

Phoenix–Mesa, AZ National Compensation Survey October 1999



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Alexis M. Herman, Secretary

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Katharine G. Abraham, Commissioner

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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 firms and government jurisdictions 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, or call (202) 691-6199, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://stats.bls.gov/comhome.htm>, the BLS Internet site. Data are in three formats: An ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

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

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Introduction

The tables in this bulletin summarize the NCS results for the Phoenix–Mesa, AZ, metropolitan area. 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 several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS products

The Bureau's National Compensation Survey provides data on occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. 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 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households), as explained in Appendix A. 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 1–1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing and size of establishment.

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for

detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

Table 3–1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3–2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4–1 provides mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4–2 provides work level data for full-time workers. Table 4–3 provides similar data for workers designated as part-time.

Table 5–1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5–2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational groups; these estimates also are limited to the private sector.

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for 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. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

Appendix table 1 provides the employment scope of this survey. The occupation employment estimates relate to all employers in the area, rather than just to those surveyed. Appendix table 2 presents the number of establishments studied by industry group and employment size. The median work levels for published occupations are presented in appendix table 3.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Worker and establishment characteristics	Total			Private industry			State and local government		
	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)	
Total	\$15.16	2.4	36.3	\$14.65	2.9	36.3	\$17.76	3.5	36.0
Worker characteristics:⁴									
White-collar occupations ⁵	18.86	2.7	37.1	18.77	3.2	37.3	19.21	4.1	36.5
Professional specialty and technical	23.53	2.9	36.5	24.15	3.7	37.0	22.16	4.3	35.3
Executive, administrative, and managerial	29.13	3.9	40.9	29.88	4.4	41.1	26.28	7.9	40.1
Sales	14.69	12.3	33.9	14.69	12.4	33.9	—	—	—
Administrative support	11.82	2.0	37.5	11.94	2.2	37.7	11.28	4.4	36.6
Blue-collar occupations ⁵	12.31	3.6	38.1	12.04	3.9	38.0	16.08	5.0	38.5
Precision production, craft, and repair	16.22	3.2	39.9	15.96	3.4	39.9	18.60	6.3	40.0
Machine operators, assemblers, and inspectors	10.80	3.9	39.7	10.76	3.9	39.7	—	—	—
Transportation and material moving	12.07	15.0	35.3	11.94	19.0	35.2	12.54	8.7	35.7
Handlers, equipment cleaners, helpers, and laborers	8.31	6.2	35.0	8.11	6.2	34.8	13.91	4.7	40.0
Service occupations ⁵	8.80	4.2	32.2	7.57	4.6	31.9	14.23	5.3	33.7
Full time	15.99	2.5	39.5	15.49	2.9	39.4	18.50	3.4	40.0
Part time	8.58	5.0	22.0	8.04	5.4	22.4	11.52	11.1	19.7
Union	17.57	5.1	35.2	17.34	6.7	33.5	18.27	4.6	41.3
Nonunion	14.89	2.7	36.4	14.38	3.2	36.6	17.67	4.1	35.2
Time	15.05	2.4	36.2	14.48	2.8	36.2	17.76	3.5	36.0
Incentive	17.58	13.4	38.3	17.58	13.4	38.3	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	12.11	8.2	36.5	12.09	8.2	36.5	—	—	—
100-499 workers	13.51	5.3	35.9	13.22	5.4	35.9	20.81	3.7	36.5
500 workers or more	17.28	2.8	36.5	17.19	3.8	36.7	17.48	3.3	36.0

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, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² 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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$15.16	2.4	\$14.65	2.9	\$17.76	3.5
All excluding sales	15.20	2.4	14.64	2.8	17.77	3.5
White collar	18.86	2.7	18.77	3.2	19.21	4.1
White collar excluding sales	19.52	2.6	19.61	3.1	19.25	4.2
Professional specialty and technical	23.53	2.9	24.15	3.7	22.16	4.3
Professional specialty	24.85	2.9	26.40	3.5	22.54	4.6
Engineers, architects, and surveyors	30.90	3.0	31.38	3.0	23.64	12.9
Electrical and electronic engineers	33.92	2.4	33.92	2.4	—	—
Engineers, n.e.c.	29.53	4.9	29.69	4.9	—	—
Mathematical and computer scientists	24.17	5.9	23.95	6.9	—	—
Computer systems analysts and scientists	26.88	6.1	27.80	7.0	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.02	6.8	23.71	7.0	—	—
Physicians	47.33	20.4	49.34	23.9	—	—
Registered nurses	19.76	1.5	19.74	1.5	—	—
Physical therapists	24.77	2.7	24.77	2.7	—	—
Teachers, college and university	30.26	17.6	25.89	6.1	—	—
Teachers, except college and university	21.76	5.4	23.90	9.2	21.65	5.7
Elementary school teachers	21.18	5.7	—	—	21.18	5.8
Teachers, n.e.c.	20.37	18.1	24.10	11.5	—	—
Librarians, archivists, and curators	20.83	10.9	—	—	—	—
Librarians	20.83	10.9	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.38	11.7	15.13	16.6	18.72	4.2
Social workers	15.87	13.6	15.13	16.6	—	—
Lawyers and judges	29.46	4.2	—	—	—	—
Lawyers	29.46	4.2	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.87	5.8	27.17	5.9	—	—
Technical	20.40	7.1	20.63	7.7	18.08	6.6
Licensed practical nurses	14.26	3.9	14.24	4.0	—	—
Health technologists and technicians, n.e.c.	11.85	11.4	11.85	11.4	—	—
Electrical and electronic technicians	17.72	5.8	17.76	6.4	—	—
Engineering technicians, n.e.c.	18.67	6.0	18.70	6.0	—	—
Technical and related, n.e.c.	15.04	9.8	14.69	11.5	—	—
Executive, administrative, and managerial	29.13	3.9	29.88	4.4	26.28	7.9
Executives, administrators, and managers	32.50	5.1	33.12	5.8	29.92	8.7
Administrators and officials, public administration	31.20	8.6	—	—	31.20	8.6
Financial managers	28.73	16.2	31.30	22.9	—	—
Personnel and labor relations managers	41.42	10.8	40.00	12.9	—	—
Managers, marketing, advertising, and public relations	37.73	23.4	37.73	23.4	—	—
Administrators, education and related fields	27.85	11.7	20.07	23.6	—	—
Managers, medicine and health	31.50	13.3	—	—	—	—
Managers, service organizations, n.e.c.	34.51	10.7	—	—	—	—
Managers and administrators, n.e.c.	36.43	7.3	36.35	7.4	—	—
Management related	23.65	5.3	24.35	5.1	21.32	13.6
Accountants and auditors	21.57	10.1	19.35	7.6	—	—
Other financial officers	26.55	8.0	26.55	8.0	—	—
Personnel, training, and labor relations specialists	18.74	10.3	18.74	10.3	—	—
Purchasing agents and buyers, n.e.c.	22.35	11.5	22.35	11.5	—	—
Management related, n.e.c.	25.26	8.9	26.63	7.4	22.55	20.7
Sales	14.69	12.3	14.69	12.4	—	—
Supervisors, sales	18.90	30.8	18.90	30.8	—	—
Sales, other business services	27.19	16.8	27.19	16.8	—	—
Sales representatives, mining, manufacturing, and wholesale	24.08	13.3	24.08	13.3	—	—
Sales workers, other commodities	13.23	20.5	13.23	20.5	—	—
Cashiers	10.52	6.5	10.52	6.5	—	—
Administrative support, including clerical	11.82	2.0	11.94	2.2	11.28	4.4

