

Nashville-Davidson–Murfreesboro– Franklin, TN National Compensation Survey December 2009



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This summary provides results of a December 2009 survey of occupational pay in the Nashville-Davidson–Murfreesboro–Franklin, TN, Metropolitan Statistical Area (MSA). The area title was updated in December 2006. The MSA consists of Cannon, Cheatham, Davidson, Dickson, Hickman, Macon, Robertson, Rutherford, Smith, Sumner, Trousdale, Williamson, and Wilson Counties.

Data shown in this summary were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The NCS provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. This summary is limited to data on occupational wages and salaries.

Table 1 presents an overview of all tables in this summary. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics.

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.

Tables 5 through 7 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, and State and local government.

Table 8 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 9 provides the same type of information for private industry workers. Table 10 provides similar data for State and local government workers.

The survey could not have been conducted without the cooperation of the many government agencies that provided pay data included in this summary. 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.

Where to find more information

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

For additional information regarding this survey, including a list of occupational classifications, please contact any BLS regional office. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Ave., NE., Room 4175, Washington, DC 20212, telephone (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

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Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Nashville-Davidson–Murfreesboro–Franklin, TN, December 2009

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	\$19.71	3.8	37.5	\$19.24	4.6	37.5	\$22.47	2.6	37.4
Worker characteristics^{4,5}									
Management, professional, and related	29.79	5.4	38.1	31.21	7.8	38.4	25.99	2.6	37.5
Management, business, and financial	36.23	8.4	40.2	37.41	9.9	40.6	30.58	10.2	38.0
Professional and related	27.18	5.5	37.4	28.19	8.5	37.4	24.95	4.6	37.3
Service	11.03	13.3	34.7	9.79	16.8	33.9	16.59	7.6	39.0
Sales and office	15.05	4.6	37.3	14.98	4.9	37.5	16.10	4.7	34.9
Sales and related	14.06	5.1	35.7	14.06	5.1	35.7	–	–	–
Office and administrative support	15.41	4.5	37.9	15.34	5.1	38.2	16.10	4.7	34.9
Natural resources, construction, and maintenance	16.17	7.6	40.2	15.96	8.3	40.6	17.70	12.9	37.8
Construction and extraction	14.85	9.9	39.4	14.60	10.9	39.6	–	–	–
Installation, maintenance, and repair	17.25	10.6	41.0	17.10	12.0	41.5	18.36	10.4	37.6
Production, transportation, and material moving	15.81	6.0	37.9	15.81	6.0	37.9	–	–	–
Production	17.34	2.1	38.9	17.34	2.1	38.9	–	–	–
Transportation and material moving	14.05	10.6	36.9	14.01	10.9	36.9	–	–	–
Full time	20.47	3.7	39.7	20.06	4.4	40.0	22.68	2.4	38.0
Part time	10.24	15.5	22.1	10.20	16.0	22.2	11.16	21.1	19.5
Union	19.73	5.3	38.5	17.90	5.4	38.7	26.87	7.3	37.8
Nonunion	19.71	4.1	37.4	19.34	4.8	37.4	21.96	3.6	37.3
Time	19.62	3.6	37.4	19.11	4.4	37.4	22.47	2.6	37.4
Incentive	23.88	19.8	41.5	23.88	19.8	41.5	–	–	–
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	18.25	2.6	39.0	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	19.40	5.1	37.3	(⁶)	(⁶)	(⁶)
1-99 workers	16.33	8.7	36.8	16.32	8.8	36.8	–	–	–
100-499 workers	21.70	6.2	38.7	21.40	7.0	38.8	25.40	8.2	36.8
500 workers or more	23.36	4.5	37.7	24.16	7.4	37.9	22.22	3.4	37.4

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

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

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

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

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

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

⁶ 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, Nashville-Davidson–Murfreesboro–Franklin, TN, December 2009**

