	14.12	2.0	\$14.21	1.8	—	—
Level 4	13.55	4.6	13.64	4.8	—	—
Construction and extraction occupations	15.10	17.2	15.11	17.2	—	—
Level 4	18.87	18.4	18.87	18.4	—	—
Level 5	19.50	9.6	19.50	9.6	—	—
Level 6	22.51	8.8	22.51	8.8	—	—
Level 7	21.00	7.3	21.00	7.3	—	—
Not able to be leveled	17.60	17.1	17.60	17.1	—	—
First-line supervisors/managers of construction trades and extraction workers	21.47	6.5	21.47	6.5	—	—
Carpenters	17.86	11.1	17.86	11.1	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	22.84	9.1	22.84	9.1	—	—
Plumbers, pipefitters, and steamfitters	23.23	11.1	23.23	11.1	—	—
Installation, maintenance, and repair occupations	17.95	9.5	17.95	10.1	—	—
Level 3	12.08	2.3	12.08	2.3	—	—
Level 4	14.99	6.5	14.32	6.0	—	—
Level 5	21.26	9.2	21.26	9.2	—	—
Level 6	22.02	5.3	22.02	5.3	—	—
Level 7	25.67	7.1	25.67	7.1	—	—
Heating, air conditioning, and refrigeration mechanics and installers	21.27	2.9	21.27	2.9	—	—
Industrial machinery installation, repair, and maintenance workers	17.67	4.8	17.67	4.8	—	—
Level 4	15.12	5.8	15.12	5.8	—	—
Maintenance and repair workers, general	16.74	7.3	16.74	7.3	—	—
Level 4	15.12	5.8	15.12	5.8	—	—
Miscellaneous installation, maintenance, and repair workers	16.96	9.5	16.96	9.5	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa-Glendale, AZ, September 2010** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations	\$14.89	6.8	\$15.03	7.3	—	—
Level 2	11.02	8.9	11.18	9.8	—	—
Level 3	12.31	4.3	12.31	4.3	—	—
Level 4	14.50	5.6	14.50	5.6	—	—
Level 5	15.96	6.5	16.82	7.4	—	—
Level 7	31.04	11.2	31.04	11.2	—	—
Not able to be leveled	14.51	11.8	14.51	11.8	—	—
Miscellaneous assemblers and fabricators	12.62	3.2	12.62	3.2	—	—
Level 2	12.37	.0	12.37	.0	—	—
Transportation and material moving occupations	19.43	8.8	20.87	9.6	\$8.76	6.5
Level 1	8.99	2.9	9.37	2.2	8.41	5.0
Level 2	11.28	6.0	11.81	6.2	—	—
Level 3	16.51	3.4	16.51	3.4	—	—
Level 4	20.40	22.0	20.67	23.2	—	—
Level 5	20.00	8.6	—	—	—	—
Driver/sales workers and truck drivers	16.31	19.7	17.43	22.4	—	—
Level 2	9.35	6.5	—	—	—	—
Level 4	21.06	27.9	21.06	27.9	—	—
Industrial truck and tractor operators	15.58	3.7	15.58	3.7	—	—
Laborers and material movers, hand	11.72	7.3	12.31	8.1	8.96	5.9
Level 1	8.93	2.5	—	—	—	—
Level 2	11.59	8.4	11.59	8.4	—	—
Laborers and freight, stock, and material movers, hand	12.28	9.5	13.25	10.9	8.96	5.9
Level 1	8.84	3.8	—	—	—	—
Level 2	11.59	8.7	11.59	8.7	—	—

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

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa-Glendale, AZ, September 2010

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$20.43	5.0	\$20.90	4.5	–	–
Management occupations	62.13	19.1	49.86	9.4	–	–
Level 9	31.54	4.5	31.48	4.7	–	–
Level 11	93.37	25.7	93.37	25.7	–	–
Not able to be leveled	–	–	47.49	7.6	–	–
Computer and information systems managers	49.65	5.4	49.65	5.4	–	–
Financial managers	37.43	9.8	37.85	8.5	–	–
Level 9	29.08	4.5	29.08	4.5	–	–
Not able to be leveled	39.88	8.1	39.88	8.1	–	–
Business and financial operations occupations	28.95	7.3	28.97	7.4	–	–
Level 6	18.20	5.6	18.20	5.6	–	–
Level 7	21.85	1.9	21.85	1.9	–	–
Level 8	26.37	5.1	26.37	5.1	–	–
Level 9	30.64	3.0	30.90	3.4	–	–
Level 10	38.46	4.4	38.46	4.4	–	–
Level 11	46.39	5.1	46.39	5.1	–	–
Not able to be leveled	29.38	22.0	29.38	22.0	–	–
Human resources, training, and labor relations specialists	27.68	18.8	27.68	18.8	–	–
Management analysts	28.61	9.3	28.61	9.3	–	–
Accountants and auditors	32.63	5.0	32.63	5.0	–	–
Loan counselors and officers	26.64	.2	26.70	.3	–	–
Loan officers	26.64	.2	26.70	.3	–	–
Computer and mathematical science occupations	35.00	5.8	36.36	4.7	–	–
Level 9	34.67	1.6	34.67	1.6	–	–
Level 11	41.64	5.0	41.64	5.0	–	–
Level 12	50.70	4.9	50.70	4.9	–	–
Not able to be leveled	34.78	8.7	34.78	8.7	–	–
Computer software engineers	43.30	4.0	43.30	4.0	–	–
Computer software engineers, systems software	41.79	2.4	41.79	2.4	–	–
Computer systems analysts	32.32	7.7	32.32	7.7	–	–
Architecture and engineering occupations	32.67	7.8	33.87	7.2	–	–
Level 5	19.64	3.8	20.46	3.6	–	–
Level 7	25.91	5.4	25.91	5.4	–	–
Level 9	33.23	8.2	33.23	8.2	–	–
Level 11	44.95	2.4	44.95	2.4	–	–
Level 12	52.85	3.2	52.85	3.2	–	–
Engineers	42.23	4.3	42.49	4.5	–	–
Level 9	32.53	9.2	32.53	9.2	–	–
Level 11	44.95	2.4	44.95	2.4	–	–
Level 12	52.85	3.2	52.85	3.2	–	–
Electrical and electronics engineers	48.68	2.3	48.68	2.3	–	–
Drafters	19.84	8.9	–	–	–	–
Engineering technicians, except drafters	23.74	8.3	24.36	7.6	–	–
Electrical and electronic engineering technicians	25.57	17.5	28.59	9.9	–	–
Life, physical, and social science occupations	32.57	11.2	32.57	11.2	–	–
Community and social services occupations	20.04	8.2	20.16	8.2	–	–
Level 7	19.04	6.9	19.04	6.9	–	–
Counselors	19.37	3.7	19.37	3.7	–	–
Miscellaneous community and social service specialists	16.51	2.5	–	–	–	–
Education, training, and library occupations						
Primary, secondary, and special education school teachers	22.75	9.0	22.75	9.0	–	–
Healthcare practitioner and technical occupations	30.47	5.9	30.53	7.0	\$30.00	13.2
Level 4	15.30	3.2	15.30	3.2	–	–
Level 5	21.44	5.8	21.70	5.8	–	–
Level 7	31.14	5.5	–	–	–	–
Level 8	34.76	1.5	34.22	1.3	36.23	2.4
Level 9	32.84	3.1	32.46	3.8	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
—Continued						
Not able to be leveled	\$32.41	7.8	\$33.19	7.2	—	—
Registered nurses	34.85	1.7	34.70	1.3	\$35.39	2.8
Level 8	34.41	1.6	33.47	.9	36.23	2.4
Clinical laboratory technologists and technicians	25.73	3.1	25.50	3.7	—	—
Medical and clinical laboratory technologists	31.79	4.7	—	—	—	—
Health diagnosing and treating practitioner support technicians	19.08	8.9	20.33	4.4	—	—
Healthcare support occupations	12.92	1.6	14.73	8.0	—	—
Level 4	13.99	2.0	15.42	7.0	—	—
Nursing, psychiatric, and home health aides	—	—	13.27	3.6	—	—
Level 4	12.01	3.4	—	—	—	—
Nursing aides, orderlies, and attendants	12.84	1.7	12.91	1.4	—	—
Miscellaneous healthcare support occupations	15.43	7.6	15.43	7.6	—	—
Protective service occupations	11.61	1.4	11.69	1.0	—	—
Level 3	10.16	2.3	—	—	—	—
Security guards and gaming surveillance officers	10.99	1.7	11.04	1.7	—	—
Level 3	10.16	2.3	—	—	—	—
Security guards	10.99	1.7	11.04	1.7	—	—
Level 3	10.16	2.3	—	—	—	—
Food preparation and serving related occupations	9.04	4.5	10.13	4.5	6.99	10.5
Level 1	7.55	2.8	—	—	7.00	5.7
Level 2	6.76	6.0	6.83	1.9	6.69	11.8
Level 3	10.24	2.8	10.32	2.8	9.70	8.1
Level 4	12.62	2.0	12.62	2.0	—	—
Level 5	15.89	15.9	15.89	15.9	—	—
First-line supervisors/managers, food preparation and serving workers	16.05	6.9	16.05	6.9	—	—
Level 5	15.64	20.0	15.64	20.0	—	—
First-line supervisors/managers of food preparation and serving workers	16.05	6.9	16.05	6.9	—	—
Level 5	15.64	20.0	15.64	20.0	—	—
Cooks	10.48	3.0	10.44	2.9	—	—
Level 3	10.61	4.2	10.55	4.2	—	—
Cooks, restaurant	10.73	.4	10.68	1.3	—	—
Level 3	10.38	2.6	—	—	—	—
Food preparation workers	9.37	6.2	9.37	6.2	—	—
Food service, tipped	5.41	2.8	5.61	2.7	5.13	5.0
Level 2	5.20	4.2	5.47	3.4	4.84	7.9
Waiters and waitresses	4.67	4.7	4.63	5.2	4.71	9.8
Level 2	4.67	4.7	4.63	5.2	4.71	9.8
Dining room and cafeteria attendants and bartender helpers	8.15	6.1	—	—	—	—
Fast food and counter workers	9.32	4.2	10.50	2.7	8.18	3.0
Level 2	8.38	4.5	8.92	3.7	8.08	4.1
Level 3	10.77	2.5	—	—	—	—
Combined food preparation and serving workers, including fast food	9.31	4.6	11.23	5.2	8.18	3.0
Level 2	8.33	4.9	—	—	8.08	4.1
Building and grounds cleaning and maintenance occupations	10.51	6.5	10.61	6.5	—	—
Level 1	9.64	4.0	9.81	3.5	—	—
Level 2	9.31	2.6	9.37	2.8	—	—
Level 3	10.09	16.3	10.09	16.3	—	—
Building cleaning workers	9.68	4.9	9.73	5.2	—	—
Level 1	9.63	4.2	9.81	3.7	—	—
Level 2	9.40	3.2	9.39	3.3	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.34	4.1	10.47	4.2	—	—
Level 2	9.70	3.2	9.70	3.3	—	—
Grounds maintenance workers	11.20	7.1	11.47	5.7	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations —Continued						
Landscaping and groundskeeping workers	\$9.63	4.6	\$9.76	5.2	—	—
Personal care and service occupations	11.75	7.1	12.71	7.2	\$9.49	3.1
Level 1	7.82	.9	—	—	—	—
Level 2	8.32	2.1	—	—	8.25	2.8
Level 3	10.05	6.6	10.06	8.6	10.03	1.6
Level 4	19.64	15.6	—	—	—	—
Miscellaneous entertainment attendants and related workers	7.96	.9	—	—	—	—
Level 1	7.82	.9	—	—	—	—
Amusement and recreation attendants	8.03	.7	—	—	—	—
Personal and home care aides	10.10	6.6	—	—	—	—
Level 3	10.38	7.0	—	—	—	—
Sales and related occupations	17.36	8.3	19.74	11.7	9.34	2.0
Level 1	8.27	4.4	—	—	—	—
Level 2	9.09	2.2	—	—	8.68	1.5
Level 3	10.63	4.0	10.94	7.8	10.24	4.0
Level 4	14.92	2.0	15.25	2.1	—	—
Level 5	19.24	6.8	19.24	6.8	—	—
Level 6	32.43	5.1	32.43	5.1	—	—
Not able to be leveled	17.81	22.5	—	—	—	—
First-line supervisors/managers, sales workers	18.83	4.5	18.83	4.5	—	—
First-line supervisors/managers of retail sales workers	18.36	3.6	18.36	3.6	—	—
Retail sales workers	11.90	2.9	13.30	7.2	9.17	1.3
Level 1	8.27	4.4	—	—	—	—
Level 2	8.91	1.5	—	—	8.57	2.0
Level 3	10.32	3.5	10.62	7.6	9.93	3.2
Level 4	15.15	4.6	15.79	4.9	—	—
Cashiers, all workers	9.32	.9	—	—	8.63	1.6
Level 2	8.85	1.3	—	—	8.46	4.0
Cashiers	9.32	.9	—	—	8.63	1.6
Level 2	8.85	1.3	—	—	8.46	4.0
Counter and rental clerks and parts salespersons	12.88	13.6	—	—	9.21	6.6
Parts salespersons	13.97	13.4	—	—	—	—
Retail salespersons	13.34	3.2	14.67	4.3	9.76	1.5
Level 3	10.36	1.5	—	—	—	—
Level 4	15.00	1.8	15.84	4.5	—	—
Miscellaneous sales and related workers	14.00	9.4	15.39	4.9	—	—
Office and administrative support occupations	14.67	2.3	15.09	2.4	11.42	5.2
Level 1	9.11	3.3	—	—	8.87	4.1
Level 2	10.98	4.0	11.24	5.2	9.89	4.1
Level 3	12.61	4.7	12.61	5.0	—	—
Level 4	15.44	2.8	15.47	2.5	15.17	10.8
Level 5	17.29	2.6	17.29	2.6	—	—
Level 6	21.48	3.8	21.48	3.8	—	—
Level 7	24.74	7.9	24.74	7.9	—	—
Not able to be leveled	15.82	5.8	16.69	3.4	—	—
First-line supervisors/managers of office and administrative support workers	19.87	6.7	19.87	6.7	—	—
Financial clerks	15.80	3.4	15.94	4.1	15.17	10.0
Level 2	11.53	2.7	—	—	—	—
Level 3	12.30	8.1	—	—	—	—
Level 4	16.83	3.8	16.63	3.3	—	—
Level 5	16.61	8.3	16.61	8.3	—	—
Bill and account collectors	14.69	1.2	14.81	1.4	—	—
Level 4	14.77	4.7	14.93	3.9	—	—
Bookkeeping, accounting, and auditing clerks	16.99	5.5	16.84	6.8	—	—
Level 4	18.08	4.2	17.65	3.3	—	—
Tellers	12.31	2.9	12.07	1.3	—	—
Level 2	11.53	2.7	—	—	—	—
Customer service representatives	14.52	4.1	14.55	4.2	—	—
Level 4	14.46	5.0	14.55	5.6	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Customer service representatives —Continued						
Level 5	\$16.66	4.8	\$16.66	4.8	—	—
Receptionists and information clerks	11.89	5.9	11.99	6.8	—	—
Level 2	11.16	4.2	—	—	—	—
Reservation and transportation ticket agents and travel clerks	19.87	2.2	20.12	3.3	—	—
Dispatchers	12.99	8.6	13.19	8.9	—	—
Shipping, receiving, and traffic clerks	9.48	5.1	9.42	5.6	—	—
Stock clerks and order fillers	11.55	6.5	13.21	5.6	\$9.06	2.9
Level 1	9.13	3.3	—	—	8.88	4.2
Level 2	12.02	5.4	—	—	—	—
Secretaries and administrative assistants	18.33	3.9	18.33	3.9	—	—
Level 4	14.66	3.6	14.66	3.6	—	—
Level 5	17.02	4.7	17.02	4.7	—	—
Level 6	24.16	4.5	24.16	4.5	—	—
Not able to be leveled	18.49	6.8	18.49	6.8	—	—
Executive secretaries and administrative assistants	20.83	8.3	20.83	8.3	—	—
Medical secretaries	14.66	3.4	14.66	3.4	—	—
Secretaries, except legal, medical, and executive	17.81	6.9	17.81	6.9	—	—
Office clerks, general	14.30	2.7	14.92	2.8	—	—
Level 3	14.39	1.2	14.39	1.2	—	—
Construction and extraction occupations	15.08	17.4	15.09	17.4	—	—
Level 4	18.87	18.4	18.87	18.4	—	—
Level 5	19.50	9.6	19.50	9.6	—	—
Level 6	22.73	9.5	22.73	9.5	—	—
Level 7	21.00	7.3	21.00	7.3	—	—
Not able to be leveled	17.60	17.1	17.60	17.1	—	—
First-line supervisors/managers of construction trades and extraction workers	21.47	6.5	21.47	6.5	—	—
Carpenters	17.86	11.1	17.86	11.1	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	22.84	9.1	22.84	9.1	—	—
Plumbers, pipefitters, and steamfitters	23.23	11.1	23.23	11.1	—	—
Installation, maintenance, and repair occupations	17.94	10.1	17.93	10.8	—	—
Level 4	14.83	7.0	14.08	6.0	—	—
Level 5	22.02	10.1	22.02	10.1	—	—
Level 6	21.98	5.5	21.98	5.5	—	—
Level 7	25.67	7.1	25.67	7.1	—	—
Heating, air conditioning, and refrigeration mechanics and installers	21.27	2.9	21.27	2.9	—	—
Industrial machinery installation, repair, and maintenance workers	17.68	6.3	17.68	6.3	—	—
Maintenance and repair workers, general	16.52	9.3	16.52	9.3	—	—
Production occupations	14.89	6.8	15.03	7.3	—	—
Level 2	11.02	8.9	11.18	9.8	—	—
Level 3	12.31	4.3	12.31	4.3	—	—
Level 4	14.50	5.6	14.50	5.6	—	—
Level 5	15.96	6.5	16.82	7.4	—	—
Level 7	31.04	11.2	31.04	11.2	—	—
Not able to be leveled	14.51	11.8	14.51	11.8	—	—
Miscellaneous assemblers and fabricators	12.62	3.2	12.62	3.2	—	—
Level 2	12.37	.0	12.37	.0	—	—
Transportation and material moving occupations	19.67	9.3	21.02	10.1	8.23	6.8
Level 1	9.11	2.6	9.37	2.2	8.67	3.8
Level 2	11.24	6.2	11.81	6.2	—	—
Level 3	16.70	3.9	16.70	3.9	—	—
Level 4	20.84	25.5	21.01	26.2	—	—
Driver/sales workers and truck drivers	16.31	19.7	17.43	22.4	—	—
Level 2	9.35	6.5	—	—	—	—
Level 4	21.06	27.9	21.06	27.9	—	—
Industrial truck and tractor operators	15.58	3.7	15.58	3.7	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations —Continued						
Laborers and material movers, hand	\$11.72	7.3	\$12.31	8.1	\$8.96	5.9
Level 1	8.93	2.5	—	—	—	—
Level 2	11.59	8.4	11.59	8.4	—	—
Laborers and freight, stock, and material movers, hand	12.28	9.5	13.25	10.9	8.96	5.9
Level 1	8.84	3.8	—	—	—	—
Level 2	11.59	8.7	11.59	8.7	—	—