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Supervisors, general office	\$17.07	3.7	\$17.16	4.0	—	—
Supervisors, financial records processing	15.85	8.1	17.06	7.8	—	—
Secretaries	13.29	3.3	13.61	3.7	\$12.13	2.3
Stenographers	13.66	3.8	13.66	3.8	—	—
Transportation ticket and reservation agents	10.74	15.0	10.74	15.0	—	—
Receptionists	9.78	3.9	9.78	3.9	—	—
Information clerks, n.e.c.	10.68	3.9	10.68	3.9	—	—
Order clerks	10.63	9.8	10.41	9.3	—	—
Records clerks, n.e.c.	10.96	6.1	11.21	7.4	—	—
Bookkeepers, accounting and auditing clerks	11.40	4.3	11.28	4.4	—	—
Dispatchers	10.67	7.9	—	—	—	—
Traffic, shipping and receiving clerks	10.23	4.7	10.23	4.7	—	—
Stock and inventory clerks	11.66	9.2	10.77	6.2	—	—
Investigators and adjusters, except insurance	12.30	4.9	12.02	4.9	—	—
Bill and account collectors	11.33	2.9	11.13	3.2	—	—
General office clerks	10.30	4.0	10.96	4.9	9.23	4.7
Bank tellers	9.31	11.1	9.31	11.1	—	—
Data entry keyers	9.37	4.4	9.37	4.4	—	—
Teachers' aides	7.74	3.5	—	—	7.74	3.5
Administrative support, n.e.c.	11.73	4.6	11.28	5.5	—	—
Blue collar	12.31	3.6	12.04	3.9	16.08	5.0
Precision production, craft, and repair						
Machinery maintenance	16.22	3.2	15.96	3.4	18.60	6.3
Mechanics and repairers, n.e.c.	13.67	13.6	—	—	—	—
Carpenters	15.65	6.2	15.02	7.3	—	—
Electricians	14.61	4.3	14.61	4.3	—	—
Electricians	15.01	15.2	14.91	15.4	—	—
Construction trades, n.e.c.	15.71	14.3	—	—	—	—
Supervisors, production	21.63	6.6	21.02	8.4	—	—
Electrical and electronic equipment assemblers ..	11.31	11.9	11.31	11.9	—	—
Machine operators, assemblers, and inspectors						
Miscellaneous machine operators, n.e.c.	10.80	3.9	10.76	3.9	—	—
Assemblers	11.63	2.3	11.63	2.3	—	—
Production inspectors, checkers and examiners ..	9.03	6.8	9.03	6.8	—	—
Production inspectors, checkers and examiners ..	11.36	11.2	11.36	11.2	—	—
Transportation and material moving						
Truck drivers	12.07	15.0	11.94	19.0	12.54	8.7
Truck drivers	11.86	7.0	11.63	7.4	—	—
Bus drivers	9.51	4.3	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers						
Helpers, construction trades	8.31	6.2	8.11	6.2	13.91	4.7
Helpers, construction trades	9.57	10.9	9.57	10.9	—	—
Construction laborers	8.53	2.1	—	—	—	—
Production helpers	9.21	8.9	9.21	8.9	—	—
Stock handlers and baggers	8.15	10.1	7.65	11.1	—	—
Machine feeders and offbearers	11.31	9.3	11.31	9.3	—	—
Freight, stock, and material handlers, n.e.c.	9.37	12.2	9.37	12.2	—	—
Hand packers and packagers	8.32	11.6	8.32	11.6	—	—
Laborers, except construction, n.e.c.	6.74	8.6	6.52	8.0	—	—
Service						
Protective service	8.80	4.2	7.57	4.6	14.23	5.3
Protective service	14.57	8.1	9.97	13.0	17.74	5.0
Firefighting	14.41	11.4	—	—	16.56	4.7
Police and detectives, public service	20.44	1.5	—	—	20.48	1.4
Guards and police, except public service	8.46	4.9	8.43	4.8	—	—
Protective service, n.e.c.	10.08	10.4	—	—	10.08	10.4
Food service	6.06	5.2	5.86	5.2	—	—
Waiters, waitresses, and bartenders	3.12	8.0	3.12	8.0	—	—
Waiters and waitresses	2.43	6.0	2.43	6.0	—	—
Waiters/Waitresses' assistants	4.32	10.0	4.32	10.0	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Food service—Continued						
Other food service	\$7.53	3.1	\$7.32	3.1	—	—
Supervisors, food preparation and service	11.42	6.6	11.12	10.4	—	—
Cooks	8.77	5.1	8.77	5.1	—	—
Food counter, fountain, and related	5.89	5.5	5.89	5.5	—	—
Kitchen workers, food preparation	8.37	8.4	8.76	8.6	—	—
Food preparation, n.e.c.	6.12	2.3	6.12	2.3	—	—
Health service	8.93	3.0	8.79	3.1	—	—
Health aides, except nursing	9.12	3.8	9.12	3.8	—	—
Nursing aides, orderlies and attendants	8.62	2.9	8.37	2.2	—	—
Cleaning and building service	8.45	5.7	7.89	5.9	\$9.79	10.5
Supervisors, cleaning and building service workers	12.75	12.7	—	—	—	—
Maids and housemen	6.58	4.9	6.58	4.9	—	—
Janitors and cleaners	8.45	6.5	8.06	7.9	9.23	10.2
Personal service	10.91	8.8	11.06	9.8	9.59	10.0
Attendants, amusement, and recreation facilities	8.56	11.1	—	—	—	—
Welfare service aides	9.08	10.0	—	—	—	—
Service, n.e.c.	9.02	6.9	9.01	7.0	—	—