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	\$19.71	3.8	\$20.47	3.7	\$10.24	15.5
Management occupations	42.38	11.2	42.38	11.2	–	–
Not able to be leveled	35.84	23.7	35.84	23.7	–	–
Business and financial operations occupations	31.21	8.5	31.21	8.5	–	–
Level 7	21.40	5.4	21.40	5.4	–	–
Level 8	28.74	2.8	28.74	2.8	–	–
Level 9	34.96	5.3	34.96	5.3	–	–
Accountants and auditors	29.69	6.2	29.69	6.2	–	–
Computer and mathematical science occupations	33.65	5.1	33.65	5.1	–	–
Level 7	28.62	4.0	28.62	4.0	–	–
Community and social services occupations	18.91	7.1	18.91	7.1	–	–
Level 7	17.54	3.3	17.54	3.3	–	–
Miscellaneous community and social service specialists	17.28	4.9	17.28	4.9	–	–
Education, training, and library occupations	31.36	4.7	31.57	5.1	–	–
Level 7	24.45	9.8	24.45	9.8	–	–
Level 8	30.48	1.2	30.48	1.2	–	–
Level 9	29.24	2.5	29.24	2.5	–	–
Postsecondary teachers	57.08	25.3	57.08	25.3	–	–
Primary, secondary, and special education school teachers	28.79	2.7	28.79	2.7	–	–
Level 8	30.69	1.8	30.69	1.8	–	–
Elementary and middle school teachers	29.31	2.6	29.31	2.6	–	–
Secondary school teachers	28.46	2.4	28.46	2.4	–	–
Secondary school teachers, except special and vocational education	28.28	3.0	28.28	3.0	–	–
Arts, design, entertainment, sports, and media occupations	20.97	13.7	20.97	13.7	–	–
Healthcare practitioner and technical occupations	25.52	5.8	25.40	6.7	26.92	6.8
Level 6	23.22	14.8	23.22	14.8	–	–
Level 7	25.64	6.2	25.00	10.8	–	–
Level 9	28.57	4.9	28.53	5.1	–	–
Registered nurses	29.46	4.8	29.90	4.9	26.43	4.0
Level 9	28.07	5.5	28.00	5.9	–	–
Healthcare support occupations	12.03	11.0	11.23	8.1	–	–
Level 4	13.96	11.5	–	–	–	–
Miscellaneous healthcare support occupations	14.05	7.1	12.71	4.0	–	–
Protective service occupations	17.29	7.7	17.62	7.6	–	–
Food preparation and serving related occupations	8.67	25.0	10.44	12.8	4.31	29.7
Level 2	6.02	27.4	–	–	–	–
Fast food and counter workers	7.62	2.6	–	–	–	–
Combined food preparation and serving workers, including fast food	7.62	2.6	–	–	–	–
Sales and related occupations	14.06	5.1	15.01	6.5	9.06	5.2
Level 4	14.66	18.8	–	–	–	–
First-line supervisors/managers, sales workers	15.16	15.3	15.16	15.3	–	–
First-line supervisors/managers of retail sales workers	13.54	14.8	13.54	14.8	–	–
Retail sales workers	12.26	1.9	13.37	2.0	9.06	5.2
Cashiers, all workers	8.72	3.2	8.58	8.8	8.93	5.3
Cashiers	8.72	3.2	8.58	8.8	8.93	5.3
Retail salespersons	16.34	.4	17.19	1.1	–	–
Office and administrative support occupations	15.41	4.5	15.64	4.5	11.09	6.9
Level 2	10.27	5.0	10.30	5.9	–	–
Level 3	11.99	2.7	11.99	2.8	–	–
Level 4	14.58	2.7	14.64	2.3	–	–
Level 5	16.86	2.8	17.14	1.9	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Nashville-Davidson–Murfreesboro–Franklin, TN, December 2009** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations —Continued						
Level 6	\$19.78	1.9	\$19.78	1.9	—	—
Not able to be leveled	13.57	9.2	13.99	9.4	—	—
First-line supervisors/managers of office and administrative support workers	21.72	5.9	21.72	5.9	—	—
Financial clerks	16.62	7.6	16.62	7.6	—	—
Level 4	14.53	3.2	14.53	3.2	—	—
Level 5	16.66	3.3	16.66	3.3	—	—
Bookkeeping, accounting, and auditing clerks	17.57	10.5	17.57	10.5	—	—
Customer service representatives	14.37	6.3	14.58	5.0	—	—
Shipping, receiving, and traffic clerks	11.57	8.4	—	—	—	—
Stock clerks and order fillers	10.93	5.8	10.97	6.6	—	—
Secretaries and administrative assistants	16.53	6.9	17.42	5.8	—	—
Level 4	15.08	9.9	—	—	—	—
Level 6	20.38	4.7	20.38	4.7	—	—
Executive secretaries and administrative assistants	18.29	3.5	18.29	3.5	—	—
Level 6	19.82	4.9	19.82	4.9	—	—
Office clerks, general	12.15	4.7	11.60	5.4	—	—
Construction and extraction occupations	14.85	9.9	14.85	9.9	—	—
Installation, maintenance, and repair occupations	17.25	10.6	17.25	10.6	—	—
Level 4	13.77	5.9	13.77	5.9	—	—
Level 5	16.47	5.8	16.47	5.8	—	—
Production occupations	17.34	2.1	17.44	2.1	—	—
Level 1	10.08	4.5	—	—	—	—
Level 4	16.31	.9	16.31	.9	—	—
Level 5	19.77	5.3	19.77	5.3	—	—
Transportation and material moving occupations	14.05	10.6	14.90	10.8	\$10.27	17.7
Level 1	9.83	8.9	10.12	3.1	—	—
Level 3	13.99	5.1	13.99	5.1	—	—
Driver/sales workers and truck drivers	17.94	26.8	17.94	26.8	—	—
Industrial truck and tractor operators	13.87	3.7	13.87	3.7	—	—
Level 3	14.29	1.9	14.29	1.9	—	—
Laborers and material movers, hand	11.83	8.3	11.55	10.8	—	—
Level 1	10.71	8.3	10.12	3.1	—	—
Laborers and freight, stock, and material movers, hand	11.31	7.6	10.25	2.8	—	—
Level 1	11.05	9.0	10.12	3.1	—	—