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

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa-Glendale, AZ, September 2010

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$24.27	4.1	\$24.76	4.0	\$13.67	8.5
Management occupations	45.04	29.3	45.04	29.3	–	–
Business and financial operations occupations	22.15	4.2	22.30	4.3	–	–
Computer and mathematical science occupations	30.28	9.7	30.28	9.7	–	–
Architecture and engineering occupations	33.61	10.2	33.61	10.2	–	–
Community and social services occupations	22.57	8.3	–	–	–	–
Legal occupations	28.53	12.9	28.53	12.9	–	–
Education, training, and library occupations	30.32	8.3	30.94	8.4	16.90	17.0
Level 4	11.46	1.5	–	–	–	–
Level 8	25.27	4.2	25.43	3.4	–	–
Level 9	30.83	5.2	30.85	5.2	–	–
Postsecondary teachers	57.45	7.6	57.45	7.6	–	–
Primary, secondary, and special education school teachers	29.39	5.1	29.37	5.2	–	–
Level 8	26.40	1.9	26.22	2.0	–	–
Level 9	31.05	5.2	31.08	5.2	–	–
Elementary and middle school teachers	27.76	1.9	27.76	1.9	–	–
Level 8	25.81	1.0	25.81	1.0	–	–
Level 9	29.37	3.2	29.37	3.2	–	–
Elementary school teachers, except special education	28.18	2.7	28.18	2.7	–	–
Level 9	29.37	3.2	29.37	3.2	–	–
Special education teachers	29.74	1.6	–	–	–	–
Teacher assistants	11.07	2.4	11.13	4.7	–	–
Level 4	11.46	1.5	–	–	–	–
Protective service occupations	24.92	1.9	25.31	1.9	–	–
Level 7	26.70	4.7	26.70	4.7	–	–
First-line supervisors/managers, law enforcement workers	31.12	6.8	31.12	6.8	–	–
Police officers	28.69	3.3	28.69	3.3	–	–
Level 7	27.09	5.1	27.09	5.1	–	–
Police and sheriff's patrol officers	28.69	3.3	28.69	3.3	–	–
Level 7	27.09	5.1	27.09	5.1	–	–
Food preparation and serving related occupations	11.01	15.8	11.19	16.1	–	–
Building and grounds cleaning and maintenance occupations	12.94	6.7	13.07	7.8	–	–
Building cleaning workers	12.51	2.5	12.65	3.2	–	–
Janitors and cleaners, except maids and housekeeping cleaners	12.71	3.6	12.88	4.7	–	–
Personal care and service occupations	9.61	18.6	–	–	–	–

See footnotes at end of table.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations	\$16.58	7.7	\$16.88	7.9	—	—
Level 3	13.27	2.5	13.33	2.3	—	—
Level 4	14.48	6.0	14.77	6.6	—	—
Level 5	19.92	3.8	19.92	3.8	—	—
Level 6	16.91	9.1	16.91	9.1	—	—
Secretaries and administrative assistants	17.90	12.6	17.90	12.6	—	—
Executive secretaries and administrative assistants	19.10	16.1	19.10	16.1	—	—
Office clerks, general	13.90	6.8	14.14	7.2	—	—
Transportation and material moving occupations	16.03	13.4	—	—	—	—

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

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Phoenix-Mesa-Glendale, AZ, September 2010

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$20.92	4.3	\$21.43	3.9	—	—
Management occupations	60.07	17.9	49.22	9.0	—	—
Group II	23.79	9.8	—	—	—	—
Group III	52.94	17.6	—	—	—	—
Computer and information systems managers	50.91	5.5	50.91	5.5	—	—
Financial managers	37.71	9.1	38.11	7.9	—	—
Group III	38.69	18.7	38.69	18.7	—	—
Construction managers	37.67	9.1	37.67	9.1	—	—
Business and financial operations occupations	27.27	6.2	27.34	6.3	—	—
Group II	22.04	2.7	—	—	—	—
Group III	34.06	4.7	—	—	—	—
Human resources, training, and labor relations specialists	26.98	18.0	26.98	18.0	—	—
Management analysts	26.87	10.3	26.87	10.3	—	—
Accountants and auditors	29.30	7.0	29.30	7.0	—	—
Group II	24.02	3.5	24.02	3.5	—	—
Group III	37.11	4.3	37.11	4.3	—	—
Loan counselors and officers	26.64	.2	26.70	.3	—	—
Loan officers	26.64	.2	26.70	.3	—	—
Computer and mathematical science occupations	33.80	5.1	34.73	4.5	—	—
Group II	23.22	6.7	—	—	—	—
Group III	39.06	3.7	—	—	—	—
Computer software engineers	43.30	4.0	43.30	4.0	—	—
Group III	45.01	5.1	—	—	—	—
Computer software engineers, systems software	41.79	2.4	41.79	2.4	—	—
Computer systems analysts	33.64	5.3	33.64	5.3	—	—
Group III	36.44	4.0	36.44	4.0	—	—
Network and computer systems administrators	30.23	11.1	30.23	11.1	—	—
Architecture and engineering occupations	32.73	7.3	33.85	6.7	—	—
Group II	23.05	6.8	—	—	—	—
Group III	41.25	4.4	—	—	—	—
Engineers	41.84	3.9	42.07	4.0	—	—
Group III	41.53	5.3	—	—	—	—
Electrical and electronics engineers	48.68	2.3	48.68	2.3	—	—
Drafters	19.84	8.9	—	—	—	—
Engineering technicians, except drafters	23.68	7.8	24.27	7.2	—	—
Group II	23.15	7.8	—	—	—	—
Electrical and electronic engineering technicians	25.57	17.5	28.59	9.9	—	—
Life, physical, and social science occupations	32.63	8.6	32.63	8.6	—	—
Community and social services occupations	20.44	7.1	20.54	7.1	—	—
Group II	19.29	6.2	—	—	—	—
Counselors	20.39	5.7	20.36	5.8	—	—
Educational, vocational, and school counselors	20.11	.8	—	—	—	—
Social workers	20.07	4.5	20.07	4.5	—	—
Group II	20.98	6.9	—	—	—	—
Miscellaneous community and social service specialists	18.00	9.0	18.15	9.2	—	—
Group II	18.58	8.6	—	—	—	—
Legal occupations	73.01	20.2	73.01	20.2	—	—
Group II	30.08	11.9	—	—	—	—
Education, training, and library occupations	28.85	11.4	29.64	11.9	\$16.89	26.9
Group I	12.08	8.2	—	—	—	—
Group II	24.33	4.8	—	—	—	—
Group III	34.83	9.7	—	—	—	—
Postsecondary teachers	53.15	12.6	53.15	12.6	—	—
Primary, secondary, and special education school teachers	27.76	4.5	27.73	4.6	—	—
Group II	24.97	5.4	—	—	—	—
Group III	30.97	5.1	—	—	—	—
Elementary and middle school teachers	27.02	2.6	27.02	2.6	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Education, training, and library occupations –Continued						
Elementary and middle school teachers –Continued						
Group II	\$25.56	4.2	–	–	–	–
Group III	29.37	3.2	–	–	–	–
Elementary school teachers, except special education						
Group II	27.24	2.9	\$27.24	2.9	–	–
Group III	25.64	4.6	25.64	4.6	–	–
Special education teachers	29.37	3.2	29.37	3.2	–	–
Teacher assistants	29.74	1.6	–	–	–	–
Group I	12.08	8.2	12.46	7.8	–	–
	12.08	8.2	12.46	7.8	–	–
Arts, design, entertainment, sports, and media occupations						
	20.64	16.4	–	–	–	–
Healthcare practitioner and technical occupations						
Group I	30.47	5.7	30.53	6.7	\$30.04	12.7
Group II	14.98	3.9	–	–	–	–
Group III	30.67	1.5	–	–	–	–
Registered nurses	39.30	7.3	–	–	–	–
Group II	34.49	1.7	34.27	1.4	35.39	2.8
Group III	33.90	1.6	33.40	.9	35.15	3.6
Clinical laboratory technologists and technicians	34.01	2.7	33.67	3.1	–	–
Medical and clinical laboratory technologists	25.73	3.1	25.50	3.7	–	–
Health diagnosing and treating practitioner support technicians	31.79	4.7	–	–	–	–
	19.08	8.9	20.33	4.4	–	–
Healthcare support occupations						
Group I	13.08	2.4	14.82	7.0	–	–
Nursing, psychiatric, and home health aides	12.86	3.5	–	–	–	–
Nursing aides, orderlies, and attendants	–	–	13.27	3.6	–	–
Group I	12.84	1.7	12.91	1.4	–	–
Miscellaneous healthcare support occupations	12.84	1.7	12.91	1.4	–	–
	15.47	6.3	15.47	6.3	–	–
Protective service occupations						
Group I	16.10	18.8	16.38	19.6	10.59	6.1
Group II	11.41	5.1	–	–	–	–
First-line supervisors/managers, law enforcement workers	26.14	1.9	–	–	–	–
Police officers	31.12	6.8	31.12	6.8	–	–
Group II	28.69	3.3	28.69	3.3	–	–
Police and sheriff's patrol officers	29.03	3.1	–	–	–	–
Group II	28.69	3.3	28.69	3.3	–	–
Security guards and gaming surveillance officers	29.03	3.1	29.03	3.1	–	–
Group I	11.07	2.1	11.12	2.2	–	–
Security guards	11.07	2.1	11.12	2.2	–	–
Group I	11.07	2.1	11.12	2.2	–	–
Food preparation and serving related occupations						
Group I	9.12	4.3	10.19	4.3	7.00	10.4
Group II	8.11	3.2	–	–	–	–
First-line supervisors/managers, food preparation and serving workers	16.73	9.1	–	–	–	–
Group II	16.10	6.5	16.10	6.5	–	–
First-line supervisors/managers of food preparation and serving workers	16.70	10.5	–	–	–	–
Group II	16.10	6.5	16.10	6.5	–	–
Cooks	16.70	10.5	16.70	10.5	–	–
Group I	10.64	3.4	10.62	3.5	–	–
Cooks, restaurant	10.64	3.4	–	–	–	–
Group I	10.84	2.9	10.82	3.6	–	–
Food preparation workers	10.84	2.9	10.82	3.6	–	–
Group I	9.34	6.1	9.37	6.2	–	–
Food service, tipped	9.34	6.1	9.37	6.2	–	–
Group I	5.41	2.8	5.60	2.6	5.13	5.0
Waiters and waitresses	5.41	2.8	–	–	–	–
	4.69	4.7	4.68	4.8	4.71	9.8