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

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$15.99	2.5	\$15.49	2.9	\$18.50	3.4
All excluding sales	15.99	2.4	15.45	2.9	18.52	3.4
White collar	19.52	2.6	19.43	3.0	19.88	4.4
White collar excluding sales	20.01	2.5	20.04	3.0	19.92	4.4
Professional specialty and technical	23.79	3.0	24.36	3.9	22.47	4.3
Professional specialty	25.13	3.0	26.53	3.9	22.94	4.5
Engineers, architects, and surveyors	30.90	3.0	31.38	3.0	23.64	12.9
Electrical and electronic engineers	33.92	2.4	33.92	2.4	—	—
Engineers, n.e.c.	29.53	4.9	29.69	4.9	—	—
Mathematical and computer scientists	24.17	5.9	23.95	6.9	—	—
Computer systems analysts and scientists	26.88	6.1	27.80	7.0	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.01	7.8	23.65	8.1	—	—
Physicians	45.95	22.3	47.83	26.8	—	—
Registered nurses	19.47	1.5	19.43	1.5	—	—
Teachers, college and university	30.58	24.1	25.81	6.1	—	—
Teachers, except college and university	22.40	5.3	24.22	9.2	22.30	5.5
Elementary school teachers	21.61	5.5	—	—	21.62	5.5
Teachers, n.e.c.	24.51	11.3	24.51	11.3	—	—
Librarians, archivists, and curators	20.83	10.9	—	—	—	—
Librarians	20.83	10.9	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.63	11.6	15.29	16.4	—	—
Social workers	16.01	13.3	15.29	16.4	—	—
Lawyers and judges	29.46	4.2	—	—	—	—
Lawyers	29.46	4.2	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	27.25	5.7	27.32	5.9	—	—
Technical	20.71	7.3	20.98	8.0	18.08	6.6
Clinical laboratory technologists and technicians	13.86	2.3	—	—	—	—
Licensed practical nurses	14.36	4.1	14.34	4.2	—	—
Health technologists and technicians, n.e.c.	12.93	13.7	12.93	13.7	—	—
Electrical and electronic technicians	17.72	5.8	17.76	6.4	—	—
Engineering technicians, n.e.c.	18.67	6.0	18.70	6.0	—	—
Technical and related, n.e.c.	15.26	9.7	14.95	11.4	—	—
Executive, administrative, and managerial	29.13	3.9	29.88	4.4	26.28	7.9
Executives, administrators, and managers	32.50	5.1	33.12	5.8	29.92	8.7
Administrators and officials, public administration	31.20	8.6	—	—	31.20	8.6
Financial managers	28.73	16.2	31.30	22.9	—	—
Personnel and labor relations managers	41.42	10.8	40.00	12.9	—	—
Managers, marketing, advertising, and public relations	37.73	23.4	37.73	23.4	—	—
Administrators, education and related fields	27.85	11.7	20.07	23.6	—	—
Managers, medicine and health	31.50	13.3	—	—	—	—
Managers, service organizations, n.e.c.	34.51	10.7	—	—	—	—
Managers and administrators, n.e.c.	36.43	7.3	36.35	7.4	—	—
Management related	23.65	5.3	24.35	5.1	21.32	13.6
Accountants and auditors	21.57	10.1	19.35	7.6	—	—
Other financial officers	26.55	8.0	26.55	8.0	—	—
Personnel, training, and labor relations specialists	18.74	10.3	18.74	10.3	—	—
Purchasing agents and buyers, n.e.c.	22.35	11.5	22.35	11.5	—	—
Management related, n.e.c.	25.26	8.9	26.63	7.4	22.55	20.7
Sales	15.98	12.2	16.00	12.3	—	—
Supervisors, sales	19.82	29.3	19.82	29.3	—	—
Sales, other business services	27.19	16.8	27.19	16.8	—	—
Sales representatives, mining, manufacturing, and wholesale	24.08	13.3	24.08	13.3	—	—
Sales workers, other commodities	15.05	20.6	15.05	20.6	—	—
Cashiers	10.61	6.9	10.61	6.9	—	—
Administrative support, including clerical	12.14	2.0	12.18	2.2	11.97	4.8

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Supervisors, general office	\$17.07	3.7	\$17.16	4.0	–	–
Supervisors, financial records processing	15.85	8.1	17.06	7.8	–	–
Secretaries	13.30	3.4	13.65	3.8	\$12.13	2.3
Transportation ticket and reservation agents	10.47	14.7	10.47	14.7	–	–
Receptionists	9.54	2.9	9.54	2.9	–	–
Information clerks, n.e.c.	10.68	3.9	10.68	3.9	–	–
Order clerks	12.41	9.5	12.10	9.7	–	–
Records clerks, n.e.c.	10.97	6.1	11.22	7.4	–	–
Bookkeepers, accounting and auditing clerks	11.38	4.6	11.25	4.7	–	–
Dispatchers	10.96	7.5	–	–	–	–
Traffic, shipping and receiving clerks	10.23	4.7	10.23	4.7	–	–
Stock and inventory clerks	11.66	9.2	10.77	6.2	–	–
Investigators and adjusters, except insurance	12.30	4.9	12.02	4.9	–	–
Bill and account collectors	11.43	2.9	11.24	3.3	–	–
General office clerks	10.51	4.4	11.39	5.4	9.26	4.7
Bank tellers	9.39	13.4	9.39	13.4	–	–
Data entry keyers	9.78	4.3	9.78	4.3	–	–
Administrative support, n.e.c.	12.38	3.8	11.95	4.8	–	–
Blue collar	12.78	3.6	12.51	3.8	16.55	5.4
Precision production, craft, and repair						
Machinery maintenance	13.67	13.6	–	–	–	–
Mechanics and repairers, n.e.c.	15.65	6.2	15.02	7.3	–	–
Carpenters	14.61	4.3	14.61	4.3	–	–
Electricians	15.01	15.2	14.91	15.4	–	–
Construction trades, n.e.c.	15.71	14.3	–	–	–	–
Supervisors, production	21.63	6.6	21.02	8.4	–	–
Electrical and electronic equipment assemblers ..	11.31	11.9	11.31	11.9	–	–
Machine operators, assemblers, and inspectors						
Miscellaneous machine operators, n.e.c.	11.63	2.3	11.63	2.3	–	–
Assemblers	9.04	6.8	9.04	6.8	–	–
Production inspectors, checkers and examiners ..	11.36	11.2	11.36	11.2	–	–
Transportation and material moving						
Truck drivers	11.86	7.0	11.63	7.4	13.26	10.9
Handlers, equipment cleaners, helpers, and laborers						
Helpers, construction trades	9.02	6.8	8.80	7.0	13.91	4.7
Construction laborers	9.57	10.9	9.57	10.9	–	–
Production helpers	8.53	2.1	–	–	–	–
Stock handlers and baggers	9.21	8.9	9.21	8.9	–	–
Machine feeders and offbearers	10.55	7.6	10.00	9.5	–	–
Freight, stock, and material handlers, n.e.c.	11.31	9.3	11.31	9.3	–	–
Hand packers and packagers	9.67	13.7	9.67	13.7	–	–
Laborers, except construction, n.e.c.	8.32	11.6	8.32	11.6	–	–
Laborers, except construction, n.e.c.	7.40	11.7	7.11	10.9	–	–
Service						
Protective service	9.60	5.0	8.08	5.5	15.27	4.6
Firefighting	15.39	8.2	10.39	16.8	18.32	5.0
Police and detectives, public service	15.40	7.6	–	–	16.67	4.8
Guards and police, except public service	20.48	1.4	–	–	20.48	1.4
Food service	8.64	5.4	8.64	5.4	–	–
Waiters, waitresses, and bartenders	6.44	7.3	6.15	7.2	–	–
Waiters and waitresses	3.22	9.7	3.22	9.7	–	–
Waiters'/Waitresses' assistants	2.44	7.9	2.44	7.9	–	–
Other food service	4.27	10.8	4.27	10.8	–	–
Supervisors, food preparation and service	8.44	4.4	8.14	4.4	–	–
Cooks	11.72	6.3	11.57	10.2	–	–
Food counter, fountain, and related	8.85	5.2	8.85	5.2	–	–
Food counter, fountain, and related	5.98	21.6	5.98	21.6	–	–