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, Nashville-Davidson–Murfreesboro–Franklin, TN, December 2009

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	\$19.24	4.6	\$20.06	4.4	\$10.20	16.0
Management occupations	44.00	13.2	44.00	13.2	–	–
Not able to be leveled	35.84	23.7	35.84	23.7	–	–
Business and financial operations occupations	32.19	10.1	32.19	10.1	–	–
Level 8	29.12	3.6	29.12	3.6	–	–
Level 9	35.38	6.1	35.38	6.1	–	–
Computer and mathematical science occupations	34.11	5.5	34.11	5.5	–	–
Community and social services occupations	17.73	8.1	17.73	8.1	–	–
Level 7	16.81	2.4	16.81	2.4	–	–
Education, training, and library occupations	47.96	24.1	47.96	24.1	–	–
Healthcare practitioner and technical occupations	26.40	6.2	26.34	7.4	26.92	6.8
Level 7	25.99	6.7	25.25	12.9	–	–
Level 9	29.45	4.5	29.48	4.8	–	–
Registered nurses	30.26	4.0	30.91	3.8	26.43	4.0
Level 9	29.14	4.9	29.14	5.4	–	–
Healthcare support occupations	12.03	11.0	11.23	8.1	–	–
Level 4	13.96	11.5	–	–	–	–
Miscellaneous healthcare support occupations	14.05	7.1	12.71	4.0	–	–
Food preparation and serving related occupations	8.66	25.3	10.44	12.8	–	–
Level 2	5.95	28.1	–	–	–	–
Fast food and counter workers	7.62	2.6	–	–	–	–
Combined food preparation and serving workers, including fast food	7.62	2.6	–	–	–	–
Sales and related occupations	14.06	5.1	15.01	6.5	9.06	5.2
Level 4	14.66	18.8	–	–	–	–
First-line supervisors/managers, sales workers	15.16	15.3	15.16	15.3	–	–
First-line supervisors/managers of retail sales workers	13.54	14.8	13.54	14.8	–	–
Retail sales workers	12.26	1.9	13.37	2.0	9.06	5.2
Cashiers, all workers	8.72	3.2	8.58	8.8	8.93	5.3
Cashiers	8.72	3.2	8.58	8.8	8.93	5.3
Retail salespersons	16.34	.4	17.19	1.1	–	–
Office and administrative support occupations	15.34	5.1	15.59	5.0	10.72	4.7
Level 2	10.31	5.6	10.35	6.8	–	–
Level 3	11.96	2.9	11.96	3.0	–	–
Level 4	14.55	2.8	14.68	2.3	–	–
Level 5	16.94	2.9	17.24	1.8	–	–
Level 6	19.74	2.1	19.74	2.1	–	–
Not able to be leveled	12.62	6.2	–	–	–	–
First-line supervisors/managers of office and administrative support workers	21.56	6.1	21.56	6.1	–	–
Financial clerks	16.68	7.9	16.68	7.9	–	–
Level 4	14.53	3.2	14.53	3.2	–	–
Customer service representatives	14.37	6.3	14.58	5.0	–	–
Shipping, receiving, and traffic clerks	11.57	8.4	–	–	–	–
Stock clerks and order fillers	10.93	5.8	10.97	6.6	–	–
Secretaries and administrative assistants	15.25	9.8	16.28	8.6	–	–
Level 4	14.97	10.4	–	–	–	–
Office clerks, general	11.98	5.4	–	–	–	–
Construction and extraction occupations	14.60	10.9	14.60	10.9	–	–
Installation, maintenance, and repair occupations	17.10	12.0	17.10	12.0	–	–
Level 5	16.35	6.2	16.35	6.2	–	–
Production occupations	17.34	2.1	17.44	2.1	–	–
Level 1	10.08	4.5	–	–	–	–
Level 4	16.31	.9	16.31	.9	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Nashville-Davidson–Murfreesboro–Franklin, TN, December 2009 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations –Continued						
Level 5	\$19.77	5.3	\$19.77	5.3	–	–
Transportation and material moving occupations	14.01	10.9	14.88	11.1	\$10.27	17.7
Level 1	9.83	8.9	10.12	3.1	–	–
Level 3	13.99	5.1	13.99	5.1	–	–
Industrial truck and tractor operators	13.87	3.7	13.87	3.7	–	–
Level 3	14.29	1.9	14.29	1.9	–	–
Laborers and material movers, hand	11.83	8.3	11.55	10.8	–	–
Level 1	10.71	8.3	10.12	3.1	–	–
Laborers and freight, stock, and material movers, hand	11.31	7.6	10.25	2.8	–	–
Level 1	11.05	9.0	10.12	3.1	–	–