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
—Continued						
Waiters and waitresses —Continued						
Group I	\$4.69	4.7	\$4.68	4.8	\$4.71	9.8
Dining room and cafeteria attendants and bartender helpers	8.15	6.1	—	—	—	—
Group I	8.15	6.1	—	—	—	—
Fast food and counter workers	9.32	4.2	10.49	2.7	8.18	3.0
Group I	8.91	2.3	—	—	—	—
Combined food preparation and serving workers, including fast food	9.31	4.6	11.19	4.9	8.18	3.0
Group I	8.79	1.4	10.01	2.6	8.18	3.0
Building and grounds cleaning and maintenance occupations	10.90	5.4	11.00	5.4	8.83	6.4
Group I	10.44	4.9	—	—	—	—
Building cleaning workers	10.25	5.0	10.31	5.3	—	—
Group I	10.25	5.2	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.01	3.7	11.15	3.8	—	—
Group I	11.03	4.0	11.16	4.0	—	—
Grounds maintenance workers	11.22	6.4	11.46	5.2	—	—
Group I	11.15	11.1	—	—	—	—
Landscaping and groundskeeping workers	9.63	4.6	9.76	5.2	—	—
Group I	9.87	5.8	10.22	4.6	—	—
Personal care and service occupations	11.60	6.4	12.45	6.4	9.45	2.9
Group I	10.19	5.2	—	—	—	—
Miscellaneous entertainment attendants and related workers	7.96	.9	—	—	—	—
Group I	7.96	.9	—	—	—	—
Amusement and recreation attendants	8.03	.7	—	—	—	—
Group I	8.03	.7	—	—	—	—
Personal and home care aides	10.11	6.4	10.34	8.1	—	—
Group I	10.11	6.4	10.34	8.1	—	—
Sales and related occupations	17.31	8.2	19.63	11.5	9.34	2.0
Group I	11.82	1.6	—	—	—	—
Group II	29.06	5.8	—	—	—	—
First-line supervisors/managers, sales workers	18.83	4.5	18.83	4.5	—	—
Group II	21.10	15.3	—	—	—	—
First-line supervisors/managers of retail sales workers	18.36	3.6	18.36	3.6	—	—
Retail sales workers	11.89	2.9	13.28	7.1	9.17	1.3
Group I	11.20	.8	—	—	—	—
Cashiers, all workers	9.38	.9	—	—	8.63	1.6
Group I	9.41	1.2	—	—	—	—
Cashiers	9.38	.9	—	—	8.63	1.6
Group I	9.41	1.2	—	—	8.78	1.3
Counter and rental clerks and parts salespersons	12.88	13.6	—	—	9.21	6.6
Group I	12.88	13.6	—	—	—	—
Parts salespersons	13.97	13.4	—	—	—	—
Group I	13.97	13.4	—	—	—	—
Retail salespersons	13.34	3.2	14.67	4.3	9.76	1.5
Group I	12.29	3.7	14.16	10.9	9.76	1.5
Miscellaneous sales and related workers	14.00	9.4	15.39	4.9	—	—
Group I	13.44	8.1	—	—	—	—
Office and administrative support occupations	14.87	2.2	15.29	2.3	11.45	4.8
Group I	13.33	2.8	—	—	—	—
Group II	19.82	2.8	—	—	—	—
First-line supervisors/managers of office and administrative support workers	20.92	8.5	20.92	8.5	—	—
Group II	22.13	9.1	22.13	9.1	—	—
Financial clerks	15.87	3.5	16.12	4.1	14.77	9.7
Group I	15.38	4.8	—	—	—	—
Group II	17.72	6.1	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Bill and account collectors	\$14.69	1.2	\$14.81	1.4	—	—
Group I	14.77	4.7	14.93	3.9	—	—
Bookkeeping, accounting, and auditing clerks	16.98	5.2	17.08	6.3	—	—
Group I	16.51	6.8	16.51	9.0	—	—
Group II	21.04	3.1	21.04	3.1	—	—
Tellers	12.31	2.9	12.07	1.3	—	—
Group I	12.20	4.6	—	—	—	—
Customer service representatives	14.57	4.0	14.60	4.1	—	—
Group I	13.81	3.8	13.82	4.0	—	—
Group II	18.12	1.6	18.12	1.6	—	—
Human resources assistants, except payroll and timekeeping	16.63	8.0	16.63	8.0	—	—
Receptionists and information clerks	11.89	5.9	11.99	6.8	—	—
Group I	11.67	5.8	11.76	6.5	—	—
Reservation and transportation ticket agents and travel clerks	19.87	2.2	20.12	3.3	—	—
Group I	19.75	2.3	—	—	—	—
Dispatchers	13.78	8.9	14.02	8.8	—	—
Shipping, receiving, and traffic clerks	9.69	6.0	9.66	6.7	—	—
Group I	9.47	6.0	9.39	6.7	—	—
Stock clerks and order fillers	11.55	6.5	13.21	5.6	\$9.06	2.9
Group I	11.22	6.0	12.82	5.5	9.06	2.9
Secretaries and administrative assistants	18.29	3.8	18.29	3.8	—	—
Group I	14.87	2.7	—	—	—	—
Group II	21.51	4.2	—	—	—	—
Executive secretaries and administrative assistants	20.47	7.5	20.47	7.5	—	—
Group II	21.31	7.4	21.31	7.4	—	—
Medical secretaries	14.66	3.4	14.66	3.4	—	—
Secretaries, except legal, medical, and executive	17.55	6.8	17.55	6.8	—	—
Group I	15.89	5.9	15.89	5.9	—	—
Data entry and information processing workers	11.75	2.2	11.75	2.2	—	—
Office clerks, general	14.16	2.9	14.65	2.9	10.31	9.4
Group I	12.96	4.6	13.37	4.3	—	—
Construction and extraction occupations	15.10	17.2	15.11	17.2	—	—
Group II	20.93	5.9	—	—	—	—
First-line supervisors/managers of construction trades and extraction workers	21.47	6.5	21.47	6.5	—	—
Group II	20.69	10.2	20.69	10.2	—	—
Carpenters	17.86	11.1	17.86	11.1	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	22.84	9.1	22.84	9.1	—	—
Group II	24.02	11.8	—	—	—	—
Plumbers, pipefitters, and steamfitters	23.23	11.1	23.23	11.1	—	—
Group II	24.02	11.8	24.02	11.8	—	—
Installation, maintenance, and repair occupations	17.95	9.5	17.95	10.1	—	—
Group I	13.75	7.2	—	—	—	—
Group II	22.37	5.5	—	—	—	—
Heating, air conditioning, and refrigeration mechanics and installers	21.27	2.9	21.27	2.9	—	—
Group II	21.27	2.9	21.27	2.9	—	—
Industrial machinery installation, repair, and maintenance workers	17.67	4.8	17.67	4.8	—	—
Group I	15.12	5.8	—	—	—	—
Maintenance and repair workers, general	16.74	7.3	16.74	7.3	—	—
Group I	15.12	5.8	15.12	5.8	—	—
Miscellaneous installation, maintenance, and repair workers	16.96	9.5	16.96	9.5	—	—
Production occupations	14.89	6.8	15.03	7.3	—	—
Group I	12.89	3.8	—	—	—	—
Group II	21.87	12.5	—	—	—	—
Miscellaneous assemblers and fabricators	12.62	3.2	12.62	3.2	—	—
Group I	12.75	2.6	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations	\$19.43	8.8	\$20.87	9.6	\$8.76	6.5
Group I	13.80	7.7	—	—	—	—
Group II	22.26	8.5	—	—	—	—
Driver/sales workers and truck drivers	16.31	19.7	17.43	22.4	—	—
Group I	16.26	20.0	—	—	—	—
Industrial truck and tractor operators	15.58	3.7	15.58	3.7	—	—
Group I	15.58	3.7	15.58	3.7	—	—
Laborers and material movers, hand	11.72	7.3	12.31	8.1	8.96	5.9
Group I	11.76	7.3	—	—	—	—
Laborers and freight, stock, and material movers, hand	12.28	9.5	13.25	10.9	8.96	5.9
Group I	12.28	9.5	13.25	10.9	8.96	5.9

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

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

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where

a 40-hour week is the minimum full-time schedule.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 6. **Civilian workers: Hourly wage percentiles¹, Phoenix-Mesa-Glendale, AZ, September 2010**

Occupation ²	10	25	Median 50	75	90
All workers	\$8.68	\$10.77	\$15.28	\$24.18	\$37.05
Management occupations	24.22	31.42	43.21	61.42	96.15
Computer and information systems managers	36.45	46.58	51.59	51.59	64.60
Financial managers	24.22	25.72	34.58	45.00	60.80
Construction managers	22.12	25.01	38.79	45.22	52.89
Business and financial operations occupations	16.78	20.19	24.18	31.00	42.10
Human resources, training, and labor relations specialists	14.42	16.84	21.12	42.21	45.91
Management analysts	16.46	18.87	23.87	32.31	41.22
Accountants and auditors	20.96	22.59	26.75	36.22	38.56
Loan counselors and officers	15.96	18.54	25.74	32.69	41.32
Loan officers	15.96	18.54	25.74	32.69	41.32
Computer and mathematical science occupations	20.06	26.32	32.18	39.85	47.18
Computer software engineers	30.94	40.21	43.69	47.18	50.63
Computer software engineers, systems software	30.50	40.37	43.05	46.64	47.18
Computer systems analysts	22.89	28.85	32.91	38.38	45.07
Network and computer systems administrators	20.06	26.08	29.93	35.90	38.80
Architecture and engineering occupations	18.00	22.50	28.79	41.01	48.08
Engineers	28.32	35.05	41.01	45.85	55.50
Electrical and electronics engineers	38.75	41.01	46.36	52.76	67.81
Drafters	14.75	17.00	20.50	22.50	23.04
Engineering technicians, except drafters	15.00	18.66	26.56	26.71	27.80
Electrical and electronic engineering technicians	15.00	15.00	26.56	32.99	37.12
Life, physical, and social science occupations	21.51	25.78	31.19	39.42	40.20
Community and social services occupations	14.42	16.80	18.99	22.94	29.22
Counselors	15.00	18.75	19.28	20.43	27.96
Educational, vocational, and school counselors	18.48	18.99	19.28	19.95	22.77
Social workers	14.90	17.00	19.00	22.94	25.17
Miscellaneous community and social service specialists	14.00	15.25	17.01	19.28	25.41
Legal occupations	19.85	25.00	39.76	88.31	195.54
Education, training, and library occupations	11.00	18.56	25.84	32.50	44.01
Postsecondary teachers	22.69	34.24	48.63	63.52	96.60
Primary, secondary, and special education school teachers	21.00	23.66	27.32	31.35	37.98
Elementary and middle school teachers	22.16	23.65	26.31	29.55	33.43
Elementary school teachers, except special education	22.16	23.83	26.66	30.02	33.43
Special education teachers	26.50	29.58	29.95	31.28	31.82
Teacher assistants	9.25	10.00	11.74	12.74	15.51
Arts, design, entertainment, sports, and media occupations	9.50	16.44	21.92	23.75	33.33
Healthcare practitioner and technical occupations	15.06	22.58	30.27	35.90	41.00
Registered nurses	27.23	30.27	34.22	38.38	41.61
Clinical laboratory technologists and technicians	13.00	16.60	28.01	33.65	35.21
Medical and clinical laboratory technologists	26.28	29.00	33.03	33.81	36.30
Health diagnosing and treating practitioner support technicians	10.66	15.66	20.12	23.44	24.76
Healthcare support occupations	9.50	10.50	12.94	15.28	17.45
Nursing aides, orderlies, and attendants	11.05	11.05	12.94	13.74	15.30
Miscellaneous healthcare support occupations	12.60	13.50	15.25	17.16	19.30
Protective service occupations	9.45	9.45	12.25	20.56	30.13
First-line supervisors/managers, law enforcement workers	22.77	27.27	31.71	33.14	38.78
Police officers	22.30	24.28	29.05	34.04	34.47
Police and sheriff's patrol officers	22.30	24.28	29.05	34.04	34.47
Security guards and gaming surveillance officers	9.00	9.45	10.40	12.25	14.78
Security guards	9.00	9.45	10.40	12.25	14.78

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Phoenix-Mesa-Glendale, AZ, September 2010** —
Continued

Occupation ²	10	25	Median 50	75	90
Food preparation and serving related occupations	\$4.25	\$6.75	\$8.50	\$10.90	\$13.84
First-line supervisors/managers, food preparation and serving workers	12.00	13.00	15.38	17.50	20.20
First-line supervisors/managers of food preparation and serving workers	12.00	13.00	15.38	17.50	20.20
Cooks	8.06	10.00	10.55	11.46	12.97
Cooks, restaurant	9.00	10.00	10.55	11.50	13.00
Food preparation workers	7.75	8.18	8.25	9.50	13.84
Food service, tipped	4.25	4.25	4.31	6.75	8.00
Waiters and waitresses	4.25	4.25	4.25	4.38	6.75
Dining room and cafeteria attendants and bartender helpers	6.00	7.25	9.46	9.46	9.46
Fast food and counter workers	7.35	7.95	8.70	10.04	12.01
Combined food preparation and serving workers, including fast food	7.25	7.50	8.35	9.50	13.50
Building and grounds cleaning and maintenance occupations	7.98	8.62	10.00	12.26	15.00
Building cleaning workers	7.75	8.31	9.99	11.25	14.16
Janitors and cleaners, except maids and housekeeping cleaners	8.33	9.00	10.03	12.45	14.39
Grounds maintenance workers	9.00	9.00	9.75	12.17	15.00
Landscaping and groundskeeping workers	8.62	9.00	9.40	9.75	10.40
Personal care and service occupations	7.00	8.00	9.50	11.81	16.83
Miscellaneous entertainment attendants and related workers	7.25	7.73	7.73	7.91	9.02
Amusement and recreation attendants	7.25	7.73	7.73	7.91	10.18
Personal and home care aides	8.25	9.00	9.66	11.25	12.29
Sales and related occupations	8.50	9.84	12.95	20.81	33.25
First-line supervisors/managers, sales workers	10.97	10.97	19.78	22.76	23.52
First-line supervisors/managers of retail sales workers	10.97	10.97	20.91	22.76	23.52
Retail sales workers	7.77	8.74	10.97	12.71	19.00
Cashiers, all workers	7.25	8.50	8.75	9.65	11.64
Cashiers	7.25	8.50	8.75	9.65	11.64
Counter and rental clerks and parts salespersons	8.00	10.59	14.44	15.70	15.70
Parts salespersons	10.09	11.90	15.70	15.70	15.70
Retail salespersons	8.50	10.00	12.20	16.00	19.23
Miscellaneous sales and related workers	8.26	13.30	15.07	15.07	16.30
Office and administrative support occupations	9.99	11.53	14.15	17.37	20.74
First-line supervisors/managers of office and administrative support workers	15.49	16.59	19.64	24.01	27.98
Financial clerks	11.36	13.00	15.38	19.03	20.00
Bill and account collectors	12.00	13.12	14.21	16.59	17.36
Bookkeeping, accounting, and auditing clerks	11.75	14.53	16.50	19.32	20.39
Tellers	11.00	11.23	11.55	13.00	14.11
Customer service representatives	12.59	12.61	13.50	15.81	18.07
Human resources assistants, except payroll and timekeeping	12.42	14.00	17.07	17.68	21.62
Receptionists and information clerks	10.00	10.00	11.00	12.00	16.48
Reservation and transportation ticket agents and travel clerks	11.47	18.50	19.72	25.97	26.35
Dispatchers	7.50	11.00	12.40	18.38	18.38
Shipping, receiving, and traffic clerks	8.63	8.63	8.91	10.10	12.86
Stock clerks and order fillers	8.50	9.00	9.99	14.09	17.93
Secretaries and administrative assistants	13.00	14.42	16.83	21.64	26.53
Executive secretaries and administrative assistants	14.00	16.96	20.49	23.33	26.92
Medical secretaries	13.00	13.65	14.73	15.00	18.09
Secretaries, except legal, medical, and executive	11.90	14.42	16.09	20.74	23.17
Data entry and information processing workers	11.00	11.00	11.70	12.29	13.26
Office clerks, general	9.94	11.46	14.34	16.36	19.74
Construction and extraction occupations	8.01	9.00	14.00	20.08	24.51
First-line supervisors/managers of construction trades and extraction workers	15.00	20.00	21.80	25.17	25.17
Carpenters	10.00	13.23	18.00	22.73	23.99
Pipelayers, plumbers, pipefitters, and steamfitters	16.85	18.00	23.06	25.87	33.98

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Phoenix-Mesa-Glendale, AZ, September 2010** —
Continued

Occupation ²	10	25	Median 50	75	90
Construction and extraction occupations –Continued					
Plumbers, pipefitters, and steamfitters	\$16.85	\$18.00	\$25.00	\$25.87	\$33.98
Installation, maintenance, and repair occupations					
Heating, air conditioning, and refrigeration mechanics and installers	11.47	12.50	17.00	21.10	29.14
Industrial machinery installation, repair, and maintenance workers	19.00	19.99	20.23	22.15	25.00
Maintenance and repair workers, general	14.00	14.58	17.24	18.41	23.82
Miscellaneous installation, maintenance, and repair workers	14.00	14.50	16.13	17.64	19.00
	12.96	13.00	16.25	17.10	22.97
Production occupations					
Miscellaneous assemblers and fabricators	10.00	11.00	13.29	15.54	22.00
	9.00	10.71	12.36	14.81	15.29
Transportation and material moving occupations					
Driver/sales workers and truck drivers	8.48	10.00	14.00	18.00	24.00
Industrial truck and tractor operators	9.27	10.15	15.00	17.00	22.23
Laborers and material movers, hand	12.92	14.86	16.06	16.52	16.52
Laborers and freight, stock, and material movers, hand	8.00	8.50	10.00	13.00	18.80
	8.00	8.48	10.61	14.90	19.34

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles¹, Phoenix-Mesa-Glendale, AZ, September 2010