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
Food preparation, n.e.c.	\$6.28	3.2	\$6.28	3.2	—	—
Health service	8.78	2.4	8.59	2.2	—	—
Health aides, except nursing	9.05	4.1	9.05	4.1	—	—
Nursing aides, orderlies and attendants	8.68	3.0	8.40	2.3	—	—
Cleaning and building service	8.56	6.0	7.86	6.2	\$10.44	10.2
Supervisors, cleaning and building service workers	12.75	12.7	—	—	—	—
Maids and housemen	6.58	4.9	6.58	4.9	—	—
Janitors and cleaners	8.60	6.9	8.04	8.4	9.84	9.6
Personal service	11.77	9.5	11.82	10.2	—	—
Welfare service aides	9.76	8.3	8.98	9.3	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$8.58	5.0	\$8.04	5.4	\$11.52	11.1
All excluding sales	8.57	5.6	7.94	6.3	11.52	11.1
White collar	11.90	6.3	11.38	7.0	13.50	10.7
White collar excluding sales	13.17	8.4	13.01	11.2	13.50	10.7
Professional specialty and technical	20.12	6.7	20.64	9.0	19.49	9.8
Professional specialty	21.58	7.6	24.31	9.7	19.49	9.8
Health related	24.07	12.2	24.07	12.2	—	—
Registered nurses	21.04	2.4	21.04	2.4	—	—
Teachers, college and university	29.58	19.1	—	—	—	—
Teachers, except college and university	16.56	8.1	—	—	16.59	8.2
Elementary school teachers	16.33	4.4	—	—	16.33	4.4
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.00	16.0	14.00	16.0	—	—
Sales	8.67	5.4	8.67	5.4	—	—
Sales workers, other commodities	7.58	3.8	7.58	3.8	—	—
Cashiers	10.32	7.8	10.32	7.8	—	—
Administrative support, including clerical	9.09	3.5	9.65	3.6	7.62	2.9
Teachers' aides	7.60	3.3	—	—	7.60	3.3
Administrative support, n.e.c.	8.95	10.5	8.95	10.5	—	—
Blue collar	6.31	6.6	6.03	5.7	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	7.59	7.8	6.75	8.9	—	—
Handlers, equipment cleaners, helpers, and laborers	5.66	4.4	5.66	4.4	—	—
Stock handlers and baggers	5.79	3.1	5.79	3.1	—	—
Service	6.18	5.6	6.08	6.2	7.09	7.1
Protective service	8.25	6.0	—	—	8.21	8.4
Food service	5.36	6.2	5.35	6.3	—	—
Waiters, waitresses, and bartenders	2.85	8.8	2.85	8.8	—	—
Waiters and waitresses	2.40	6.3	2.40	6.3	—	—
Other food service	6.16	2.9	6.16	3.0	—	—
Food counter, fountain, and related	5.87	3.8	5.87	3.8	—	—
Kitchen workers, food preparation	7.65	11.7	8.18	14.5	—	—
Food preparation, n.e.c.	5.92	3.4	5.92	3.4	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	7.14	9.9	—	—	—	—
Janitors and cleaners	7.14	9.9	—	—	—	—
Personal service	7.89	7.2	7.96	9.0	7.63	4.5
Service, n.e.c.	7.52	7.7	—	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$632	2.6	39.5	\$611	3.1	39.4	\$739	3.2	40.0
All excluding sales	632	2.5	39.5	609	3.0	39.4	740	3.2	40.0
White collar	775	2.7	39.7	772	3.2	39.7	785	4.2	39.5
White collar excluding sales	795	2.5	39.7	797	3.0	39.8	787	4.2	39.5
Professional specialty and technical	928	2.8	39.0	947	3.6	38.9	881	3.6	39.2
Professional specialty	995	3.0	39.6	1,057	4.1	39.9	898	3.8	39.2
Engineers, architects, and surveyors	1,236	3.0	40.0	1,255	3.0	40.0	946	12.9	40.0
Electrical and electronic engineers	1,357	2.4	40.0	1,357	2.4	40.0	-	-	-
Engineers, n.e.c.	1,181	4.9	40.0	1,187	4.9	40.0	-	-	-
Mathematical and computer scientists	966	5.9	40.0	957	6.9	39.9	-	-	-
Computer systems analysts and scientists	1,073	6.1	39.9	1,109	7.0	39.9	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	938	8.2	39.1	922	8.5	39.0	-	-	-
Physicians	1,896	23.7	41.3	1,989	28.5	41.6	-	-	-
Registered nurses	745	1.3	38.3	743	1.3	38.3	-	-	-
Teachers, college and university Teachers, except college and university	1,201	24.0	39.3	1,033	6.1	40.0	-	-	-
Elementary school teachers ...	871	4.1	38.9	962	9.3	39.7	866	4.3	38.8
Teachers, n.e.c.	848	4.8	39.3	-	-	-	848	4.8	39.2
Librarians, archivists, and curators	972	11.5	39.6	972	11.5	39.6	-	-	-
Librarians	833	10.9	40.0	-	-	-	-	-	-
Social scientists and urban planners	833	10.9	40.0	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Social workers	665	11.6	40.0	612	16.4	40.0	-	-	-
Lawyers and judges	641	13.3	40.0	612	16.4	40.0	-	-	-
Lawyers	1,326	6.6	45.0	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,326	6.6	45.0	-	-	-	-	-	-
Technical	1,090	5.7	40.0	1,093	5.9	40.0	-	-	-
Clinical laboratory technologists and technicians	780	5.9	37.7	787	6.4	37.5	715	7.3	39.5
Licensed practical nurses	555	2.3	40.0	-	-	-	-	-	-
Health technologists and technicians, n.e.c.	559	4.0	38.9	558	4.1	38.9	-	-	-
Electrical and electronic technicians	499	14.5	38.6	499	14.5	38.6	-	-	-
Engineering technicians, n.e.c.	705	6.0	39.8	710	6.4	40.0	-	-	-
Technical and related, n.e.c. ...	747	6.0	40.0	748	6.0	40.0	-	-	-
Executive, administrative, and managerial	611	9.7	40.0	598	11.4	40.0	-	-	-
Executives, administrators, and managers	1,192	4.3	40.9	1,229	4.8	41.1	1,055	8.0	40.1
Administrators and officials, public administration	1,350	5.5	41.5	1,386	6.2	41.9	1,204	8.8	40.2
Financial managers	1,308	8.8	41.9	-	-	-	1,308	8.8	41.9
Personnel and labor relations managers	1,149	16.2	40.0	1,252	22.9	40.0	-	-	-
Managers, marketing, advertising, and public relations	1,673	10.3	40.4	1,618	12.3	40.4	-	-	-
	1,553	26.1	41.2	1,553	26.1	41.2	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Administrators, education and related fields	\$1,114	11.7	40.0	\$803	23.6	40.0	—	—	—
Managers, medicine and health	1,285	13.5	40.8	—	—	—	—	—	—
Managers, service organizations, n.e.c.	1,385	12.1	40.1	—	—	—	—	—	—