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, Nashville-Davidson–Murfreesboro–Franklin, TN, December 2009

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$22.47	2.6	\$22.68	2.4	\$11.16	21.1
Management occupations	35.27	15.3	35.27	15.3	–	–
Business and financial operations occupations	26.25	10.6	26.25	10.6	–	–
Community and social services occupations	21.50	7.6	21.50	7.6	–	–
Education, training, and library occupations	27.15	6.4	27.37	6.6	–	–
Level 8	30.48	1.2	30.48	1.2	–	–
Level 9	29.24	2.5	29.24	2.5	–	–
Primary, secondary, and special education school teachers	29.29	3.3	29.29	3.3	–	–
Level 8	30.69	1.8	30.69	1.8	–	–
Secondary school teachers	28.68	2.9	28.68	2.9	–	–
Secondary school teachers, except special and vocational education	28.51	3.5	28.51	3.5	–	–
Healthcare practitioner and technical occupations	22.31	15.2	22.31	15.2	–	–
Protective service occupations	17.62	7.6	17.62	7.6	–	–
Office and administrative support occupations	16.10	4.7	16.18	4.6	–	–
Level 4	14.95	12.5	14.20	12.0	–	–
Level 6	20.05	5.4	20.05	5.4	–	–
Secretaries and administrative assistants	19.75	3.6	19.75	3.6	–	–
Level 6	19.82	4.9	19.82	4.9	–	–
Executive secretaries and administrative assistants	19.83	4.3	19.83	4.3	–	–
Level 6	19.82	4.9	19.82	4.9	–	–
Installation, maintenance, and repair occupations	18.36	10.4	18.36	10.4	–	–

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. **Civilian workers: Hourly wage percentiles¹, Nashville-Davidson–Murfreesboro–Franklin, TN, December 2009**