Occupation ²	10	25	Median 50	75	90
All workers	\$8.50	\$10.40	\$14.78	\$22.60	\$36.70
Management occupations	25.48	31.69	43.31	61.42	109.27
Computer and information systems managers	36.45	44.30	51.59	51.59	60.50
Financial managers	24.22	25.72	31.69	45.00	60.80
Business and financial operations occupations	17.06	20.93	25.96	36.22	43.93
Human resources, training, and labor relations specialists	14.42	16.78	21.54	42.54	45.91
Management analysts	16.72	18.87	25.53	38.09	41.22
Accountants and auditors	22.10	26.75	32.78	38.56	38.56
Loan counselors and officers	15.96	18.54	25.74	32.69	41.32
Loan officers	15.96	18.54	25.74	32.69	41.32
Computer and mathematical science occupations	19.39	26.40	32.41	42.75	49.15
Computer software engineers	30.94	40.21	43.69	47.18	50.63
Computer software engineers, systems software	30.50	40.37	43.05	46.64	47.18
Computer systems analysts	21.13	27.79	30.86	36.46	45.07
Architecture and engineering occupations	18.00	21.20	28.79	41.01	48.88
Engineers	27.50	35.10	41.01	46.39	57.75
Electrical and electronics engineers	38.75	41.01	46.36	52.76	67.81
Drafters	14.75	17.00	20.50	22.50	23.04
Engineering technicians, except drafters	15.00	18.66	26.56	26.71	27.80
Electrical and electronic engineering technicians	15.00	15.00	26.56	32.99	37.12
Life, physical, and social science occupations	21.51	24.04	31.19	38.28	40.70
Community and social services occupations	14.00	16.80	18.99	21.00	25.30
Counselors	15.00	18.75	19.28	19.75	21.80
Miscellaneous community and social service specialists	13.50	14.95	16.80	17.67	19.88
Education, training, and library occupations					
Primary, secondary, and special education school teachers	13.00	17.69	24.38	27.70	28.03
Healthcare practitioner and technical occupations	15.06	21.18	30.00	36.12	41.00
Registered nurses	27.26	30.50	35.00	38.99	42.33
Clinical laboratory technologists and technicians	13.00	16.60	28.01	33.65	35.21
Medical and clinical laboratory technologists	26.28	29.00	33.03	33.81	36.30
Health diagnosing and treating practitioner support technicians	10.66	15.66	20.12	23.44	24.76
Healthcare support occupations	9.50	10.50	12.33	15.25	17.59
Nursing aides, orderlies, and attendants	11.05	11.05	12.94	13.74	15.30
Miscellaneous healthcare support occupations	12.35	13.25	15.25	17.59	19.30
Protective service occupations	9.00	9.45	10.40	12.25	15.00
Security guards and gaming surveillance officers	9.00	9.45	10.07	12.08	14.78
Security guards	9.00	9.45	10.07	12.08	14.78
Food preparation and serving related occupations	4.25	6.75	8.25	10.55	13.84
First-line supervisors/managers, food preparation and serving workers	12.00	13.00	15.38	17.50	20.20
First-line supervisors/managers of food preparation and serving workers	12.00	13.00	15.38	17.50	20.20
Cooks	8.06	10.00	10.55	11.46	12.05
Cooks, restaurant	9.00	10.00	10.55	11.46	13.00
Food preparation workers	7.75	8.18	8.25	9.50	13.84
Food service, tipped	4.25	4.25	4.31	6.75	8.00
Waiters and waitresses	4.25	4.25	4.25	4.35	6.75
Dining room and cafeteria attendants and bartender helpers	6.00	7.25	9.46	9.46	9.46
Fast food and counter workers	7.35	7.95	8.70	10.00	12.03
Combined food preparation and serving workers, including fast food	7.25	7.50	8.30	9.45	13.50
Building and grounds cleaning and maintenance occupations	7.98	8.50	9.75	12.00	15.00
Building cleaning workers	7.75	8.31	9.00	10.75	12.00

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Phoenix-Mesa-Glendale, AZ, September 2010
— Continued

Occupation ²	10	25	Median 50	75	90
Building and grounds cleaning and maintenance occupations –Continued					
Janitors and cleaners, except maids and housekeeping cleaners	\$8.33	\$8.86	\$9.99	\$10.75	\$14.35
Grounds maintenance workers	9.00	9.00	9.75	12.47	15.00
Landscaping and groundskeeping workers	8.62	9.00	9.40	9.75	10.40
Personal care and service occupations	7.42	8.25	9.50	11.85	16.83
Miscellaneous entertainment attendants and related workers	7.25	7.73	7.73	7.91	9.02
Amusement and recreation attendants	7.25	7.73	7.73	7.91	10.18
Personal and home care aides	8.25	9.00	9.50	11.25	12.29
Sales and related occupations	8.40	9.84	13.00	20.89	33.25
First-line supervisors/managers, sales workers	10.97	10.97	19.78	22.76	23.52
First-line supervisors/managers of retail sales workers	10.97	10.97	20.91	22.76	23.52
Retail sales workers	7.77	8.74	10.90	12.83	19.00
Cashiers, all workers	7.25	8.30	8.74	9.65	11.56
Cashiers	7.25	8.30	8.74	9.65	11.56
Counter and rental clerks and parts salespersons	8.00	10.59	14.44	15.70	15.70
Parts salespersons	10.09	11.90	15.70	15.70	15.70
Retail salespersons	8.50	10.00	12.20	16.00	19.23
Miscellaneous sales and related workers	8.26	13.30	15.07	15.07	16.30
Office and administrative support occupations	9.54	11.25	14.00	17.12	20.39
First-line supervisors/managers of office and administrative support workers	12.96	15.92	19.90	24.01	25.49
Financial clerks	11.30	13.11	15.58	18.75	20.00
Bill and account collectors	12.00	13.12	14.21	16.59	17.36
Bookkeeping, accounting, and auditing clerks	11.79	14.53	16.50	19.32	20.39
Tellers	11.00	11.23	11.55	13.00	14.11
Customer service representatives	12.50	12.61	13.25	15.65	18.52
Receptionists and information clerks	10.00	10.00	11.00	12.00	16.48
Reservation and transportation ticket agents and travel clerks	11.47	18.50	19.72	25.97	26.35
Dispatchers	7.50	11.00	12.40	15.00	18.38
Shipping, receiving, and traffic clerks	8.63	8.63	8.91	9.00	11.95
Stock clerks and order fillers	8.50	9.00	9.99	14.09	17.93
Secretaries and administrative assistants	13.00	14.54	17.25	21.64	26.53
Executive secretaries and administrative assistants	14.00	17.31	21.29	23.33	26.92
Medical secretaries	13.00	13.65	14.73	15.00	18.09
Secretaries, except legal, medical, and executive	12.00	14.42	16.78	20.74	23.17
Office clerks, general	9.00	12.00	14.42	16.00	20.00
Construction and extraction occupations	8.01	9.00	14.00	20.10	24.51
First-line supervisors/managers of construction trades and extraction workers	15.00	20.00	21.80	25.17	25.17
Carpenters	10.00	13.23	18.00	22.73	23.99
Pipelayers, plumbers, pipefitters, and steamfitters	16.85	18.00	23.06	25.87	33.98
Plumbers, pipefitters, and steamfitters	16.85	18.00	25.00	25.87	33.98
Installation, maintenance, and repair occupations	11.47	12.50	16.63	21.44	29.27
Heating, air conditioning, and refrigeration mechanics and installers	19.00	19.99	20.23	22.15	25.00
Industrial machinery installation, repair, and maintenance workers	14.00	14.48	16.05	19.61	23.82
Maintenance and repair workers, general	12.08	14.48	15.17	17.24	20.37
Production occupations	10.00	11.00	13.29	15.54	22.00
Miscellaneous assemblers and fabricators	9.00	10.71	12.36	14.81	15.29
Transportation and material moving occupations	8.48	10.00	13.47	18.00	25.97

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Phoenix-Mesa-Glendale, AZ, September 2010
— Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations —Continued					
Driver/sales workers and truck drivers	\$9.27	\$10.15	\$15.00	\$17.00	\$22.23
Industrial truck and tractor operators	12.92	14.86	16.06	16.52	16.52
Laborers and material movers, hand	8.00	8.50	10.00	13.00	18.80
Laborers and freight, stock, and material movers, hand	8.00	8.48	10.61	14.90	19.34

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles¹, Phoenix-Mesa-Glendale, AZ, September 2010

Occupation ²	10	25	Median 50	75	90
All workers	\$11.76	\$15.27	\$22.59	\$29.77	\$37.98
Management occupations	22.28	25.01	41.59	65.47	77.24
Business and financial operations occupations	15.22	18.84	22.05	24.18	28.65
Computer and mathematical science occupations	21.06	24.52	30.34	36.57	38.77
Architecture and engineering occupations	19.22	25.82	37.87	41.00	45.17
Community and social services occupations	15.05	17.18	20.97	29.77	31.82
Legal occupations	19.11	19.76	24.36	35.57	45.71
Education, training, and library occupations	15.22	23.21	27.78	34.42	41.99
Postsecondary teachers	33.58	39.70	49.91	66.92	96.77
Primary, secondary, and special education school teachers	23.04	24.61	29.11	33.42	37.98
Elementary and middle school teachers	22.83	23.50	25.84	31.08	34.56
Elementary school teachers, except special education	23.13	23.65	26.57	31.69	35.14
Special education teachers	26.50	29.58	29.95	31.28	31.82
Teacher assistants	9.61	10.44	10.89	11.82	11.98
Protective service occupations	15.17	18.71	24.46	31.71	34.47
First-line supervisors/managers, law enforcement workers	22.77	27.27	31.71	33.14	38.78
Police officers	22.30	24.28	29.05	34.04	34.47
Police and sheriff's patrol officers	22.30	24.28	29.05	34.04	34.47
Food preparation and serving related occupations	5.50	8.76	10.55	12.99	17.20
Building and grounds cleaning and maintenance occupations	10.00	11.10	12.45	14.16	15.26
Building cleaning workers	10.00	10.81	12.45	14.16	14.39
Janitors and cleaners, except maids and housekeeping cleaners	10.08	11.46	12.45	14.16	14.53
Personal care and service occupations	5.15	5.50	5.50	10.22	22.08
Office and administrative support occupations	11.53	12.63	15.27	18.95	24.66
Secretaries and administrative assistants	11.76	14.40	15.27	23.76	24.66
Executive secretaries and administrative assistants	12.57	14.40	15.27	24.66	26.83
Office clerks, general	10.44	11.25	13.25	16.36	18.12
Transportation and material moving occupations	12.24	13.28	15.40	17.64	22.13

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Phoenix-Mesa-Glendale, AZ, September 2010

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.11	\$11.78	\$16.47	\$25.42	\$37.79
Management occupations	24.07	30.14	41.59	56.49	81.18
Computer and information systems managers	36.45	46.58	51.59	51.59	64.60
Financial managers	25.48	26.71	34.58	45.00	60.80
Construction managers	22.12	25.01	38.79	45.22	52.89
Business and financial operations occupations	16.86	20.19	24.18	31.44	42.12
Human resources, training, and labor relations specialists	14.42	16.84	21.12	42.21	45.91
Management analysts	16.46	18.87	23.87	32.31	41.22
Accountants and auditors	20.96	22.59	26.75	36.22	38.56
Loan counselors and officers	15.82	18.52	24.80	36.21	41.32
Loan officers	15.82	18.52	24.80	36.21	41.32
Computer and mathematical science occupations	23.07	26.32	32.91	40.34	47.18
Computer software engineers	30.94	40.21	43.69	47.18	50.63
Computer software engineers, systems software	30.50	40.37	43.05	46.64	47.18
Computer systems analysts	22.89	28.85	32.91	38.38	45.07
Network and computer systems administrators	20.06	26.08	29.93	35.90	38.80
Architecture and engineering occupations	18.66	24.00	32.99	42.06	48.93
Engineers	28.32	35.48	41.01	45.85	55.61
Electrical and electronics engineers	38.75	41.01	46.36	52.76	67.81
Engineering technicians, except drafters	18.00	18.66	26.56	26.71	28.71
Electrical and electronic engineering technicians	14.00	26.56	26.56	32.99	37.39
Life, physical, and social science occupations	21.51	25.78	31.19	39.42	40.20
Community and social services occupations	14.42	16.80	19.00	22.94	29.22
Counselors	15.00	18.75	19.28	20.25	28.20
Social workers	14.90	17.00	19.00	22.94	25.17
Miscellaneous community and social service specialists	14.00	16.20	17.01	19.28	25.91
Legal occupations	19.85	25.00	39.76	88.31	195.54
Education, training, and library occupations	11.97	19.95	26.08	33.05	45.55
Postsecondary teachers	22.69	34.24	48.63	63.52	96.60
Primary, secondary, and special education school teachers	20.99	23.65	27.27	31.35	37.98
Elementary and middle school teachers	22.16	23.65	26.31	29.55	33.43
Elementary school teachers, except special education	22.16	23.83	26.66	30.02	33.43
Teacher assistants	9.66	10.50	11.97	13.30	18.56
Healthcare practitioner and technical occupations	16.00	22.58	30.00	35.36	41.00
Registered nurses	27.00	30.00	33.97	38.14	42.67
Clinical laboratory technologists and technicians	13.00	15.66	28.01	33.65	36.30
Health diagnosing and treating practitioner support technicians	15.66	16.57	20.50	23.44	25.30
Healthcare support occupations	11.85	13.00	14.91	16.00	17.59
Nursing, psychiatric, and home health aides	11.05	11.47	12.94	15.17	15.28
Nursing aides, orderlies, and attendants	11.05	11.05	12.94	13.81	15.35
Miscellaneous healthcare support occupations	12.60	13.50	15.25	17.16	19.30
Protective service occupations	9.45	9.45	12.56	20.76	30.70
First-line supervisors/managers, law enforcement workers	22.77	27.27	31.71	33.14	38.78
Police officers	22.30	24.28	29.05	34.04	34.47
Police and sheriff's patrol officers	22.30	24.28	29.05	34.04	34.47
Security guards and gaming surveillance officers	9.00	9.45	10.40	12.25	14.78
Security guards	9.00	9.45	10.40	12.25	14.78
Food preparation and serving related occupations	4.30	8.00	9.50	12.05	16.35
First-line supervisors/managers, food preparation and serving workers	12.00	13.00	15.38	17.50	20.20

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Phoenix-Mesa-Glendale, AZ, September 2010
 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Food preparation and serving related occupations					
—Continued					
First-line supervisors/managers of food preparation and serving workers	\$12.00	\$13.00	\$15.38	\$17.50	\$20.20
Cooks	8.06	10.00	10.55	11.50	12.97
Cooks, restaurant	8.76	9.40	10.55	12.00	13.00
Food preparation workers	7.75	8.18	8.25	9.50	13.84
Food service, tipped	4.25	4.25	4.38	6.75	9.46
Waiters and waitresses	4.25	4.25	4.30	4.38	5.50
Fast food and counter workers	8.00	8.70	9.45	11.13	14.57
Combined food preparation and serving workers, including fast food	8.00	9.00	10.04	13.50	17.75
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	7.98	9.00	10.00	12.45	15.00
Janitors and cleaners, except maids and housekeeping cleaners	7.75	8.31	9.99	11.46	14.16
Grounds maintenance workers	8.33	9.15	10.34	12.53	14.50
Landscaping and groundskeeping workers	9.00	9.16	9.75	12.47	15.00
Landscaping and groundskeeping workers	9.00	9.00	9.40	9.75	12.17
Personal care and service occupations					
Personal and home care aides	7.00	8.15	9.69	12.19	20.43
Personal and home care aides	8.65	9.00	10.01	11.50	12.54
Sales and related occupations					
First-line supervisors/managers, sales workers	9.01	11.65	15.07	24.28	33.25
First-line supervisors/managers of retail sales workers	10.97	10.97	19.78	22.76	23.52
Retail sales workers	10.97	10.97	20.91	22.76	23.52
Retail sales workers	8.50	9.65	12.20	15.70	19.19
Retail salespersons	10.00	11.20	12.20	19.00	20.81
Miscellaneous sales and related workers	13.66	14.32	15.07	15.07	17.31
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	10.00	12.29	14.53	17.93	21.21
Financial clerks	15.49	16.59	19.64	24.01	27.98
Bill and account collectors	11.54	13.24	16.00	19.25	20.00
Bookkeeping, accounting, and auditing clerks	11.97	13.12	14.21	17.02	17.53
Tellers	13.00	14.53	18.03	19.32	20.39
Customer service representatives	11.00	11.08	11.56	13.00	13.00
Human resources assistants, except payroll and timekeeping	12.60	12.61	13.50	15.97	18.27
Receptionists and information clerks	12.42	14.00	17.07	17.68	21.62
Reservation and transportation ticket agents and travel clerks	10.00	10.00	11.00	12.00	16.48
Dispatchers	11.47	18.50	19.34	25.97	26.35
Shipping, receiving, and traffic clerks	7.50	11.50	12.40	18.38	18.82
Stock clerks and order fillers	8.63	8.63	8.91	10.00	12.86
Secretaries and administrative assistants	9.28	9.99	13.21	16.25	18.46
Executive secretaries and administrative assistants	13.00	14.42	16.83	21.64	26.53
Medical secretaries	14.00	16.96	20.49	23.33	26.92
Secretaries, except legal, medical, and executive	13.00	13.65	14.73	15.00	18.09
Data entry and information processing workers	11.90	14.42	16.09	20.74	23.17
Office clerks, general	11.00	11.00	11.70	12.29	13.26
Office clerks, general	10.50	11.85	14.42	16.53	20.00
Construction and extraction occupations					
First-line supervisors/managers of construction trades and extraction workers	8.01	9.00	14.00	20.08	24.51
Carpenters	15.00	20.00	21.80	25.17	25.17
Pipelayers, plumbers, pipefitters, and steamfitters	10.00	13.23	18.00	22.73	23.99
Plumbers, pipefitters, and steamfitters	16.85	18.00	23.06	25.87	33.98
Plumbers, pipefitters, and steamfitters	16.85	18.00	25.00	25.87	33.98
Installation, maintenance, and repair occupations					
Heating, air conditioning, and refrigeration mechanics and installers	11.47	12.50	17.00	20.93	29.27
Industrial machinery installation, repair, and maintenance workers	19.00	19.99	20.23	22.15	25.00
Maintenance and repair workers, general	14.00	14.58	17.24	18.41	23.82
Maintenance and repair workers, general	14.00	14.50	16.13	17.64	19.00