Managers and administrators, n.e.c.	1,567	7.3	43.0	1,566	7.4	43.1	—	—	—
Management related	944	5.3	39.9	972	5.1	39.9	\$853	13.6	40.0
Accountants and auditors	863	10.1	40.0	774	7.6	40.0	—	—	—
Other financial officers	1,062	8.0	40.0	1,062	8.0	40.0	—	—	—
Personnel, training, and labor relations specialists	745	10.2	39.7	745	10.2	39.7	—	—	—
Purchasing agents and buyers, n.e.c.	885	10.8	39.6	885	10.8	39.6	—	—	—
Management related, n.e.c.	1,010	8.9	40.0	1,065	7.4	40.0	902	20.7	40.0
Sales	634	13.3	39.6	634	13.4	39.6	—	—	—
Supervisors, sales	805	30.6	40.6	805	30.6	40.6	—	—	—
Sales, other business services	1,134	18.3	41.7	1,134	18.3	41.7	—	—	—
Sales representatives, mining, manufacturing, and wholesale	963	13.3	40.0	963	13.3	40.0	—	—	—
Sales workers, other commodities	576	25.4	38.3	576	25.4	38.3	—	—	—
Cashiers	419	6.9	39.5	419	6.9	39.5	—	—	—
Administrative support, including clerical	483	1.9	39.8	485	2.1	39.8	474	5.0	39.6
Supervisors, general office	681	3.6	39.9	685	4.0	39.9	—	—	—
Supervisors, financial records processing	634	8.1	40.0	682	7.8	40.0	—	—	—
Secretaries	528	3.1	39.7	541	3.5	39.6	485	2.3	40.0
Transportation ticket and reservation agents	419	14.7	40.0	419	14.7	40.0	—	—	—
Receptionists	381	2.9	40.0	381	2.9	40.0	—	—	—
Information clerks, n.e.c.	422	4.2	39.5	422	4.2	39.5	—	—	—
Order clerks	496	9.5	40.0	484	9.7	40.0	—	—	—
Records clerks, n.e.c.	435	5.9	39.7	444	7.2	39.6	—	—	—
Bookkeepers, accounting and auditing clerks	455	4.6	40.0	450	4.7	40.0	—	—	—
Dispatchers	439	7.5	40.0	—	—	—	—	—	—
Traffic, shipping and receiving clerks	409	4.7	40.0	409	4.7	40.0	—	—	—
Stock and inventory clerks	467	9.2	40.0	431	6.3	40.0	—	—	—
Investigators and adjusters, except insurance	483	5.8	39.2	471	5.8	39.2	—	—	—
Bill and account collectors	457	2.9	40.0	450	3.3	40.0	—	—	—
General office clerks	419	4.4	39.9	453	5.4	39.8	370	4.7	40.0
Bank tellers	376	13.4	40.0	376	13.4	40.0	—	—	—
Data entry keyers	389	4.5	39.7	389	4.5	39.7	—	—	—
Administrative support, n.e.c.	495	3.8	40.0	478	4.8	40.0	—	—	—
Blue collar	511	3.6	40.0	501	3.8	40.0	662	5.4	40.0
Precision production, craft, and repair	651	3.1	40.1	640	3.4	40.1	744	6.3	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Machinery maintenance	\$547	13.6	40.0	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	626	6.2	40.0	\$601	7.3	40.0	—	—	—
Carpenters	584	4.3	40.0	584	4.3	40.0	—	—	—
Electricians	597	15.2	39.8	593	15.4	39.8	—	—	—
Construction trades, n.e.c.	628	14.3	40.0	—	—	—	—	—	—
Supervisors, production	865	6.6	40.0	841	8.4	40.0	—	—	—
Electrical and electronic equipment assemblers	452	11.9	40.0	452	11.9	40.0	—	—	—
Machine operators, assemblers, and inspectors	432	3.9	40.0	431	3.9	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	465	2.3	40.0	465	2.3	40.0	—	—	—
Assemblers	362	6.8	40.0	362	6.8	40.0	—	—	—
Production inspectors, checkers and examiners ...	454	11.2	40.0	454	11.2	40.0	—	—	—
Transportation and material moving	524	16.0	40.0	522	19.9	40.0	\$530	10.9	40.0
Truck drivers	475	7.0	40.0	465	7.4	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	360	6.8	39.9	351	6.9	39.9	556	4.7	40.0
Helpers, construction trades ...	383	10.9	40.0	383	10.9	40.0	—	—	—
Construction laborers	341	2.1	40.0	—	—	—	—	—	—
Production helpers	368	8.9	40.0	368	8.9	40.0	—	—	—
Stock handlers and baggers ...	422	7.6	40.0	400	9.5	40.0	—	—	—
Machine feeders and offbearers	452	9.3	40.0	452	9.3	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	387	13.7	40.0	387	13.7	40.0	—	—	—
Hand packers and packagers	326	11.6	39.1	326	11.6	39.1	—	—	—
Laborers, except construction, n.e.c.	296	11.7	40.0	285	10.9	40.0	—	—	—
Service	367	5.7	38.2	302	6.3	37.4	632	4.9	41.4
Protective service	650	9.3	42.2	434	21.4	41.8	778	5.0	42.5
Firefighting	815	7.6	52.9	—	—	—	882	4.8	52.9
Police and detectives, public service	819	1.4	40.0	—	—	—	819	1.4	40.0
Guards and police, except public service	343	5.3	39.7	343	5.3	39.7	—	—	—
Food service	238	9.0	37.0	226	9.0	36.8	—	—	—
Waiters, waitresses, and bartenders	113	11.5	35.1	113	11.5	35.1	—	—	—
Waiters and waitresses	84	10.3	34.4	84	10.3	34.4	—	—	—
Waiters'/Waitresses' assistants	154	11.0	36.1	154	11.0	36.1	—	—	—
Other food service	323	5.7	38.3	310	5.9	38.1	—	—	—
Supervisors, food preparation and service	470	6.4	40.1	464	10.3	40.1	—	—	—
Cooks	340	5.6	38.5	340	5.6	38.5	—	—	—
Food counter, fountain, and related	236	21.7	39.5	236	21.7	39.5	—	—	—
Food preparation, n.e.c.	228	6.8	36.3	228	6.8	36.3	—	—	—
Health service	337	3.0	38.4	329	2.7	38.3	—	—	—
Health aides, except nursing ..	358	4.8	39.5	358	4.8	39.5	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Health service—Continued									
Nursing aides, orderlies and attendants	\$330	3.6	38.0	\$317	2.8	37.8	—	—	—
Cleaning and building service	340	6.0	39.8	312	6.1	39.7	\$418	10.2	40.0
Supervisors, cleaning and building service workers ...	510	12.7	40.0	—	—	—	—	—	—
Maids and housemen	253	5.6	38.5	253	5.6	38.5	—	—	—
Janitors and cleaners	344	6.9	40.0	321	8.4	40.0	394	9.6	40.0
Personal service	414	8.0	35.2	412	8.5	34.9	—	—	—
Welfare service aides	390	8.3	40.0	359	9.3	40.0	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. 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.