Occupation ²	10	25	Median 50	75	90
All workers	\$8.65	\$12.29	\$17.00	\$23.50	\$33.52
Management occupations	21.63	24.41	44.61	52.63	70.83
Business and financial operations occupations	18.34	24.00	28.81	38.71	45.67
Accountants and auditors	20.52	24.17	26.59	36.94	40.51
Computer and mathematical science occupations	26.57	28.88	33.65	35.19	43.99
Community and social services occupations	15.00	15.14	18.00	19.70	25.51
Miscellaneous community and social service specialists	14.78	15.00	17.59	18.02	20.59
Education, training, and library occupations	11.67	22.62	29.18	32.51	46.15
Postsecondary teachers	32.51	34.95	46.15	66.88	115.62
Primary, secondary, and special education school teachers	23.39	24.44	29.20	30.15	35.65
Elementary and middle school teachers	25.36	29.18	29.20	29.48	33.49
Secondary school teachers	23.39	24.44	27.97	30.15	36.63
Secondary school teachers, except special and vocational education	23.39	24.44	27.97	30.15	36.52
Arts, design, entertainment, sports, and media occupations	11.55	17.34	20.69	23.60	30.10
Healthcare practitioner and technical occupations	16.00	19.00	26.31	31.93	34.24
Registered nurses	21.28	27.10	31.02	32.93	33.77
Healthcare support occupations	8.25	9.31	11.52	13.53	18.05
Miscellaneous healthcare support occupations	11.50	11.52	12.44	15.60	19.47
Protective service occupations	11.51	12.54	16.45	19.69	25.58
Food preparation and serving related occupations	2.13	7.25	7.30	11.50	13.75
Fast food and counter workers	7.25	7.25	7.25	7.40	8.50
Combined food preparation and serving workers, including fast food	7.25	7.25	7.25	7.40	8.50
Sales and related occupations	8.00	8.50	11.31	17.16	25.02
First-line supervisors/managers, sales workers	8.00	11.31	13.75	16.90	24.55
First-line supervisors/managers of retail sales workers	8.00	11.31	13.75	16.37	16.90
Retail sales workers	7.90	8.20	9.50	13.29	23.92
Cashiers, all workers	7.35	8.00	8.25	8.75	11.20
Cashiers	7.35	8.00	8.25	8.75	11.20
Retail salespersons	9.13	10.67	12.75	22.72	26.43
Office and administrative support occupations	10.00	12.60	14.69	18.06	20.00
First-line supervisors/managers of office and administrative support workers	18.06	18.06	18.32	26.05	29.82
Financial clerks	12.76	14.24	16.85	20.00	20.00
Bookkeeping, accounting, and auditing clerks	12.76	13.88	20.00	20.00	20.00
Customer service representatives	10.70	12.98	13.93	16.73	17.50
Shipping, receiving, and traffic clerks	8.25	10.00	11.70	12.79	15.05
Stock clerks and order fillers	8.00	10.00	10.00	12.85	13.10
Secretaries and administrative assistants	10.70	11.39	15.75	20.44	22.26
Executive secretaries and administrative assistants	14.94	15.75	19.42	20.67	22.03
Office clerks, general	9.64	10.10	12.00	13.23	15.28
Construction and extraction occupations	10.26	10.26	14.72	18.00	20.17
Installation, maintenance, and repair occupations	11.10	13.70	15.21	20.25	25.56
Production occupations	11.00	14.00	18.00	19.00	26.47
Transportation and material moving occupations	8.50	10.01	13.00	14.91	19.37
Driver/sales workers and truck drivers	8.50	12.00	14.00	29.74	29.74
Industrial truck and tractor operators	11.00	14.49	14.50	14.50	14.50

See footnotes at end of table.

Table 5. **Civilian workers: Hourly wage percentiles¹, Nashville-Davidson–Murfreesboro–Franklin, TN, December 2009** — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations —Continued					
Laborers and material movers, hand	\$8.50	\$10.00	\$10.51	\$11.87	\$17.40
Laborers and freight, stock, and material movers, hand	8.66	10.01	10.51	11.10	17.72

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 6. Private industry workers: Hourly wage percentiles¹, Nashville-Davidson–Murfreesboro–Franklin, TN, December 2009