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Phoenix-Mesa-Glendale, AZ, September 2010
 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Installation, maintenance, and repair occupations —Continued					
Miscellaneous installation, maintenance, and repair workers	\$12.96	\$13.00	\$16.25	\$17.10	\$22.97
Production occupations	10.00	11.00	13.29	16.00	22.45
Miscellaneous assemblers and fabricators	9.00	10.71	12.36	14.81	15.29
Transportation and material moving occupations	9.14	10.28	15.00	18.75	25.97
Driver/sales workers and truck drivers	10.15	10.50	17.00	18.75	22.23
Industrial truck and tractor operators	12.92	14.86	16.06	16.52	16.52
Laborers and material movers, hand	8.00	9.00	10.28	15.00	19.34
Laborers and freight, stock, and material movers, hand	8.00	9.63	11.00	15.94	19.77

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Phoenix-Mesa-Glendale, AZ, September 2010

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
Education, training, and library occupations	\$9.25	\$9.61	\$13.26	\$25.96	\$26.81
Healthcare practitioner and technical occupations	10.66	25.00	33.81	38.07	40.14
Registered nurses	29.50	33.62	36.23	39.27	40.14
Protective service occupations	8.80	9.00	9.73	12.08	12.08
Food preparation and serving related occupations	4.25	4.31	7.35	8.00	9.10
Food service, tipped	4.25	4.25	4.30	6.75	7.25
Waiters and waitresses	4.25	4.25	4.25	4.31	6.75
Fast food and counter workers	7.25	7.35	8.00	8.70	9.05
Combined food preparation and serving workers, including fast food	7.25	7.35	8.00	8.70	9.05
Building and grounds cleaning and maintenance occupations	7.25	8.62	8.62	9.50	10.70
Personal care and service occupations	7.42	7.91	8.80	10.25	12.65
Sales and related occupations	7.25	8.00	8.95	10.25	12.00
Retail sales workers	7.25	7.74	8.90	10.00	11.09
Cashiers, all workers	7.25	7.50	8.08	9.00	10.00
Cashiers	7.25	7.50	8.08	9.00	10.00
Counter and rental clerks and parts salespersons	7.74	7.74	8.50	10.72	12.00
Retail salespersons	7.55	8.50	9.75	10.60	11.45
Office and administrative support occupations	8.31	9.00	11.00	12.00	16.00
Financial clerks	11.30	11.75	13.11	16.00	17.79
Stock clerks and order fillers	7.25	8.50	8.92	9.54	11.13
Office clerks, general	8.31	8.31	10.44	12.00	12.24
Transportation and material moving occupations	5.50	7.29	8.48	10.00	13.28
Laborers and material movers, hand	7.29	8.22	8.48	8.48	12.13
Laborers and freight, stock, and material movers, hand	7.29	8.22	8.48	8.48	12.13

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2010

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$21.43	\$16.47	\$845	\$653	39.4	\$43,246	\$33,925	2,018
Management occupations	49.22	41.59	2,016	1,664	41.0	104,711	86,507	2,127
Computer and information systems managers	50.91	51.59	2,036	2,064	40.0	105,895	107,303	2,080
Financial managers	38.11	34.58	1,525	1,383	40.0	79,277	71,926	2,080
Construction managers	37.67	38.79	1,529	1,552	40.6	79,526	80,687	2,111
Business and financial operations occupations	27.34	24.18	1,090	967	39.9	56,691	50,292	2,073
Human resources, training, and labor relations specialists	26.98	21.12	1,066	810	39.5	55,455	42,101	2,055
Management analysts	26.87	23.87	1,075	955	40.0	55,899	49,650	2,080
Accountants and auditors	29.30	26.75	1,164	1,070	39.7	60,552	55,630	2,067
Loan counselors and officers	26.70	24.80	1,068	992	40.0	55,536	51,574	2,080
Loan officers	26.70	24.80	1,068	992	40.0	55,536	51,574	2,080
Computer and mathematical science occupations	34.73	32.91	1,397	1,316	40.2	72,661	68,453	2,092
Computer software engineers	43.30	43.69	1,793	1,865	41.4	93,226	97,005	2,153
Computer software engineers, systems software	41.79	43.05	1,753	1,865	42.0	91,174	97,005	2,181
Computer systems analysts	33.64	32.91	1,346	1,316	40.0	69,980	68,453	2,080
Network and computer systems administrators	30.23	29.93	1,209	1,197	40.0	62,879	62,254	2,080
Architecture and engineering occupations	33.85	32.99	1,333	1,193	39.4	69,310	62,046	2,048
Engineers	42.07	41.01	1,656	1,640	39.4	86,098	85,301	2,046
Electrical and electronics engineers	48.68	46.36	1,947	1,854	40.0	101,261	96,429	2,080
Engineering technicians, except drafters	24.27	26.56	971	1,062	40.0	50,475	55,243	2,080
Electrical and electronic engineering technicians	28.59	26.56	1,143	1,062	40.0	59,459	55,243	2,080
Life, physical, and social science occupations	32.63	31.19	1,334	1,248	40.9	69,360	64,884	2,126
Community and social services occupations	20.54	19.00	822	760	40.0	42,730	39,520	2,080
Counselors	20.36	19.28	814	771	40.0	42,354	40,094	2,080
Social workers	20.07	19.00	803	760	40.0	41,750	39,520	2,080
Miscellaneous community and social service specialists	18.15	17.01	726	680	40.0	37,754	35,381	2,080
Legal occupations	73.01	39.76	2,809	1,491	38.5	146,066	77,524	2,001
Education, training, and library occupations	29.64	26.08	1,135	1,006	38.3	46,819	41,041	1,580
Postsecondary teachers	53.15	48.63	1,848	1,497	34.8	74,147	58,404	1,395
Primary, secondary, and special education school teachers	27.73	27.27	1,076	1,019	38.8	42,729	41,041	1,541
Elementary and middle school teachers	27.02	26.31	1,045	995	38.7	41,126	40,049	1,522
Elementary school teachers, except special education	27.24	26.66	1,051	1,004	38.6	41,279	40,049	1,515
Teacher assistants	12.46	11.97	466	479	37.4	18,629	18,334	1,496
Healthcare practitioner and technical occupations	30.53	30.00	1,200	1,200	39.3	62,143	61,568	2,035
Registered nurses	34.27	33.97	1,314	1,322	38.3	67,467	67,912	1,969
Clinical laboratory technologists and technicians	25.50	28.01	984	1,005	38.6	51,168	52,266	2,007
Health diagnosing and treating practitioner support technicians	20.33	20.50	785	768	38.6	40,836	39,955	2,009

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Healthcare support occupations	\$14.82	\$14.91	\$582	\$570	39.3	\$30,281	\$29,619	2,043
Nursing, psychiatric, and home health aides	13.27	12.94	512	517	38.6	26,620	26,905	2,005
Nursing aides, orderlies, and attendants	12.91	12.94	495	517	38.3	25,732	26,905	1,993
Miscellaneous healthcare support occupations	15.47	15.25	612	600	39.6	31,848	31,200	2,059
Protective service occupations	16.38	12.56	648	500	39.6	33,605	25,027	2,051
First-line supervisors/managers, law enforcement workers	31.12	31.71	1,245	1,268	40.0	64,734	65,957	2,080
Police officers	28.69	29.05	1,148	1,162	40.0	59,671	60,424	2,080
Police and sheriff's patrol officers ...	28.69	29.05	1,148	1,162	40.0	59,671	60,424	2,080
Security guards and gaming surveillance officers	11.12	10.40	437	416	39.3	22,643	20,818	2,036
Security guards	11.12	10.40	437	416	39.3	22,643	20,818	2,036
Food preparation and serving related occupations	10.19	9.50	383	374	37.6	19,658	19,000	1,929
First-line supervisors/managers, food preparation and serving workers ..	16.10	15.38	645	615	40.1	33,552	31,990	2,083
First-line supervisors/managers of food preparation and serving workers	16.10	15.38	645	615	40.1	33,552	31,990	2,083
Cooks	10.62	10.55	402	403	37.9	20,602	20,937	1,941
Cooks, restaurant	10.82	10.55	409	420	37.8	21,244	21,840	1,964
Food preparation workers	9.37	8.25	345	327	36.8	17,793	17,004	1,900
Food service, tipped	5.60	4.38	205	174	36.6	10,657	9,048	1,902
Waiters and waitresses	4.68	4.30	166	170	35.4	8,614	8,840	1,841
Fast food and counter workers	10.49	9.45	388	360	37.0	19,555	18,720	1,864
Combined food preparation and serving workers, including fast food	11.19	10.04	436	378	39.0	22,175	19,656	1,981
Building and grounds cleaning and maintenance occupations	11.00	10.00	425	400	38.6	21,938	20,779	1,994
Building cleaning workers	10.31	9.99	401	400	38.9	20,618	20,779	2,000
Janitors and cleaners, except maids and housekeeping cleaners	11.15	10.34	438	401	39.3	22,395	20,856	2,009
Grounds maintenance workers	11.46	9.75	435	390	37.9	22,609	20,280	1,973
Landscaping and groundskeeping workers	9.76	9.40	363	360	37.1	18,859	18,720	1,931
Personal care and service occupations	12.45	9.69	457	388	36.7	23,758	20,151	1,909
Personal and home care aides	10.34	10.01	404	399	39.0	20,985	20,758	2,030
Sales and related occupations	19.63	15.07	791	603	40.3	41,096	31,337	2,093
First-line supervisors/managers, sales workers	18.83	19.78	753	791	40.0	39,172	41,136	2,080
First-line supervisors/managers of retail sales workers	18.36	20.91	734	836	40.0	38,192	43,493	2,080
Retail sales workers	13.28	12.20	533	488	40.2	27,696	25,366	2,086
Retail salespersons	14.67	12.20	594	488	40.5	30,875	25,366	2,104
Miscellaneous sales and related workers	15.39	15.07	615	603	40.0	32,004	31,337	2,080
Office and administrative support occupations	15.29	14.53	609	577	39.9	31,637	30,014	2,070
First-line supervisors/managers of office and administrative support workers	20.92	19.64	831	756	39.7	43,221	39,333	2,066
Financial clerks	16.12	16.00	643	640	39.9	33,451	33,280	2,075
Bill and account collectors	14.81	14.21	592	568	40.0	30,796	29,557	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations –Continued								
Bookkeeping, accounting, and auditing clerks	\$17.08	\$18.03	\$680	\$721	39.8	\$35,368	\$37,502	2,071
Tellers	12.07	11.56	483	462	40.0	25,104	24,045	2,080
Customer service representatives	14.60	13.50	584	540	40.0	30,374	28,080	2,080
Human resources assistants, except payroll and timekeeping	16.63	17.07	665	683	40.0	34,594	35,495	2,080
Receptionists and information clerks ..	11.99	11.00	480	440	40.0	24,948	22,880	2,080
Reservation and transportation ticket agents and travel clerks	20.12	19.34	805	774	40.0	41,843	40,227	2,080
Dispatchers	14.02	12.40	561	496	40.0	29,165	25,800	2,080
Shipping, receiving, and traffic clerks ..	9.66	8.91	386	356	40.0	20,092	18,531	2,080
Stock clerks and order fillers	13.21	13.21	528	528	40.0	27,473	27,477	2,080
Secretaries and administrative assistants	18.29	16.83	727	677	39.8	37,657	34,902	2,059
Executive secretaries and administrative assistants	20.47	20.49	817	819	39.9	42,476	42,609	2,075
Medical secretaries	14.66	14.73	583	589	39.8	30,301	30,638	2,068
Secretaries, except legal, medical, and executive	17.55	16.09	700	644	39.9	35,950	33,473	2,049
Data entry and information processing workers	11.75	11.70	470	468	40.0	23,994	24,149	2,042
Office clerks, general	14.65	14.42	584	577	39.9	30,378	30,000	2,074
Construction and extraction occupations	15.11	14.00	596	529	39.4	30,974	27,514	2,050
First-line supervisors/managers of construction trades and extraction workers	21.47	21.80	859	872	40.0	44,655	45,344	2,080
Carpenters	17.86	18.00	708	703	39.6	36,808	36,573	2,061
Pipelayers, plumbers, pipefitters, and steamfitters	22.84	23.06	914	922	40.0	47,512	47,965	2,080
Plumbers, pipefitters, and steamfitters	23.23	25.00	929	1,000	40.0	48,319	52,000	2,080
Installation, maintenance, and repair occupations	17.95	17.00	717	680	40.0	37,296	35,360	2,078
Heating, air conditioning, and refrigeration mechanics and installers	21.27	20.23	851	809	40.0	44,233	42,078	2,080
Industrial machinery installation, repair, and maintenance workers ..	17.67	17.24	707	690	40.0	36,754	35,859	2,080
Maintenance and repair workers, general	16.74	16.13	669	645	40.0	34,812	33,550	2,080
Miscellaneous installation, maintenance, and repair workers ..	16.96	16.25	674	622	39.7	35,041	32,351	2,066
Production occupations	15.03	13.29	601	532	40.0	31,257	27,639	2,080
Miscellaneous assemblers and fabricators	12.62	12.36	505	494	40.0	26,258	25,709	2,080
Transportation and material moving occupations	20.87	15.00	805	603	38.6	41,591	31,200	1,993

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations –Continued								
Driver/sales workers and truck drivers	\$17.43	\$17.00	\$683	\$680	39.2	\$35,536	\$35,360	2,039
Industrial truck and tractor operators ..	15.58	16.06	623	643	40.0	32,407	33,413	2,080
Laborers and material movers, hand ..	12.31	10.28	492	411	39.9	25,561	21,382	2,077
Laborers and freight, stock, and material movers, hand	13.25	11.00	530	440	40.0	27,559	22,880	2,080

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2010

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$20.90	\$15.38	\$824	\$612	39.5	\$42,643	\$31,782	2,041
Management occupations	49.86	42.26	2,050	1,640	41.1	106,434	85,280	2,135
Computer and information systems managers	49.65	51.59	1,986	2,064	40.0	103,265	107,303	2,080
Financial managers	37.85	31.69	1,514	1,267	40.0	78,721	65,909	2,080
Business and financial operations occupations	28.97	26.05	1,154	1,044	39.8	60,008	54,294	2,071
Human resources, training, and labor relations specialists	27.68	21.54	1,093	829	39.5	56,834	43,095	2,053
Management analysts	28.61	25.53	1,144	1,021	40.0	59,510	53,100	2,080
Accountants and auditors	32.63	32.78	1,293	1,311	39.6	67,229	68,180	2,060
Loan counselors and officers	26.70	24.80	1,068	992	40.0	55,536	51,574	2,080
Loan officers	26.70	24.80	1,068	992	40.0	55,536	51,574	2,080
Computer and mathematical science occupations	36.36	35.05	1,466	1,398	40.3	76,239	72,717	2,097
Computer software engineers	43.30	43.69	1,793	1,865	41.4	93,226	97,005	2,153
Computer software engineers, systems software	41.79	43.05	1,753	1,865	42.0	91,174	97,005	2,181
Computer systems analysts	32.32	30.86	1,293	1,234	40.0	67,228	64,189	2,080
Architecture and engineering occupations	33.87	32.99	1,332	1,193	39.3	69,265	62,046	2,045
Engineers	42.49	41.01	1,669	1,640	39.3	86,814	85,301	2,043
Electrical and electronics engineers	48.68	46.36	1,947	1,854	40.0	101,261	96,429	2,080
Engineering technicians, except drafters	24.36	26.71	974	1,068	40.0	50,669	55,561	2,080
Electrical and electronic engineering technicians	28.59	26.56	1,143	1,062	40.0	59,459	55,243	2,080
Life, physical, and social science occupations	32.57	31.19	1,340	1,248	41.1	69,685	64,884	2,139
Community and social services occupations	20.16	19.00	806	760	40.0	41,936	39,520	2,080
Counselors	19.37	19.28	775	771	40.0	40,289	40,094	2,080
Education, training, and library occupations								
Primary, secondary, and special education school teachers	22.75	24.38	852	873	37.5	34,225	35,833	1,504
Healthcare practitioner and technical occupations	30.53	30.00	1,199	1,188	39.3	62,372	61,775	2,043
Registered nurses	34.70	33.97	1,324	1,333	38.2	68,841	69,306	1,984
Clinical laboratory technologists and technicians	25.50	28.01	984	1,005	38.6	51,168	52,266	2,007
Health diagnosing and treating practitioner support technicians	20.33	20.50	785	768	38.6	40,836	39,955	2,009
Healthcare support occupations	14.73	14.91	578	568	39.2	30,032	29,541	2,039
Nursing, psychiatric, and home health aides	13.27	12.94	512	517	38.6	26,620	26,905	2,005
Nursing aides, orderlies, and attendants	12.91	12.94	495	517	38.3	25,732	26,905	1,993
Miscellaneous healthcare support occupations	15.43	15.25	610	600	39.5	31,722	31,200	2,055
Protective service occupations	11.69	10.40	460	416	39.4	23,939	21,640	2,048
Security guards and gaming surveillance officers	11.04	10.25	434	400	39.3	22,582	20,800	2,046
Security guards	11.04	10.25	434	400	39.3	22,582	20,800	2,046