⁵ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$32,228	2.6	2,015	\$31,749	3.1	2,049	\$34,419	3.2	1,861
All excluding sales	32,175	2.5	2,012	31,640	3.0	2,048	34,439	3.2	1,860
White collar	39,126	2.7	2,005	40,115	3.2	2,065	35,666	4.2	1,794
White collar excluding sales	39,972	2.5	1,997	41,403	3.0	2,066	35,702	4.2	1,793
Professional specialty and technical	44,561	2.8	1,873	49,154	3.6	2,018	35,998	3.6	1,602
Professional specialty	46,237	3.0	1,840	54,765	4.1	2,065	35,999	3.8	1,570
Engineers, architects, and surveyors	64,268	3.0	2,080	65,264	3.0	2,080	49,172	12.9	2,080
Electrical and electronic engineers	70,552	2.4	2,080	70,552	2.4	2,080	-	-	-
Engineers, n.e.c.	61,418	4.9	2,080	61,748	4.9	2,080	-	-	-
Mathematical and computer scientists	50,208	5.9	2,077	49,748	6.9	2,077	-	-	-
Computer systems analysts and scientists	55,804	6.1	2,076	57,673	7.0	2,075	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	48,751	8.2	2,031	47,963	8.5	2,028	-	-	-
Physicians	98,581	23.7	2,146	103,416	28.5	2,162	-	-	-
Registered nurses	38,766	1.3	1,991	38,651	1.3	1,989	-	-	-
Teachers, college and university Teachers, except college and university	53,371	24.0	1,746	47,115	6.1	1,825	-	-	-
Elementary school teachers ...	32,899	4.1	1,469	47,034	9.3	1,942	32,331	4.3	1,450
Teachers, n.e.c.	31,990	4.8	1,480	-	-	-	31,976	4.8	1,479
Librarians, archivists, and curators	50,525	11.5	2,062	50,525	11.5	2,062	-	-	-
Librarians	38,536	10.9	1,850	-	-	-	-	-	-
Librarians	38,536	10.9	1,850	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	32,756	11.6	1,970	31,804	16.4	2,080	-	-	-
Social workers	31,227	13.3	1,950	31,804	16.4	2,080	-	-	-
Lawyers and judges	68,961	6.6	2,341	-	-	-	-	-	-
Lawyers	68,961	6.6	2,341	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	56,686	5.7	2,080	56,833	5.9	2,080	-	-	-
Technical	40,466	5.9	1,954	40,919	6.4	1,950	35,989	7.3	1,991
Clinical laboratory technologists and technicians	28,834	2.3	2,080	-	-	-	-	-	-
Licensed practical nurses	29,073	4.0	2,024	29,011	4.1	2,023	-	-	-
Health technologists and technicians, n.e.c.	25,928	14.5	2,006	25,928	14.5	2,006	-	-	-
Electrical and electronic technicians	36,057	6.0	2,035	36,935	6.4	2,080	-	-	-
Engineering technicians, n.e.c.	38,828	6.0	2,080	38,904	6.0	2,080	-	-	-
Technical and related, n.e.c. ...	31,749	9.7	2,080	31,091	11.4	2,080	-	-	-
Executive, administrative, and managerial	61,682	4.3	2,117	63,890	4.8	2,138	53,663	8.0	2,042
Executives, administrators, and managers	69,645	5.5	2,143	72,069	6.2	2,176	60,300	8.8	2,015
Administrators and officials, public administration	68,032	8.8	2,181	-	-	-	68,032	8.8	2,181
Financial managers	59,752	16.2	2,080	65,100	22.9	2,080	-	-	-
Personnel and labor relations managers	86,980	10.3	2,100	84,132	12.3	2,103	-	-	-
Managers, marketing, advertising, and public relations	80,732	26.1	2,140	80,732	26.1	2,140	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Administrators, education and related fields	\$54,680	11.7	1,963	\$41,738	23.6	2,080	—	—	—
Managers, medicine and health	66,821	13.5	2,122	—	—	—	—	—	—
Managers, service organizations, n.e.c.	72,044	12.1	2,087	—	—	—	—	—	—
Managers and administrators, n.e.c.	81,497	7.3	2,237	81,414	7.4	2,239	—	—	—
Management related	49,101	5.3	2,076	50,535	5.1	2,075	\$44,344	13.6	2,080
Accountants and auditors	44,876	10.1	2,080	40,254	7.6	2,080	—	—	—
Other financial officers	55,227	8.0	2,080	55,227	8.0	2,080	—	—	—
Personnel, training, and labor relations specialists	38,738	10.2	2,067	38,738	10.2	2,067	—	—	—
Purchasing agents and buyers, n.e.c.	46,038	10.8	2,060	46,038	10.8	2,060	—	—	—
Management related, n.e.c.	52,531	8.9	2,080	55,387	7.4	2,080	46,901	20.7	2,080
Sales	32,951	13.3	2,062	32,988	13.4	2,061	—	—	—
Supervisors, sales	41,885	30.6	2,113	41,885	30.6	2,113	—	—	—
Sales, other business services	58,987	18.3	2,170	58,987	18.3	2,170	—	—	—
Sales representatives, mining, manufacturing, and wholesale	50,091	13.3	2,080	50,091	13.3	2,080	—	—	—
Sales workers, other commodities	29,939	25.4	1,989	29,939	25.4	1,989	—	—	—
Cashiers	21,790	6.9	2,053	21,790	6.9	2,053	—	—	—
Administrative support, including clerical	25,040	1.9	2,062	25,203	2.1	2,070	24,252	5.0	2,026
Supervisors, general office	35,416	3.6	2,075	35,598	4.0	2,074	—	—	—
Supervisors, financial records processing	32,977	8.1	2,080	35,486	7.8	2,080	—	—	—
Secretaries	27,461	3.1	2,064	28,111	3.5	2,060	25,225	2.3	2,080
Transportation ticket and reservation agents	21,778	14.7	2,080	21,778	14.7	2,080	—	—	—
Receptionists	19,835	2.9	2,080	19,835	2.9	2,080	—	—	—
Information clerks, n.e.c.	21,965	4.2	2,056	21,965	4.2	2,056	—	—	—
Order clerks	25,806	9.5	2,080	25,162	9.7	2,080	—	—	—
Records clerks, n.e.c.	22,641	5.9	2,064	23,109	7.2	2,060	—	—	—
Bookkeepers, accounting and auditing clerks	23,662	4.6	2,080	23,408	4.7	2,080	—	—	—
Dispatchers	22,806	7.5	2,080	—	—	—	—	—	—
Traffic, shipping and receiving clerks	21,282	4.7	2,080	21,282	4.7	2,080	—	—	—
Stock and inventory clerks	24,261	9.2	2,080	22,401	6.3	2,080	—	—	—
Investigators and adjusters, except insurance	25,092	5.8	2,041	24,499	5.8	2,038	—	—	—
Bill and account collectors	23,778	2.9	2,080	23,381	3.3	2,080	—	—	—
General office clerks	21,784	4.4	2,073	23,558	5.4	2,068	19,261	4.7	2,080
Bank tellers	19,541	13.4	2,080	19,541	13.4	2,080	—	—	—
Data entry keyers	20,206	4.5	2,067	20,206	4.5	2,067	—	—	—
Administrative support, n.e.c.	25,752	3.8	2,080	24,847	4.8	2,080	—	—	—
Blue collar	26,509	3.6	2,073	26,030	3.8	2,080	32,871	5.4	1,986
Precision production, craft, and repair	33,836	3.1	2,083	33,304	3.4	2,084	38,698	6.3	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Machinery maintenance	\$28,438	13.6	2,080	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	32,558	6.2	2,080	\$31,237	7.3	2,080	—	—	—
Carpenters	30,380	4.3	2,080	30,380	4.3	2,080	—	—	—
Electricians	31,036	15.2	2,068	30,831	15.4	2,067	—	—	—
Construction trades, n.e.c.	32,672	14.3	2,080	—	—	—	—	—	—
Supervisors, production	44,983	6.6	2,080	43,719	8.4	2,080	—	—	—
Electrical and electronic equipment assemblers	23,524	11.9	2,080	23,524	11.9	2,080	—	—	—
Machine operators, assemblers, and inspectors	22,464	3.9	2,079	22,392	3.9	2,079	—	—	—
Miscellaneous machine operators, n.e.c.	24,182	2.3	2,080	24,182	2.3	2,080	—	—	—
Assemblers	18,804	6.8	2,080	18,804	6.8	2,080	—	—	—
Production inspectors, checkers and examiners ...	23,622	11.2	2,080	23,622	11.2	2,080	—	—	—
Transportation and material moving	26,327	16.0	2,010	27,167	19.9	2,080	\$23,423	10.9	1,766
Truck drivers	24,678	7.0	2,080	24,200	7.4	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	18,732	6.8	2,076	18,262	6.9	2,076	28,929	4.7	2,080
Helpers, construction trades ...	19,909	10.9	2,080	19,909	10.9	2,080	—	—	—
Construction laborers	17,740	2.1	2,080	—	—	—	—	—	—
Production helpers	19,149	8.9	2,080	19,149	8.9	2,080	—	—	—
Stock handlers and baggers ...	21,944	7.6	2,080	20,810	9.5	2,080	—	—	—
Machine feeders and offbearers	23,528	9.3	2,080	23,528	9.3	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	20,114	13.7	2,080	20,114	13.7	2,080	—	—	—
Hand packers and packagers	16,927	11.6	2,034	16,927	11.6	2,034	—	—	—
Laborers, except construction, n.e.c.	15,397	11.7	2,080	14,799	10.9	2,080	—	—	—
Service	18,833	5.7	1,961	15,719	6.3	1,945	30,912	4.9	2,025
Protective service	32,894	9.3	2,138	22,585	21.4	2,174	38,778	5.0	2,117
Firefighting	41,642	7.6	2,704	—	—	—	44,784	4.8	2,686
Police and detectives, public service	42,602	1.4	2,080	—	—	—	42,602	1.4	2,080
Guards and police, except public service	17,840	5.3	2,066	17,840	5.3	2,066	—	—	—
Food service	12,234	9.0	1,900	11,778	9.0	1,915	—	—	—
Waiters, waitresses, and bartenders	5,865	11.5	1,823	5,865	11.5	1,823	—	—	—
Waiters and waitresses	4,355	10.3	1,787	4,355	10.3	1,787	—	—	—
Waiters/Waitresses' assistants	8,013	11.0	1,878	8,013	11.0	1,878	—	—	—
Other food service	16,473	5.7	1,951	16,126	5.9	1,982	—	—	—
Supervisors, food preparation and service	22,205	6.4	1,895	24,119	10.3	2,085	—	—	—
Cooks	17,691	5.6	2,000	17,691	5.6	2,000	—	—	—
Food counter, fountain, and related	12,264	21.7	2,052	12,264	21.7	2,052	—	—	—
Food preparation, n.e.c.	11,855	6.8	1,887	11,855	6.8	1,887	—	—	—
Health service	17,069	3.0	1,945	17,102	2.7	1,990	—	—	—
Health aides, except nursing ..	18,604	4.8	2,056	18,604	4.8	2,056	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Health service—Continued									
Nursing aides, orderlies and attendants	\$16,539	3.6	1,906	\$16,490	2.8	1,963	—	—	—
Cleaning and building service	17,609	6.0	2,057	16,218	6.1	2,063	\$21,300	10.2	2,040
Supervisors, cleaning and building service workers ...	26,518	12.7	2,080	—	—	—	—	—	—
Maids and housemen	13,177	5.6	2,003	13,177	5.6	2,003	—	—	—
Janitors and cleaners	17,760	6.9	2,066	16,715	8.4	2,080	20,032	9.6	2,035
Personal service	21,541	8.0	1,830	21,425	8.5	1,812	—	—	—
Welfare service aides	20,297	8.3	2,080	18,684	9.3	2,080	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. 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.