Occupation ²	10	25	Median 50	75	90
All workers	\$8.31	\$11.75	\$16.12	\$22.02	\$33.52
Management occupations	21.63	24.41	45.70	54.57	70.83
Business and financial operations occupations	18.30	25.38	29.78	41.35	45.67
Computer and mathematical science occupations	26.57	30.21	33.71	36.77	43.99
Community and social services occupations	14.78	15.00	16.76	18.02	18.97
Education, training, and library occupations	22.62	28.85	35.87	47.54	115.62
Healthcare practitioner and technical occupations	16.75	20.06	28.00	32.01	34.59
Registered nurses	26.07	28.85	31.16	32.93	34.43
Healthcare support occupations	8.25	9.31	11.52	13.53	18.05
Miscellaneous healthcare support occupations	11.50	11.52	12.44	15.60	19.47
Food preparation and serving related occupations	2.13	7.25	7.25	11.75	13.75
Fast food and counter workers	7.25	7.25	7.25	7.40	8.50
Combined food preparation and serving workers, including fast food	7.25	7.25	7.25	7.40	8.50
Sales and related occupations	8.00	8.50	11.31	17.16	25.02
First-line supervisors/managers, sales workers	8.00	11.31	13.75	16.90	24.55
First-line supervisors/managers of retail sales workers	8.00	11.31	13.75	16.37	16.90
Retail sales workers	7.90	8.20	9.50	13.29	23.92
Cashiers, all workers	7.35	8.00	8.25	8.75	11.20
Cashiers	7.35	8.00	8.25	8.75	11.20
Retail salespersons	9.13	10.67	12.75	22.72	26.43
Office and administrative support occupations	10.00	12.60	14.67	18.06	20.00
First-line supervisors/managers of office and administrative support workers	18.06	18.06	18.32	26.05	29.82
Financial clerks	12.76	14.24	17.81	20.00	20.00
Customer service representatives	10.70	12.98	13.93	16.73	17.50
Shipping, receiving, and traffic clerks	8.25	10.00	11.70	12.79	15.05
Stock clerks and order fillers	8.00	10.00	10.00	12.85	13.10
Secretaries and administrative assistants	10.70	11.05	14.85	19.66	21.07
Office clerks, general	9.64	10.10	12.00	13.23	15.28
Construction and extraction occupations	10.26	10.26	15.00	18.00	20.17
Installation, maintenance, and repair occupations	11.10	13.70	14.89	20.25	24.28
Production occupations	11.00	14.00	18.00	19.00	26.47
Transportation and material moving occupations	8.47	10.01	13.00	14.50	19.37
Industrial truck and tractor operators	11.00	14.49	14.50	14.50	14.50
Laborers and material movers, hand	8.50	10.00	10.51	11.87	17.40
Laborers and freight, stock, and material movers, hand	8.66	10.01	10.51	11.10	17.72

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. State and local government workers: Hourly wage percentiles¹, Nashville-Davidson–Murfreesboro–Franklin, TN, December 2009

Occupation ²	10	25	Median 50	75	90
All workers	\$11.27	\$15.21	\$21.55	\$27.69	\$32.33
Management occupations	22.00	22.97	33.24	45.10	58.98
Business and financial operations occupations	19.37	21.19	26.02	29.17	36.94
Community and social services occupations	16.40	17.62	20.59	23.90	27.22
Education, training, and library occupations	11.27	21.12	28.45	30.15	37.49
Primary, secondary, and special education school teachers	24.44	25.03	29.20	30.15	36.58
Secondary school teachers	23.73	24.44	28.07	30.15	37.48
Secondary school teachers, except special and vocational education	23.79	24.44	28.07	30.15	36.58
Healthcare practitioner and technical occupations	10.88	15.99	21.01	26.31	32.76
Protective service occupations	12.32	12.81	16.45	20.54	26.06
Office and administrative support occupations	9.67	11.47	15.12	19.42	23.75
Secretaries and administrative assistants	15.79	18.77	19.42	20.95	22.95
Executive secretaries and administrative assistants	15.79	18.88	19.42	20.95	23.06
Installation, maintenance, and repair occupations	12.91	15.48	15.70	23.15	25.56

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. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Nashville-Davidson-Murfreesboro-Franklin, TN, December 2009