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Food preparation and serving related occupations	\$10.13	\$9.50	\$381	\$373	37.6	\$19,653	\$19,000	1,941
First-line supervisors/managers, food preparation and serving workers ..	16.05	15.38	643	615	40.1	33,436	31,990	2,084
First-line supervisors/managers of food preparation and serving workers	16.05	15.38	643	615	40.1	33,436	31,990	2,084
Cooks	10.44	10.55	394	403	37.8	20,355	20,937	1,950
Cooks, restaurant	10.68	10.55	401	420	37.6	20,874	21,840	1,955
Food preparation workers	9.37	8.25	345	327	36.8	17,793	17,004	1,900
Food service, tipped	5.61	4.38	205	174	36.6	10,660	9,048	1,901
Waiters and waitresses	4.63	4.25	163	170	35.3	8,500	8,840	1,836
Fast food and counter workers	10.50	9.45	391	360	37.2	19,906	18,720	1,895
Combined food preparation and serving workers, including fast food	11.23	10.05	442	396	39.3	22,961	20,613	2,044
Building and grounds cleaning and maintenance occupations	10.61	9.99	409	390	38.6	21,292	20,280	2,006
Building cleaning workers	9.73	9.00	380	360	39.0	19,744	18,720	2,028
Janitors and cleaners, except maids and housekeeping cleaners	10.47	9.99	416	400	39.7	21,630	20,779	2,065
Grounds maintenance workers	11.47	9.75	433	376	37.7	22,501	19,552	1,962
Landscaping and groundskeeping workers	9.76	9.40	363	360	37.1	18,859	18,720	1,931
Personal care and service occupations	12.71	9.84	465	393	36.6	24,163	20,426	1,902
Sales and related occupations	19.74	15.37	795	608	40.3	41,322	31,616	2,093
First-line supervisors/managers, sales workers	18.83	19.78	753	791	40.0	39,172	41,136	2,080
First-line supervisors/managers of retail sales workers	18.36	20.91	734	836	40.0	38,192	43,493	2,080
Retail sales workers	13.30	12.20	534	488	40.2	27,745	25,366	2,086
Retail salespersons	14.67	12.20	594	488	40.5	30,875	25,366	2,104
Miscellaneous sales and related workers	15.39	15.07	615	603	40.0	32,004	31,337	2,080
Office and administrative support occupations	15.09	14.43	601	577	39.9	31,273	30,000	2,072
First-line supervisors/managers of office and administrative support workers	19.87	19.90	795	796	40.0	41,332	41,392	2,080
Financial clerks	15.94	15.90	636	636	39.9	33,064	33,070	2,075
Bill and account collectors	14.81	14.21	592	568	40.0	30,796	29,557	2,080
Bookkeeping, accounting, and auditing clerks	16.84	18.03	670	711	39.8	34,865	36,992	2,070
Tellers	12.07	11.56	483	462	40.0	25,104	24,045	2,080
Customer service representatives	14.55	13.27	582	531	40.0	30,264	27,602	2,080
Receptionists and information clerks ..	11.99	11.00	480	440	40.0	24,948	22,880	2,080
Reservation and transportation ticket agents and travel clerks	20.12	19.34	805	774	40.0	41,843	40,227	2,080
Dispatchers	13.19	12.40	528	496	40.0	27,433	25,800	2,080
Shipping, receiving, and traffic clerks ..	9.42	8.91	377	356	40.0	19,586	18,531	2,080
Stock clerks and order fillers	13.21	13.21	528	528	40.0	27,473	27,477	2,080
Secretaries and administrative assistants	18.33	17.25	728	692	39.7	37,865	36,001	2,066
Executive secretaries and administrative assistants	20.83	21.29	831	827	39.9	43,207	43,027	2,074
Medical secretaries	14.66	14.73	583	589	39.8	30,301	30,638	2,068
Secretaries, except legal, medical, and executive	17.81	16.78	710	671	39.9	36,941	34,902	2,074
Office clerks, general	14.92	14.42	594	577	39.8	30,879	30,000	2,070

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2010 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Construction and extraction occupations	\$15.09	\$14.00	\$595	\$520	39.4	\$30,941	\$27,040	2,050
First-line supervisors/managers of construction trades and extraction workers	21.47	21.80	859	872	40.0	44,655	45,344	2,080
Carpenters	17.86	18.00	708	703	39.6	36,808	36,573	2,061
Pipelayers, plumbers, pipefitters, and steamfitters	22.84	23.06	914	922	40.0	47,512	47,965	2,080
Plumbers, pipefitters, and steamfitters	23.23	25.00	929	1,000	40.0	48,319	52,000	2,080
Installation, maintenance, and repair occupations	17.93	16.63	717	665	40.0	37,293	34,590	2,080
Heating, air conditioning, and refrigeration mechanics and installers	21.27	20.23	851	809	40.0	44,233	42,078	2,080
Industrial machinery installation, repair, and maintenance workers	17.68	16.05	707	642	40.0	36,767	33,388	2,080
Maintenance and repair workers, general	16.52	15.17	661	607	40.0	34,354	31,554	2,080
Production occupations	15.03	13.29	601	532	40.0	31,257	27,639	2,080
Miscellaneous assemblers and fabricators	12.62	12.36	505	494	40.0	26,258	25,709	2,080
Transportation and material moving occupations	21.02	15.00	810	600	38.5	42,137	31,200	2,004
Driver/sales workers and truck drivers	17.43	17.00	683	680	39.2	35,536	35,360	2,039
Industrial truck and tractor operators	15.58	16.06	623	643	40.0	32,407	33,413	2,080
Laborers and material movers, hand	12.31	10.28	492	411	39.9	25,561	21,382	2,077
Laborers and freight, stock, and material movers, hand	13.25	11.00	530	440	40.0	27,559	22,880	2,080

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Glendale, AZ, September 2010

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$24.76	\$22.97	\$974	\$916	39.3	\$46,704	\$42,872	1,887
Management occupations	45.04	41.59	1,801	1,664	40.0	93,678	86,507	2,080
Business and financial operations occupations	22.30	22.18	892	887	40.0	46,377	46,128	2,080
Computer and mathematical science occupations	30.28	30.34	1,211	1,214	40.0	62,987	63,107	2,080
Architecture and engineering occupations	33.61	37.87	1,345	1,515	40.0	69,916	78,770	2,080
Legal occupations	28.53	24.36	1,141	974	40.0	59,346	50,663	2,080
Education, training, and library occupations	30.94	28.25	1,181	1,091	38.2	48,119	45,048	1,555
Postsecondary teachers	57.45	49.91	1,978	1,534	34.4	77,150	59,812	1,343
Primary, secondary, and special education school teachers	29.37	29.11	1,153	1,100	39.3	45,626	42,714	1,553
Elementary and middle school teachers	27.76	25.84	1,101	1,030	39.7	43,521	41,041	1,568
Elementary school teachers, except special education	28.18	26.57	1,117	1,058	39.6	44,013	41,822	1,562
Teacher assistants	11.13	10.80	361	351	32.4	13,482	12,636	1,211
Protective service occupations	25.31	24.75	1,010	990	39.9	52,097	51,478	2,058
First-line supervisors/managers, law enforcement workers	31.12	31.71	1,245	1,268	40.0	64,734	65,957	2,080
Police officers	28.69	29.05	1,148	1,162	40.0	59,671	60,424	2,080
Police and sheriff's patrol officers ...	28.69	29.05	1,148	1,162	40.0	59,671	60,424	2,080
Food preparation and serving related occupations	11.19	10.74	426	394	38.1	19,740	18,047	1,763
Building and grounds cleaning and maintenance occupations	13.07	12.45	507	498	38.8	25,230	25,900	1,930
Building cleaning workers	12.65	12.45	486	498	38.4	23,946	25,900	1,893
Janitors and cleaners, except maids and housekeeping cleaners	12.88	12.56	493	501	38.3	24,182	25,900	1,877
Office and administrative support occupations	16.88	15.46	674	611	39.9	34,580	31,755	2,049
Secretaries and administrative assistants	17.90	15.27	716	611	40.0	35,953	31,699	2,009
Executive secretaries and administrative assistants	19.10	15.27	764	611	40.0	39,738	31,762	2,080
Office clerks, general	14.14	13.48	566	539	40.0	29,407	28,038	2,080

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Phoenix-Mesa-Glendale, AZ, September 2010**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$20.43	\$18.75	\$20.16	\$23.70
Management, professional, and related	38.11	39.92	40.75	34.52
Management, business, and financial	47.42	—	38.58	37.23
Professional and related	32.78	25.15	41.64	32.86
Service	10.64	9.82	10.27	12.62
Sales and office	15.62	15.24	15.61	16.47
Sales and related	17.36	17.03	17.02	22.24
Office and administrative support	14.67	13.89	14.68	15.74
Natural resources, construction, and maintenance	16.36	15.11	20.22	19.31
Construction and extraction	15.08	14.12	—	—
Installation, maintenance, and repair	17.94	16.38	23.33	20.64
Production, transportation, and material moving	17.23	13.72	13.28	28.15
Production	14.89	13.31	13.44	19.50
Transportation and material moving	19.67	14.20	13.13	36.68
	Relative error ³ (percent)			
All workers	5.0	9.1	5.9	3.9
Management, professional, and related	9.2	22.8	11.5	1.7
Management, business, and financial	15.9	—	13.9	5.3
Professional and related	7.2	9.9	14.1	2.8
Service	2.0	5.0	2.6	3.2
Sales and office	3.1	6.2	2.6	5.0
Sales and related	8.3	10.6	11.6	27.4
Office and administrative support	2.3	4.3	5.4	3.0
Natural resources, construction, and maintenance	11.7	12.1	11.5	7.8
Construction and extraction	17.4	17.5	—	—
Installation, maintenance, and repair	10.1	14.0	9.1	6.5
Production, transportation, and material moving	7.8	11.2	4.4	9.5
Production	6.8	11.7	3.6	4.9
Transportation and material moving	9.3	17.7	7.1	17.5

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Phoenix-Mesa-Glendale, AZ, September 2010

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.14	\$14.00	\$715	\$560	39.4	\$36,740	\$29,120	2,025
Management occupations	55.27	36.45	2,298	1,414	41.6	118,994	73,549	2,153
Financial managers	40.48	37.76	1,619	1,510	40.0	84,193	78,541	2,080
Business and financial operations occupations ...	28.53	25.79	1,135	1,032	39.8	59,004	53,639	2,068
Architecture and engineering occupations	28.61	26.71	1,090	1,068	38.1	56,706	55,561	1,982
Engineers	39.27	38.75	1,417	1,193	36.1	73,687	62,046	1,877
Community and social services occupations	22.38	19.14	895	766	40.0	46,546	39,811	2,080
Education, training, and library occupations								
Primary, secondary, and special education school teachers	22.75	24.38	852	873	37.5	34,225	35,833	1,504
Healthcare practitioner and technical occupations	29.99	30.00	1,200	1,200	40.0	62,388	62,400	2,080
Food preparation and serving related occupations	10.11	9.46	377	378	37.3	19,401	19,000	1,920
First-line supervisors/managers, food preparation and serving workers	15.45	13.68	625	547	40.5	32,518	28,452	2,105
First-line supervisors/managers of food preparation and serving workers	15.45	13.68	625	547	40.5	32,518	28,452	2,105
Cooks	10.27	10.07	381	403	37.1	19,592	20,930	1,907
Fast food and counter workers	9.76	9.05	364	360	37.3	18,383	18,720	1,884
Building and grounds cleaning and maintenance occupations	10.40	9.75	400	382	38.5	20,800	19,864	2,000
Building cleaning workers	9.00	8.33	348	332	38.7	18,105	17,274	2,012
Janitors and cleaners, except maids and housekeeping cleaners	9.28	9.55	367	382	39.5	19,065	19,864	2,055
Personal care and service occupations	10.38	7.73	401	280	38.7	20,872	14,560	2,010
Sales and related occupations	19.49	15.07	776	603	39.8	40,310	31,337	2,068
Retail sales workers	11.74	9.65	469	386	39.9	24,279	20,072	2,068
Office and administrative support occupations	14.11	13.50	563	540	39.9	29,256	28,080	2,073
Financial clerks	16.29	18.03	652	721	40.0	33,882	37,502	2,080
Receptionists and information clerks	11.75	10.50	470	420	40.0	24,447	21,840	2,080
Secretaries and administrative assistants	17.37	15.00	695	600	40.0	36,121	31,200	2,080
Executive secretaries and administrative assistants	21.69	23.33	868	933	40.0	45,113	48,524	2,080
Office clerks, general	13.70	14.42	548	577	40.0	28,489	30,000	2,080
Construction and extraction occupations	14.13	10.50	555	420	39.3	28,872	21,840	2,043
Pipelayers, plumbers, pipefitters, and steamfitters	24.25	25.00	970	1,000	40.0	50,441	52,000	2,080
Plumbers, pipefitters, and steamfitters	24.25	25.00	970	1,000	40.0	50,441	52,000	2,080
Installation, maintenance, and repair occupations	16.22	13.00	649	520	40.0	33,738	27,040	2,080
Production occupations	13.46	11.50	538	460	40.0	27,990	23,920	2,080
Transportation and material moving occupations	15.57	14.86	612	594	39.3	31,813	30,909	2,043

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Phoenix-Mesa-Glendale, AZ, September 2010