⁵ Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$15.16	2.4	\$14.65	2.9	\$17.76	3.5
All excluding sales	15.20	2.4	14.64	2.8	17.77	3.5
White collar	18.86	2.7	18.77	3.2	19.21	4.1
1	7.84	4.1	7.64	3.9	—	—
2	9.65	4.1	9.91	4.5	8.29	3.8
3	9.61	1.8	9.69	1.8	9.09	6.4
4	11.54	3.9	11.53	4.2	11.73	7.4
5	14.75	4.9	14.92	5.4	13.40	5.8
6	16.51	7.3	16.70	8.3	15.36	5.9
7	20.24	5.5	21.49	6.2	16.53	6.7
8	20.91	3.7	21.25	4.5	20.33	6.0
9	24.22	2.7	25.37	2.3	22.60	4.8
10	28.54	2.7	28.54	3.1	28.53	5.1
11	32.78	5.7	35.07	6.3	26.44	7.4
12	36.89	5.1	37.43	5.6	31.25	4.6
13	45.46	9.4	45.74	12.6	44.74	9.5
14	63.37	18.6	64.41	19.4	—	—
Not able to be leveled	33.66	21.1	33.66	24.7	—	—
White collar excluding sales	19.52	2.6	19.61	3.1	19.25	4.2
1	8.12	2.7	—	—	—	—
2	9.66	4.6	9.95	5.2	8.29	3.8
3	9.72	2.2	9.84	2.2	9.09	6.4
4	11.90	2.8	11.92	3.0	11.73	7.4
5	14.64	2.6	14.85	2.7	13.40	5.8
6	15.16	3.2	15.08	3.6	15.60	6.6
7	19.03	3.5	19.97	3.5	16.53	6.7
8	20.59	2.9	20.76	2.5	20.33	6.0
9	24.20	2.7	25.35	2.3	22.60	4.8
10	28.54	2.7	28.54	3.1	28.53	5.1
11	32.80	5.9	35.23	6.6	26.44	7.4
12	36.89	5.1	37.43	5.6	31.25	4.6
13	45.46	9.4	45.74	12.6	44.74	9.5
14	63.37	18.6	64.41	19.4	—	—
Not able to be leveled	33.66	21.1	33.66	24.7	—	—
Professional specialty and technical	23.53	2.9	24.15	3.7	22.16	4.3
Professional specialty	24.85	2.9	26.40	3.5	22.54	4.6
5	17.05	10.8	17.47	10.9	—	—
6	18.58	5.3	18.72	5.7	—	—
7	23.01	5.4	23.61	6.1	19.15	3.1
8	20.47	4.0	20.68	3.6	20.31	6.5
9	23.14	3.7	23.99	5.2	22.74	4.8
10	27.93	3.0	27.94	3.3	—	—
11	28.50	5.6	29.92	5.0	23.40	8.6
12	36.41	5.9	37.04	6.3	—	—
13	42.63	9.9	—	—	—	—
Not able to be leveled	27.82	30.7	—	—	—	—
Engineers, architects, and surveyors	30.90	3.0	31.38	3.0	23.64	12.9
7	28.89	9.1	—	—	—	—
9	26.78	9.8	29.13	10.6	—	—
11	31.64	4.1	31.64	4.1	—	—
12	34.82	1.5	35.10	1.4	—	—
Electrical and electronic engineers	33.92	2.4	33.92	2.4	—	—
Engineers, n.e.c.	29.53	4.9	29.69	4.9	—	—
11	31.25	7.2	31.25	7.2	—	—
Mathematical and computer scientists	24.17	5.9	23.95	6.9	—	—
9	20.77	5.5	—	—	—	—
Computer systems analysts and scientists	26.88	6.1	27.80	7.0	—	—
9	22.13	2.0	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.02	6.8	23.71	7.0	—	—
8	19.45	2.7	19.48	2.7	—	—
9	23.87	3.0	23.87	3.0	—	—
11	25.16	18.3	25.20	19.4	—	—
Physicians	47.33	20.4	49.34	23.9	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Health related –Continued						
Registered nurses	\$19.76	1.5	\$19.74	1.5	–	–
8	19.50	1.6	19.53	1.7	–	–
9	22.65	2.2	22.65	2.2	–	–
Physical therapists	24.77	2.7	24.77	2.7	–	–
Teachers, college and university	30.26	17.6	25.89	6.1	–	–
Teachers, except college and university	21.76	5.4	23.90	9.2	\$21.65	5.7
8	20.49	7.4	–	–	20.48	7.4
9	22.90	5.3	–	–	22.89	5.5
Elementary school teachers	21.18	5.7	–	–	21.18	5.8
8	20.39	8.7	–	–	20.39	8.7
9	22.40	6.2	–	–	–	–
Teachers, n.e.c.	20.37	18.1	24.10	11.5	–	–
Librarians, archivists, and curators	20.83	10.9	–	–	–	–
Librarians	20.83	10.9	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	16.38	11.7	15.13	16.6	18.72	4.2
Social workers	15.87	13.6	15.13	16.6	–	–
Lawyers and judges	29.46	4.2	–	–	–	–
Lawyers	29.46	4.2	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.87	5.8	27.17	5.9	–	–
Technical	20.40	7.1	20.63	7.7	18.08	6.6
3	10.01	3.3	10.01	3.3	–	–
4	10.83	5.5	10.83	5.5	–	–
5	16.52	4.8	16.26	5.6	–	–
6	16.62	6.4	16.45	7.4	–	–
7	18.31	2.1	18.30	1.7	–	–
8	20.69	3.3	20.52	3.4	–	–
Licensed practical nurses	14.26	3.9	14.24	4.0	–	–
5	15.35	5.4	15.35	5.4	–	–
6	14.09	2.3	14.09	2.3	–	–
Health technologists and technicians, n.e.c.	11.85	11.4	11.85	11.4	–	–
Electrical and electronic technicians	17.72	5.8	17.76	6.4	–	–
6	17.68	4.5	17.65	6.6	–	–
8	22.90	4.8	22.45	5.0	–	–
Engineering technicians, n.e.c.	18.67	6.0	18.70	6.0	–	–
Technical and related, n.e.c.	15.04	9.8	14.69	11.5	–	–