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	\$20.47	\$17.48	\$813	\$682	39.7	\$41,654	\$35,481	2,035
Management occupations	42.38	44.61	1,705	1,731	40.2	88,526	89,993	2,089
Business and financial operations occupations	31.21	28.81	1,251	1,141	40.1	65,030	59,315	2,083
Accountants and auditors	29.69	26.59	1,151	1,064	38.8	59,632	55,311	2,009
Computer and mathematical science occupations	33.65	33.65	1,342	1,346	39.9	69,774	69,992	2,074
Community and social services occupations	18.91	18.00	728	676	38.5	37,545	35,143	1,985
Miscellaneous community and social service specialists	17.28	17.59	658	660	38.1	34,198	34,308	1,979
Education, training, and library occupations	31.57	29.18	1,201	1,095	38.1	49,277	43,796	1,561
Postsecondary teachers	57.08	46.15	–	–	–	–	–	–
Primary, secondary, and special education school teachers	28.79	29.20	1,088	1,095	37.8	43,796	43,796	1,521
Elementary and middle school teachers	29.31	29.20	1,106	1,095	37.7	44,556	43,796	1,520
Secondary school teachers	28.46	27.97	1,070	1,049	37.6	43,002	42,180	1,511
Secondary school teachers, except special and vocational education	28.28	27.97	1,064	1,050	37.6	42,756	42,316	1,512
Arts, design, entertainment, sports, and media occupations	20.97	20.69	825	828	39.3	42,903	43,035	2,046
Healthcare practitioner and technical occupations	25.40	26.07	997	1,026	39.3	51,540	53,348	2,029
Registered nurses	29.90	31.16	1,178	1,246	39.4	60,436	64,815	2,021
Healthcare support occupations	11.23	11.35	448	454	39.8	23,272	23,608	2,072
Miscellaneous healthcare support occupations	12.71	11.52	508	461	40.0	26,435	23,953	2,080
Protective service occupations	17.62	16.45	716	658	40.6	37,222	34,208	2,113
Food preparation and serving related occupations	10.44	8.00	404	320	38.7	21,028	16,640	2,014
Sales and related occupations	15.01	13.05	609	566	40.6	31,679	29,453	2,111
First-line supervisors/managers, sales workers	15.16	13.75	649	622	42.8	33,761	32,344	2,228
First-line supervisors/managers of retail sales workers	13.54	13.75	588	622	43.4	30,584	32,344	2,258
Retail sales workers	13.37	10.76	534	430	39.9	27,772	22,381	2,077
Cashiers, all workers	8.58	8.00	337	320	39.3	17,539	16,640	2,045
Cashiers	8.58	8.00	337	320	39.3	17,539	16,640	2,045
Retail salespersons	17.19	14.41	696	560	40.5	36,209	29,120	2,106
Office and administrative support occupations	15.64	15.00	619	590	39.6	32,161	30,680	2,057
First-line supervisors/managers of office and administrative support workers	21.72	18.32	867	733	39.9	45,083	38,108	2,076
Financial clerks	16.62	16.85	655	632	39.4	33,981	32,885	2,044
Bookkeeping, accounting, and auditing clerks	17.57	20.00	699	800	39.8	36,246	41,600	2,063
Customer service representatives	14.58	14.11	583	564	40.0	30,334	29,343	2,080
Stock clerks and order fillers	10.97	10.00	439	400	40.0	22,815	20,800	2,080
Secretaries and administrative assistants	17.42	18.46	680	698	39.0	35,363	36,296	2,030

See footnotes at end of table.

Table 8. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Nashville-Davidson-Murfreesboro-Franklin, TN, December 2009 — 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								
Executive secretaries and administrative assistants	\$18.29	\$19.42	\$711	\$728	38.9	\$36,980	\$37,863	2,021
Office clerks, general	11.60	11.98	459	479	39.6	23,871	24,918	2,057
Construction and extraction occupations	14.85	14.72	585	560	39.4	30,415	29,120	2,048
Installation, maintenance, and repair occupations	17.25	15.21	707	596	41.0	36,769	30,977	2,131
Production occupations	17.44	18.00	685	680	39.3	35,567	35,360	2,040
Transportation and material moving occupations	14.90	14.49	618	566	41.5	31,942	29,120	2,144
Driver/sales workers and truck drivers	17.94	14.00	–	–	–	–	–	–
Industrial truck and tractor operators ..	13.87	14.50	555	580	40.0	28,855	30,160	2,080
Laborers and material movers, hand ..	11.55	10.51	456	420	39.5	23,737	21,859	2,055
Laborers and freight, stock, and material movers, hand	10.25	10.34	410	414	40.0	21,329	21,507	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 9. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Nashville-Davidson–Murfreesboro–Franklin, TN, December 2009