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.16	\$17.06	\$915	\$682	39.5	\$47,570	\$35,445	2,054
Management occupations	46.27	43.75	1,889	1,750	40.8	98,206	91,000	2,123
Financial managers	35.14	31.69	1,406	1,267	40.0	73,099	65,909	2,080
Business and financial operations occupations ...	29.19	26.25	1,163	1,050	39.9	60,492	54,600	2,072
Human resources, training, and labor relations specialists	27.68	21.54	1,093	829	39.5	56,834	43,095	2,053
Management analysts	28.61	25.53	1,144	1,021	40.0	59,510	53,100	2,080
Accountants and auditors	30.77	30.76	1,231	1,230	40.0	64,002	63,977	2,080
Loan counselors and officers	25.64	24.63	1,025	985	40.0	53,325	51,230	2,080
Loan officers	25.64	24.63	1,025	985	40.0	53,325	51,230	2,080
Computer and mathematical science occupations	37.48	36.58	1,514	1,463	40.4	78,704	76,086	2,100
Computer software engineers	43.30	43.69	1,793	1,865	41.4	93,226	97,005	2,153
Computer software engineers, systems software	41.79	43.05	1,753	1,865	42.0	91,174	97,005	2,181
Computer systems analysts	32.08	30.67	1,283	1,227	40.0	66,719	63,794	2,080
Architecture and engineering occupations	38.12	37.51	1,540	1,500	40.4	80,056	78,025	2,100
Engineers	43.61	42.88	1,768	1,805	40.5	91,923	93,858	2,108
Engineering technicians, except drafters	24.59	24.21	983	968	40.0	51,138	50,357	2,080
Electrical and electronic engineering technicians	29.46	28.71	1,179	1,148	40.0	61,286	59,717	2,080
Community and social services occupations	19.13	18.99	765	760	40.0	39,797	39,499	2,080
Healthcare practitioner and technical occupations	30.70	29.11	1,199	1,127	39.1	62,367	58,594	2,032
Registered nurses	35.21	35.70	1,332	1,333	37.8	69,260	69,320	1,967
Clinical laboratory technologists and technicians ...	25.50	28.01	984	1,005	38.6	51,168	52,266	2,007
Health diagnosing and treating practitioner support technicians	21.19	21.68	812	820	38.3	42,233	42,640	1,993
Healthcare support occupations	13.65	13.00	527	517	38.6	27,390	26,905	2,007
Nursing, psychiatric, and home health aides	12.91	12.94	495	517	38.3	25,732	26,905	1,993
Nursing aides, orderlies, and attendants	12.91	12.94	495	517	38.3	25,732	26,905	1,993
Protective service occupations	11.71	10.40	461	416	39.3	23,963	21,640	2,046
Security guards and gaming surveillance officers ..	11.02	10.25	433	400	39.3	22,523	20,800	2,044
Security guards	11.02	10.25	433	400	39.3	22,523	20,800	2,044
Food preparation and serving related occupations	10.17	9.91	388	360	38.2	20,188	18,720	1,985
Cooks	10.67	10.55	413	422	38.7	21,489	21,946	2,014
Cooks, restaurant	10.52	10.55	405	422	38.5	21,066	21,946	2,002
Food service, tipped	5.28	4.38	202	175	38.3	10,511	9,106	1,989
Building and grounds cleaning and maintenance occupations	11.30	10.75	441	416	39.0	22,906	21,632	2,027
Building cleaning workers	11.98	12.00	479	480	40.0	24,925	24,960	2,080
Janitors and cleaners, except maids and housekeeping cleaners	12.23	12.00	489	480	40.0	25,440	24,960	2,080
Personal care and service occupations	13.74	10.72	491	426	35.7	25,512	22,126	1,857
Sales and related occupations	20.02	16.24	817	650	40.8	42,499	33,779	2,123
First-line supervisors/managers, sales workers	22.77	22.14	911	886	40.0	47,361	46,051	2,080
First-line supervisors/managers of retail sales workers	22.62	22.76	905	910	40.0	47,043	47,343	2,080
Retail sales workers	14.66	12.20	593	488	40.4	30,831	25,366	2,103
Cashiers, all workers	12.79	12.05	497	482	38.9	25,852	25,064	2,022
Cashiers	12.79	12.05	497	482	38.9	25,852	25,064	2,022
Retail salespersons	15.15	12.20	617	488	40.7	32,085	25,366	2,118
Office and administrative support occupations	15.72	14.79	626	585	39.8	32,572	30,430	2,072
First-line supervisors/managers of office and administrative support workers	19.79	18.32	792	733	40.0	41,169	38,106	2,080

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Phoenix-Mesa-Glendale, AZ, September 2010** — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations								
—Continued								
Financial clerks	\$15.82	\$15.80	\$631	\$632	39.9	\$32,795	\$32,864	2,073
Bill and account collectors	14.81	14.21	592	568	40.0	30,796	29,557	2,080
Bookkeeping, accounting, and auditing clerks ...	16.51	16.50	656	660	39.8	34,135	34,320	2,068
Customer service representatives	14.55	13.30	582	532	40.0	30,255	27,664	2,080
Reservation and transportation ticket agents and travel clerks	20.12	19.34	805	774	40.0	41,843	40,227	2,080
Shipping, receiving, and traffic clerks	11.38	10.95	455	438	40.0	23,680	22,776	2,080
Stock clerks and order fillers	12.68	10.56	507	422	40.0	26,372	21,954	2,080
Secretaries and administrative assistants	19.25	18.09	760	723	39.5	39,506	37,621	2,052
Executive secretaries and administrative assistants	19.74	19.05	785	762	39.7	40,808	39,630	2,067
Secretaries, except legal, medical, and executive	19.41	20.21	773	814	39.8	40,190	42,328	2,070
Office clerks, general	16.69	15.93	660	630	39.5	34,310	32,760	2,056
Construction and extraction occupations	17.80	18.00	708	720	39.8	36,811	37,440	2,068
Carpenters	16.76	17.00	663	655	39.5	34,469	34,034	2,056
Installation, maintenance, and repair occupations	21.95	21.02	878	841	40.0	45,661	43,722	2,080
Industrial machinery installation, repair, and maintenance workers	17.52	16.13	701	645	40.0	36,437	33,550	2,080
Maintenance and repair workers, general	17.35	16.13	694	645	40.0	36,085	33,550	2,080
Production occupations	16.23	14.87	649	595	40.0	33,755	30,930	2,080
Miscellaneous assemblers and fabricators	12.68	12.51	507	500	40.0	26,377	26,021	2,080
Transportation and material moving occupations	23.98	16.35	915	680	38.1	47,565	35,360	1,984
Driver/sales workers and truck drivers	16.62	17.00	665	680	40.0	34,567	35,360	2,080
Laborers and material movers, hand	13.34	10.61	533	424	39.9	27,695	22,065	2,075
Laborers and freight, stock, and material movers, hand	14.07	12.20	563	488	40.0	29,272	25,376	2,080

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Phoenix-Mesa-Glendale, AZ, September 2010

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$29.84	\$35.25	\$26.11	\$20.53	\$20.13	\$23.83
Management, professional, and related	29.70	—	29.62	36.41	38.11	29.75
Management, business, and financial	—	—	—	44.28	47.42	30.02
Professional and related	29.70	—	29.62	32.10	32.78	29.62
Service	25.12	—	22.68	11.21	10.34	18.24
Sales and office	21.05	19.20	24.50	15.50	15.54	14.94
Sales and related	—	—	—	17.29	17.35	—
Office and administrative support	21.13	19.12	24.50	14.59	14.54	15.12
Natural resources, construction, and maintenance	21.76	23.75	—	16.33	16.28	18.06
Construction and extraction	—	—	—	15.04	15.03	—
Installation, maintenance, and repair	21.22	—	—	17.87	17.83	—
Production, transportation, and material moving	49.24	51.14	—	14.51	14.45	16.38
Production	—	—	—	14.84	14.84	—
Transportation and material moving	50.37	52.41	—	14.14	13.98	16.38
	Relative error ⁴ (percent)					
All workers	2.7	9.5	0.9	4.6	5.2	5.1
Management, professional, and related	3.7	—	3.8	7.9	9.3	6.9
Management, business, and financial	—	—	—	14.5	15.9	16.6
Professional and related	3.7	—	3.8	6.0	7.2	8.6
Service	4.0	—	5.5	2.3	2.2	5.3
Sales and office	6.8	2.7	12.1	3.0	3.2	4.7
Sales and related	—	—	—	8.3	8.3	—
Office and administrative support	7.2	2.7	12.1	2.2	2.4	4.5
Natural resources, construction, and maintenance	9.7	6.4	—	11.5	11.8	5.5
Construction and extraction	—	—	—	17.2	17.4	—
Installation, maintenance, and repair	11.7	—	—	9.8	10.3	—
Production, transportation, and material moving	20.5	22.0	—	5.8	5.9	14.2
Production	—	—	—	6.8	6.8	—
Transportation and material moving	21.6	23.2	—	9.3	9.8	14.2

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

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

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

information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Phoenix-Mesa-Glendale, AZ, September 2010

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$20.55	\$19.97	\$27.24	\$27.24
Management, professional, and related	35.56	37.44	–	–
Management, business, and financial	43.25	46.49	–	–
Professional and related	31.94	32.78	–	–
Service	11.87	10.62	–	–
Sales and office	14.65	14.50	24.29	24.29
Sales and related	13.91	13.94	27.05	27.05
Office and administrative support	14.93	14.73	12.98	12.98
Natural resources, construction, and maintenance	16.41	16.35	16.44	16.44
Construction and extraction	–	14.94	–	–
Installation, maintenance, and repair	18.60	18.64	16.01	16.01
Production, transportation, and material moving	16.89	16.92	–	–
Production	14.89	14.89	–	–
Transportation and material moving	18.89	19.11	–	–
	Relative error ⁴ (percent)			
All workers	4.5	5.3	17.0	17.0
Management, professional, and related	7.9	9.8	–	–
Management, business, and financial	16.5	18.7	–	–
Professional and related	5.6	7.2	–	–
Service	2.2	2.0	–	–
Sales and office	2.1	2.2	11.2	11.2
Sales and related	5.2	5.2	10.8	10.8
Office and administrative support	2.2	2.3	12.6	12.6
Natural resources, construction, and maintenance	12.7	13.2	8.4	8.4
Construction and extraction	–	18.7	–	–
Installation, maintenance, and repair	9.4	10.2	9.8	9.8
Production, transportation, and material moving	6.9	7.2	–	–
Production	6.8	6.8	–	–
Transportation and material moving	7.7	8.2	–	–

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

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

³ Workers are classified by occupation using the 2000

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Phoenix-Mesa-Glendale, AZ, September 2010

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	-	-	-	\$22.97	\$23.90	-	\$20.86	\$9.96	\$16.49
Management, professional, and related	-	-	-	-	35.09	-	27.59	-	29.63
Management, business, and financial	-	-	-	-	35.45	-	38.21	-	-
Professional and related	-	-	-	-	33.29	-	25.90	-	-
Service	-	-	-	-	11.62	-	11.22	9.00	-
Sales and office	-	-	-	18.57	17.44	-	15.97	11.86	14.25
Sales and related	-	-	-	-	26.40	-	-	8.65	-
Office and administrative support	-	-	-	16.90	14.42	-	15.44	13.99	14.91
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
Construction and extraction	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	-	-	-	-	-	-	7.94	13.60
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	-	-	15.5	10.4	-	6.1	5.4	5.6
Management, professional, and related	-	-	-	-	6.7	-	9.5	-	22.0
Management, business, and financial	-	-	-	-	8.6	-	15.9	-	-
Professional and related	-	-	-	-	11.7	-	7.1	-	-
Service	-	-	-	-	7.1	-	7.4	3.1	-
Sales and office	-	-	-	9.7	12.5	-	5.4	6.6	.8
Sales and related	-	-	-	-	10.5	-	-	3.3	-
Office and administrative support	-	-	-	12.1	5.1	-	4.2	4.3	2.3
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
Construction and extraction	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	-	-	-	-	-	-	16.4	5.9
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The 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 of employees</i>	<i>Number 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 workers¹ represented by the survey, Phoenix-Mesa-Glendale, AZ, September 2010**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	1,587,000	1,375,600	211,500
Management, professional, and related	447,000	329,700	117,300
Management, business, and financial	140,400	115,200	25,200
Professional and related	306,600	214,400	92,200
Service	377,100	327,200	50,000
Sales and office	478,800	445,800	32,900
Sales and related	168,900	167,400	–
Office and administrative support	309,800	278,400	31,500
Natural resources, construction, and maintenance	135,400	131,000	4,400
Construction and extraction	72,500	71,800	–
Installation, maintenance, and repair	62,900	59,200	–
Production, transportation, and material moving	148,700	141,900	6,800
Production	68,500	68,500	–
Transportation and material moving	80,200	73,400	6,800

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

² Workers are classified by occupation using the

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Phoenix-Mesa-Glendale, AZ, September 2010**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	58,619	58,017	602
Total in sample	497	455	42
Responding	297	259	38
Refused or unable to provide data	123	119	4
Out of business or not in survey scope	77	77	0

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 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.

11-0000	Management Occupations	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		
11-2020	Marketing and Sales Managers	13-0000	Business and Financial Operations Occupations
11-2021	Marketing Managers	13-1011	Agents and Business Managers of Artists, Performers, and Athletes
11-2022	Sales Managers	13-1020	Buyers and Purchasing Agents
11-2031	Public Relations Managers	13-1021	Purchasing Agents and Buyers, Farm Products
11-3011	Administrative Services Managers	13-1022	Wholesale and Retail Buyers, Except Farm Products
11-3021	Computer and Information Systems Managers	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products
11-3031	Financial Managers	13-1030	Claims Adjusters, Appraisers, Examiners, and Investigators
11-3040	Human Resources Managers	13-1031	Claims Adjusters, Examiners, and Investigators
11-3041	Compensation and Benefits Managers	13-1032	Insurance Appraisers, Auto Damage
11-3042	Training and Development Managers	13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation
11-3051	Industrial Production Managers	13-1051	Cost Estimators
11-3061	Purchasing Managers	13-1061	Emergency Management Specialists
11-3071	Transportation, Storage, and Distribution Managers	13-1070	Human Resources, Training, and Labor Relations Specialists
11-9010	Agricultural Managers	13-1071	Employment, Recruitment, and Placement Specialists
11-9011	Farm, Ranch, and Other Agricultural Managers	13-1072	Compensation, Benefits, and Job Analysis Specialists
11-9012	Farmers and Ranchers	13-1073	Training and Development Specialists
11-9021	Construction Managers	13-1081	Logisticians
11-9030	Education Administrators	13-1111	Management Analysts
11-9031	Education Administrators, Preschool and Child Care Center/Program	13-1121	Meeting and Convention Planners
11-9032	Education Administrators, Elementary and Secondary School	13-2011	Accountants and Auditors
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	17-2051	Civil Engineers
13-2031	Budget Analysts	17-2061	Computer Hardware Engineers
13-2041	Credit Analysts	17-2070	Electrical and Electronics Engineers
13-2050	Financial Analysts and Advisors	17-2071	Electrical Engineers
13-2051	Financial Analysts	17-2072	Electronics Engineers, Except Computer
13-2052	Personal Financial Advisors	17-2081	Environmental Engineers
13-2053	Insurance Underwriters	17-2110	Industrial Engineers, Including Health and Safety
13-2061	Financial Examiners		
13-2070	Loan Counselors and Officers	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors
13-2071	Loan Counselors		
13-2072	Loan Officers	17-2112	Industrial Engineers
13-2080	Tax Examiners, Collectors, Preparers, and Revenue Agents	17-2121	Marine Engineers and Naval Architects
		17-2131	Materials Engineers
13-2081	Tax Examiners, Collectors, and Revenue Agents	17-2141	Mechanical Engineers
		17-2151	Mining and Geological Engineers, Including Mining Safety Engineers
13-2082	Tax Preparers		
		17-2161	Nuclear Engineers
15-0000	Computer and Mathematical Science Occupations	17-2171	Petroleum Engineers
15-1011	Computer and Information Scientists, Research	17-3010	Drafters
		17-3011	Architectural and Civil Drafters
15-1021	Computer Programmers	17-3012	Electrical and Electronics Drafters
15-1030	Computer Software Engineers	17-3013	Mechanical Drafters
15-1031	Computer Software Engineers, Applications	17-3020	Engineering Technicians, Except Drafters
15-1032	Computer Software Engineers, Systems Software	17-3021	Aerospace Engineering and Operations Technicians
		17-3022	Civil Engineering Technicians
15-1041	Computer Support Specialists	17-3023	Electrical and Electronic Engineering Technicians
15-1051	Computer Systems Analysts		
15-1061	Database Administrators	17-3024	Electro-Mechanical Technicians
15-1071	Network and Computer Systems Administrators	17-3025	Environmental Engineering Technicians
		17-3026	Industrial Engineering Technicians
15-1081	Network Systems and Data Communications Analysts	17-3027	Mechanical Engineering Technicians
		17-3031	Surveying and Mapping Technicians
15-2011	Actuaries		
15-2021	Mathematicians	19-0000	Life, Physical, and Social Science Occupations
15-2031	Operations Research Analysts	19-1000	Life Scientists
15-2041	Statisticians	19-1010	Agricultural and Food Scientists
15-2090	Miscellaneous Mathematical Science Occupations	19-1011	Animal Scientists
15-2091	Mathematical Technicians	19-1012	Food Scientists and Technologists
		19-1013	Soil and Plant Scientists
17-0000	Architecture and Engineering Occupations	19-1020	Biological Scientists
17-1010	Architects, Except Naval	19-1021	Biochemists and Biophysicists
17-1011	Architects, Except Landscape and Naval	19-1022	Microbiologists
17-1012	Landscape Architects	19-1023	Zoologists and Wildlife Biologists
17-1020	Surveyors, Cartographers, and Photogrammetrists	19-1030	Conservation Scientists and Foresters
		19-1031	Conservation Scientists
17-1021	Cartographers and Photogrammetrists	19-1032	Foresters
17-1022	Surveyors	19-1040	Medical Scientists
17-2000	Engineers	19-1041	Epidemiologists
17-2011	Aerospace Engineers	19-1042	Medical Scientists, Except Epidemiologists
17-2021	Agricultural Engineers	19-2000	Physical Scientists
17-2031	Biomedical Engineers	19-2010	Astronomers and Physicists
17-2041	Chemical Engineers	19-2011	Astronomers
		19-2012	Physicists