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	\$20.06	\$17.00	\$803	\$675	40.0	\$41,652	\$35,117	2,076
Management occupations	44.00	45.70	1,793	1,740	40.8	93,089	90,481	2,115
Business and financial operations occupations	32.19	29.78	1,304	1,141	40.5	67,773	59,315	2,106
Computer and mathematical science occupations	34.11	33.71	1,368	1,348	40.1	71,121	70,117	2,085
Community and social services occupations	17.73	16.76	690	670	38.9	35,873	34,863	2,024
Education, training, and library occupations	47.96	35.87	1,970	1,346	41.1	86,841	53,536	1,811
Healthcare practitioner and technical occupations	26.34	26.44	1,050	1,088	39.8	54,575	56,576	2,072
Registered nurses	30.91	31.66	1,233	1,259	39.9	64,120	65,451	2,074
Healthcare support occupations	11.23	11.35	448	454	39.8	23,272	23,608	2,072
Miscellaneous healthcare support occupations	12.71	11.52	508	461	40.0	26,435	23,953	2,080
Food preparation and serving related occupations	10.44	8.00	404	320	38.7	21,028	16,640	2,014
Sales and related occupations	15.01	13.05	609	566	40.6	31,679	29,453	2,111
First-line supervisors/managers, sales workers	15.16	13.75	649	622	42.8	33,761	32,344	2,228
First-line supervisors/managers of retail sales workers	13.54	13.75	588	622	43.4	30,584	32,344	2,258
Retail sales workers	13.37	10.76	534	430	39.9	27,772	22,381	2,077
Cashiers, all workers	8.58	8.00	337	320	39.3	17,539	16,640	2,045
Cashiers	8.58	8.00	337	320	39.3	17,539	16,640	2,045
Retail salespersons	17.19	14.41	696	560	40.5	36,209	29,120	2,106
Office and administrative support occupations	15.59	15.00	620	590	39.8	32,225	30,680	2,068
First-line supervisors/managers of office and administrative support workers	21.56	18.32	863	733	40.0	44,855	38,108	2,080
Financial clerks	16.68	17.81	659	640	39.5	34,276	33,280	2,054
Customer service representatives	14.58	14.11	583	564	40.0	30,334	29,343	2,080
Stock clerks and order fillers	10.97	10.00	439	400	40.0	22,815	20,800	2,080
Secretaries and administrative assistants	16.28	15.75	646	624	39.7	33,591	32,448	2,063
Construction and extraction occupations	14.60	15.00	578	580	39.6	30,032	30,160	2,057
Installation, maintenance, and repair occupations	17.10	14.89	710	596	41.5	36,905	30,977	2,158
Production occupations	17.44	18.00	685	680	39.3	35,567	35,360	2,040
Transportation and material moving occupations	14.88	14.30	619	560	41.6	32,185	29,120	2,163
Industrial truck and tractor operators ..	13.87	14.50	555	580	40.0	28,855	30,160	2,080

See footnotes at end of table.

Table 9. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Nashville-Davidson–Murfreesboro–Franklin, TN, December 2009 — 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								
Laborers and material movers, hand ..	\$11.55	\$10.51	\$456	\$420	39.5	\$23,737	\$21,859	2,055
Laborers and freight, stock, and material movers, hand	10.25	10.34	410	414	40.0	21,329	21,507	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 10. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Nashville-Davidson–Murfreesboro–Franklin, TN, December 2009

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.68	\$21.61	\$863	\$826	38.0	\$41,667	\$40,386	1,837
Management occupations	35.27	33.24	1,343	1,308	38.1	69,833	68,032	1,980
Business and financial operations occupations	26.25	26.02	998	994	38.0	51,895	51,671	1,977
Community and social services occupations	21.50	20.59	807	767	37.5	40,968	40,077	1,906
Education, training, and library occupations	27.37	28.45	1,022	1,085	37.4	41,265	43,763	1,508
Primary, secondary, and special education school teachers	29.29	29.20	1,101	1,095	37.6	44,094	43,796	1,505
Secondary school teachers	28.68	28.07	1,075	1,053	37.5	43,076	42,316	1,502
Secondary school teachers, except special and vocational education	28.51	28.07	1,069	1,053	37.5	42,824	42,316	1,502
Healthcare practitioner and technical occupations	22.31	21.01	835	833	37.4	42,393	42,826	1,900
Protective service occupations	17.62	16.45	716	658	40.6	37,222	34,208	2,113
Office and administrative support occupations	16.18	15.12	610	567	37.7	31,522	29,123	1,948
Secretaries and administrative assistants	19.75	19.42	747	728	37.8	38,827	37,863	1,966
Executive secretaries and administrative assistants	19.83	19.42	750	728	37.8	39,001	37,863	1,967
Installation, maintenance, and repair occupations	18.36	15.70	690	589	37.6	35,883	30,613	1,955

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

Appendix: Technical note

Survey scope

This survey of the Nashville-Davidson–Murfreesboro–Franklin, TN, Metropolitan Statistical Area (MSA) 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.

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.

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-proportional-to-size sample of establishments. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Occupational selection and classification

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

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

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. 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. The greater the number of people working in a job in the establishment, the greater its chance of selection.

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. A complete list of all individual occupations, classified by the major group to which they belong, is available from BLS.

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 and also identified as being in a union or a nonunion job.

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>.

Collection period

Survey data were collected over a 14-month period for the larger areas in the NCS program. For the smaller 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.

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.

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.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	31,402
Total in sample	136
Responding	95
Refused or unable to provide data	29
Out of business or not in survey scope	12

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 suf-

ficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Data reliability

The data in this summary 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 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 summary 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.