19-2021	Atmospheric and Space Scientists		Service Specialists
19-2030	Chemists and Materials Scientists	21-1091	Health Educators
19-2031	Chemists	21-1092	Probation Officers and Correctional Treatment Specialists
19-2032	Materials Scientists		Social and Human Service Assistants
19-2040	Environmental Scientists and Geoscientists	21-1093	Clergy
19-2041	Environmental Scientists and Specialists, Including Health	21-2011	Directors, Religious Activities and Education
19-2042	Geoscientists, Except Hydrologists and Geographers	21-2021	
19-2043	Hydrologists	23-0000	Legal Occupations
19-3011	Economists	23-1011	Lawyers
19-3020	Market and Survey Researchers	23-1020	Judges, Magistrates, and Other Judicial Workers
19-3021	Market Research Analysts		Administrative Law Judges, Adjudicators, and Hearing Officers
19-3022	Survey Researchers	23-1021	Arbitrators, Mediators, and Conciliators
19-3030	Psychologists		Judges, Magistrate Judges, and Magistrates
19-3031	Clinical, Counseling, and School Psychologists	23-1022	Paralegals and Legal Assistants
		23-1023	Miscellaneous Legal Support Workers
19-3032	Industrial-Organizational Psychologists	23-2011	Court Reporters
19-3041	Sociologists	23-2090	Law Clerks
19-3051	Urban and Regional Planners	23-2091	Title Examiners, Abstractors, and Searchers
19-3090	Miscellaneous Social Scientists and Related Workers	23-2092	
		23-2093	
19-3091	Anthropologists and Archeologists		
19-3092	Geographers	25-0000	Education, Training and Library Occupations
19-3093	Historians		Postsecondary Teachers
19-3094	Political Scientists	25-1000	Business Teachers, Postsecondary
19-4011	Agricultural and Food Science Technicians	25-1011	Math and Computer Teachers, Postsecondary
19-4021	Biological Technicians	25-1020	Computer Science Teachers, Postsecondary
19-4031	Chemical Technicians		Mathematical Science Teachers, Postsecondary
19-4041	Geological and Petroleum Technicians	25-1021	Engineering and Architecture Teachers, Postsecondary
19-4051	Nuclear Technicians	25-1022	Architecture Teachers, Postsecondary
19-4061	Social Science Research Assistants		Engineering Teachers, Postsecondary
19-4090	Miscellaneous Life, Physical, and Social Science Technicians	25-1030	Life Sciences Teachers, Postsecondary
			Agricultural Sciences Teachers, Postsecondary
19-4091	Environmental Science and Protection Technicians, Including Health	25-1031	Biological Science Teachers, Postsecondary
		25-1032	Forestry and Conservation Science Teachers, Postsecondary
19-4092	Forensic Science Technicians	25-1040	Physical Sciences Teachers, Postsecondary
19-4093	Forest and Conservation Technicians	25-1041	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary
			Chemistry Teachers, Postsecondary
21-0000	Community and Social Services Occupations	25-1042	Environmental Science Teachers, Postsecondary
		25-1043	Physics Teachers, Postsecondary
21-1010	Counselors		Social Sciences Teachers, Postsecondary
21-1011	Substance Abuse and Behavioral Disorder Counselors	25-1050	Anthropology and Archeology Teachers, Postsecondary
		25-1051	Area, Ethnic, and Cultural Studies Teachers, Postsecondary
21-1012	Educational, Vocational, and School Counselors	25-1052	Economics Teachers, Postsecondary
		25-1053	
21-1013	Marriage and Family Therapists		
21-1014	Mental Health Counselors	25-1054	
21-1015	Rehabilitation Counselors	25-1060	
21-1020	Social Workers	25-1061	
21-1021	Child, Family, and School Social Workers	25-1062	
21-1022	Medical and Public Health Social Workers		
21-1023	Mental Health and Substance Abuse Social Workers	25-1063	
21-1090	Miscellaneous Community and Social		

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	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations
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
25-2030	Secondary School Teachers	27-2012	Producers and Directors
25-2031	Secondary School Teachers, Except Special and Vocational Education	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
		27-2032	Choreographers
		27-2040	Musicians, Singers, and Related Workers
		27-2041	Music Directors and Composers

27-2042	Musicians and Singers	29-1123	Physical Therapists
27-3010	Announcers	29-1124	Radiation Therapists
27-3011	Radio and Television Announcers	29-1125	Recreational Therapists
27-3012	Public Address System and Other Announcers	29-1126	Respiratory Therapists
27-3020	News Analysts, Reporters and Correspondents	29-1127	Speech-Language Pathologists
27-3021	Broadcast News Analysts	29-1131	Veterinarians
27-3022	Reporters and Correspondents	29-2010	Clinical Laboratory Technologists and Technicians
27-3031	Public Relations Specialists	29-2011	Medical and Clinical Laboratory Technologists
27-3040	Writers and Editors	29-2012	Medical and Clinical Laboratory Technicians
27-3041	Editors	29-2021	Dental Hygienists
27-3042	Technical Writers	29-2030	Diagnostic Related Technologists and Technicians
27-3043	Writers and Authors	29-2031	Cardiovascular Technologists and Technicians
27-3090	Miscellaneous Media and Communication Workers	29-2032	Diagnostic Medical Sonographers
27-3091	Interpreters and Translators	29-2033	Nuclear Medicine Technologists
27-4010	Broadcast and Sound Engineering Technicians and Radio Operators	29-2034	Radiologic Technologists and Technicians
27-4011	Audio and Video Equipment Technicians	29-2041	Emergency Medical Technicians and Paramedics
27-4012	Broadcast Technicians	29-2050	Health Diagnosing and Treating Practitioner Support Technicians
27-4013	Radio Operators	29-2051	Dietetic Technicians
27-4014	Sound Engineering Technicians	29-2052	Pharmacy Technicians
27-4021	Photographers	29-2053	Psychiatric Technicians
27-4030	Television, Video, and Motion Picture Camera Operators and Editors	29-2054	Respiratory Therapy Technicians
27-4031	Camera Operators, Television, Video, and Motion Picture	29-2055	Surgical Technologists
27-4032	Film and Video Editors	29-2056	Veterinary Technologists and Technicians
29-0000	Healthcare Practitioner and Technical Occupations	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	31-0000	Healthcare Support Occupations
29-1061	Anesthesiologists	31-1010	Nursing, Psychiatric, and Home Health Aides
29-1062	Family and General Practitioners	31-1011	Home Health Aides
29-1063	Internists, General	31-1012	Nursing Aides, Orderlies, and Attendants
29-1064	Obstetricians and Gynecologists	31-1013	Psychiatric Aides
29-1065	Pediatricians, General	31-2010	Occupational Therapist Assistants and Aides
29-1066	Psychiatrists	31-2011	Occupational Therapist Assistants
29-1067	Surgeons	31-2012	Occupational Therapist Aides
29-1071	Physician Assistants		
29-1081	Podiatrists		
29-1111	Registered Nurses		
29-1120	Therapists		
29-1121	Audiologists		
29-1122	Occupational Therapists		

31-2020 Physical Therapist Assistants and Aides
 31-2021 Physical Therapist Assistants
 31-2022 Physical Therapist Aides
 31-9011 Massage Therapists
 31-9090 Miscellaneous Healthcare Support Occupations
 31-9091 Dental Assistants
 31-9092 Medical Assistants
 31-9093 Medical Equipment Preparers
 31-9094 Medical Transcriptionists
 31-9095 Pharmacy Aides
 31-9096 Veterinary Assistants and Laboratory Animal Caretakers

33-0000 Protective Service Occupations

33-1010 First-Line Supervisors/Managers, Law Enforcement Workers
 33-1011 First-Line Supervisors/Managers of Correctional Officers
 33-1012 First-Line Supervisors/Managers of Police and Detectives
 33-1021 First-Line Supervisors/Managers of Fire Fighting and Prevention Workers
 33-2011 Fire Fighters
 33-2020 Fire Inspectors
 33-2021 Fire Inspectors and Investigators
 33-2022 Forest Fire Inspectors and Prevention Specialists
 33-3010 Bailiffs, Correctional Officers, and Jailers
 33-3011 Bailiffs
 33-3012 Correctional Officers and Jailers
 33-3021 Detectives and Criminal Investigators
 33-3031 Fish and Game Wardens
 33-3041 Parking Enforcement Workers
 33-3050 Police Officers
 33-3051 Police and Sheriff's Patrol Officers
 33-3052 Transit and Railroad Police
 33-9011 Animal Control Workers
 33-9021 Private Detectives and Investigators
 33-9030 Security Guards and Gaming Surveillance Officers
 33-9031 Gaming Surveillance Officers and Gaming Investigators
 33-9032 Security Guards
 33-9090 Miscellaneous Protective Service Workers
 33-9091 Crossing Guards
 33-9092 Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers

35-0000 Food Preparation and Serving Related Occupations

35-1010 First-Line Supervisors/Managers, Food Preparation and Serving Workers
 35-1011 Chefs and Head Cooks

35-1012 First-Line Supervisors/Managers of Food Preparation and Serving Workers
 35-2010 Cooks
 35-2011 Cooks, Fast Food
 35-2012 Cooks, Institution and Cafeteria
 35-2014 Cooks, Restaurant
 35-2015 Cooks, Short Order
 35-2021 Food Preparation Workers
 35-3011 Bartenders
 35-3020 Fast Food and Counter Workers
 35-3021 Combined Food Preparation and Serving Workers, Including Fast Food
 35-3022 Counter Attendants, Cafeteria, Food
 35-3031 Waiters and Waitresses
 35-3041 Food Servers, Nonrestaurant
 35-9011 Dining Room and Cafeteria Attendants and Bartender Helpers
 35-9021 Dishwashers
 35-9031 Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop

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.

37-0000 Building and Grounds Cleaning and Maintenance Occupations

37-1010 First-Line Supervisors/Managers, Building and Grounds Cleaning and Maintenance Workers
 37-1011 First-Line Supervisors/Managers of Housekeeping and Janitorial Workers
 37-1012 First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers
 37-2010 Building Cleaning Workers
 37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners
 37-2012 Maids and Housekeeping Cleaners
 37-2021 Pest Control Workers
 37-3010 Grounds Maintenance Workers
 37-3011 Landscaping and Groundskeeping Workers
 37-3012 Pesticide Handlers, Sprayers, and Applicators, Vegetation
 37-3013 Tree Trimmers and Pruners

39-0000 Personal Care and Service Occupations

39-1010 First-Line Supervisors/Managers of Gaming Workers
 39-1011 Gaming Supervisors
 39-1012 Slot Key Persons
 39-1021 First-Line Supervisors/Managers of Personal Service Workers
 39-2011 Animal Trainers
 39-2021 Nonfarm Animal Caretakers

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

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

47-2130	Insulation Workers	49-0000	Installation, Maintenance, and Repair Occupations
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

49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	51-2093	Timing Device Assemblers, Adjusters, and Calibrators
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	51-3011	Bakers
49-9031	Home Appliance Repairers	51-3020	Butchers and Other Meat, Poultry, and Fish Processing Workers
49-9040	Industrial Machinery Installation, Repair, and Maintenance Workers	51-3021	Butchers and Meat Cutters
49-9041	Industrial Machinery Mechanics	51-3022	Meat, Poultry, and Fish Cutters and Trimmers
49-9042	Maintenance and Repair Workers, General	51-3023	Slaughterers and Meat Packers
49-9043	Maintenance Workers, Machinery	51-3090	Miscellaneous Food Processing Workers
49-9044	Millwrights	51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
49-9045	Refractory Materials Repairers, Except Brickmasons	51-3092	Food Batchmakers
49-9050	Line Installers and Repairers	51-3093	Food Cooking Machine Operators and Tenders
49-9051	Electrical Power-Line Installers and Repairers	51-4010	Computer Control Programmers and Operators
49-9052	Telecommunications Line Installers and Repairers	51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic
49-9060	Precision Instrument and Equipment Repairers	51-4012	Numerical Tool and Process Control Programmers
49-9061	Camera and Photographic Equipment Repairers	51-4020	Forming Machine Setters, Operators, and Tenders, Metal and Plastic
49-9062	Medical Equipment Repairers	51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
49-9063	Musical Instrument Repairers and Tuners	51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
49-9064	Watch Repairers	51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
49-9090	Miscellaneous Installation, Maintenance, and Repair Workers	51-4030	Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
49-9092	Commercial Divers	51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-9093	Fabric Menders, Except Garment	51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-9094	Locksmiths and Safe Repairers	51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-9095	Manufactured Building and Mobile Home Installers	51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
49-9096	Riggers	51-4041	Machinists
49-9097	Signal and Track Switch Repairers	51-4050	Metal Furnace and Kiln Operators and Tenders
49-9098	Helpers--Installation, Maintenance, and Repair Workers	51-4051	Metal-Refining Furnace Operators and Tenders
51-0000	Production Occupations	51-4052	Pourers and Casters, Metal
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	51-4060	Model Makers and Patternmakers, Metal and Plastic
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	51-4061	Model Makers, Metal and Plastic
51-2020	Electrical, Electronics, and Electromechanical Assemblers	51-4062	Patternmakers, Metal and Plastic
51-2021	Coil Winders, Tapers, and Finishers	51-4070	Molders and Molding Machine Setters, Operators, and Tenders, Metal and Plastic
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		
51-2091	Fiberglass Laminators and Fabricators		
51-2092	Team Assemblers		

51-4071	Foundry Mold and Coremakers	51-7021	Furniture Finishers
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-7030	Model Makers and Patternmakers, Wood
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-7031	Model Makers, Wood
51-4111	Tool and Die Makers	51-7032	Patternmakers, Wood
51-4120	Welding, Soldering, and Brazing Workers	51-7040	Woodworking Machine Setters, Operators, and Tenders
51-4121	Welders, Cutters, Solderers, and Brazers	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing
51-4190	Miscellaneous Metalworkers and Plastic Workers	51-8010	Power Plant Operators, Distributors, and Dispatchers
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-8011	Nuclear Power Reactor Operators
51-4192	Lay-Out Workers, Metal and Plastic	51-8012	Power Distributors and Dispatchers
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	51-8013	Power Plant Operators
51-4194	Tool Grinders, Filers, and Sharpeners	51-8021	Stationary Engineers and Boiler Operators
51-5010	Bookbinders and Bindery Workers	51-8031	Water and Liquid Waste Treatment Plant and System Operators
51-5011	Bindery Workers	51-8090	Miscellaneous Plant and System Operators
51-5012	Bookbinders	51-8091	Chemical Plant and System Operators
51-5020	Printers	51-8092	Gas Plant Operators
51-5021	Job Printers	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers
51-5022	Prepress Technicians and Workers	51-9010	Chemical Processing Machine Setters, Operators, and Tenders
51-5023	Printing Machine Operators	51-9011	Chemical Equipment Operators and Tenders
51-6011	Laundry and Dry-Cleaning Workers	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
51-6021	Pressers, Textile, Garment, and Related Materials	51-9020	Crushing, Grinding, Polishing, Mixing, and Blending Workers
51-6031	Sewing Machine Operators	51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
51-6040	Shoe and Leather Workers	51-9022	Grinding and Polishing Workers, Hand
51-6041	Shoe and Leather Workers and Repairers	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders
51-6042	Shoe Machine Operators and Tenders	51-9030	Cutting Workers
51-6050	Tailors, Dressmakers, and Sewers	51-9031	Cutters and Trimmers, Hand
51-6051	Sewers, Hand	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders
51-6052	Tailors, Dressmakers, and Custom Sewers	51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
51-6060	Textile Machine Setters, Operators, and Tenders	51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	51-9071	Jewelers and Precious Stone and Metal Workers
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	51-9080	Medical, Dental, and Ophthalmic Laboratory Technicians
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	51-9081	Dental Laboratory Technicians
51-6090	Miscellaneous Textile, Apparel, and Furnishings Workers	51-9082	Medical Appliance Technicians
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	51-9083	Ophthalmic Laboratory Technicians
51-6092	Fabric and Apparel Patternmakers		
51-6093	Upholsterers		
51-7011	Cabinetmakers and Bench Carpenters		

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