Executive, administrative, and managerial	29.13	3.9	29.88	4.4	26.28	7.9
5	16.89	4.8	17.42	3.9	–	–
6	13.27	6.7	12.95	6.7	–	–
7	18.18	7.7	18.03	6.9	–	–
8	22.96	8.5	22.82	8.9	–	–
9	25.01	3.6	25.69	2.5	22.02	14.2
10	29.44	4.9	–	–	–	–
11	29.90	6.1	31.01	7.0	27.84	9.3
12	37.08	6.7	37.58	7.3	–	–
13	50.81	17.9	–	–	–	–
Executives, administrators, and managers	32.50	5.1	33.12	5.8	29.92	8.7
7	18.60	11.2	17.02	9.4	–	–
8	25.19	8.3	–	–	–	–
9	25.17	3.5	25.23	3.6	24.54	10.3
11	29.51	7.5	31.50	8.7	26.42	9.0
12	41.30	7.0	42.81	7.3	–	–
13	50.81	17.9	–	–	–	–
Administrators and officials, public administration	31.20	8.6	–	–	31.20	8.6
Financial managers	28.73	16.2	31.30	22.9	–	–
Personnel and labor relations managers	41.42	10.8	40.00	12.9	–	–
Managers, marketing, advertising, and public relations	37.73	23.4	37.73	23.4	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Executives, administrators, and managers —Continued						
Administrators, education and related fields	\$27.85	11.7	\$20.07	23.6	—	—
Managers, medicine and health	31.50	13.3	—	—	—	—
Managers, service organizations, n.e.c.	34.51	10.7	—	—	—	—
Managers and administrators, n.e.c.	36.43	7.3	36.35	7.4	—	—
9	22.99	3.9	22.99	3.9	—	—
11	34.77	5.2	34.80	5.2	—	—
12	45.55	11.6	45.55	11.6	—	—
Management related	23.65	5.3	24.35	5.1	\$21.32	13.6
5	16.89	4.8	17.42	3.9	—	—
6	13.56	9.2	—	—	—	—
7	17.64	9.5	—	—	—	—
8	21.94	11.3	21.94	11.3	—	—
9	24.79	7.2	26.58	2.7	—	—
11	31.29	8.1	29.68	8.9	—	—
Accountants and auditors	21.57	10.1	19.35	7.6	—	—
Other financial officers	26.55	8.0	26.55	8.0	—	—
Personnel, training, and labor relations specialists	18.74	10.3	18.74	10.3	—	—
Purchasing agents and buyers, n.e.c.	22.35	11.5	22.35	11.5	—	—
Management related, n.e.c.	25.26	8.9	26.63	7.4	22.55	20.7
9	27.41	4.6	25.96	4.1	—	—
Sales	14.69	12.3	14.69	12.4	—	—
3	9.31	2.6	9.31	2.6	—	—
4	10.38	10.4	10.38	10.4	—	—
5	15.19	22.5	15.19	22.5	—	—
6	21.90	17.4	22.94	17.0	—	—
7	33.54	15.8	33.54	15.8	—	—
8	23.87	21.1	23.87	21.1	—	—
Supervisors, sales	18.90	30.8	18.90	30.8	—	—
Sales, other business services	27.19	16.8	27.19	16.8	—	—
Sales representatives, mining, manufacturing, and wholesale	24.08	13.3	24.08	13.3	—	—
Sales workers, other commodities	13.23	20.5	13.23	20.5	—	—
3	10.37	10.9	10.37	10.9	—	—
4	8.79	13.9	8.79	13.9	—	—
Cashiers	10.52	6.5	10.52	6.5	—	—
3	9.60	6.0	9.60	6.0	—	—
Administrative support, including clerical	11.82	2.0	11.94	2.2	11.28	4.4
1	8.12	2.7	—	—	—	—
2	9.48	4.7	9.75	5.3	8.26	3.9
3	9.69	2.4	9.82	2.4	9.09	6.4
4	12.03	3.0	12.07	3.2	11.73	7.4
5	13.37	2.4	13.57	2.5	12.31	5.9
6	14.06	2.5	14.21	2.7	13.20	1.8
7	15.96	4.3	16.94	4.1	14.94	6.2
8	19.47	6.4	19.97	6.9	—	—
Supervisors, general office	17.07	3.7	17.16	4.0	—	—
Supervisors, financial records processing	15.85	8.1	17.06	7.8	—	—
Secretaries	13.29	3.3	13.61	3.7	12.13	2.3
3	10.87	5.1	—	—	—	—
4	13.07	3.9	13.16	4.2	—	—
5	13.13	4.3	13.76	4.7	11.66	1.9
Stenographers	13.66	3.8	13.66	3.8	—	—
Transportation ticket and reservation agents	10.74	15.0	10.74	15.0	—	—
Receptionists	9.78	3.9	9.78	3.9	—	—
3	9.41	3.4	9.41	3.4	—	—
Information clerks, n.e.c.	10.68	3.9	10.68	3.9	—	—
Order clerks	10.63	9.8	10.41	9.3	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Records clerks, n.e.c.	\$10.96	6.1	\$11.21	7.4	—	—
3	10.33	3.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	11.40	4.3	11.28	4.4	—	—
4	10.75	3.7	10.75	3.7	—	—
5	12.94	8.2	12.78	8.5	—	—
Dispatchers	10.67	7.9	—	—	—	—
Traffic, shipping and receiving clerks	10.23	4.7	10.23	4.7	—	—
Stock and inventory clerks	11.66	9.2	10.77	6.2	—	—
Investigators and adjusters, except insurance	12.30	4.9	12.02	4.9	—	—
4	12.82	6.7	12.82	6.7	—	—
5	12.99	7.4	—	—	—	—
Bill and account collectors	11.33	2.9	11.13	3.2	—	—
General office clerks	10.30	4.0	10.96	4.9	\$9.23	4.7
2	8.81	3.0	8.89	2.8	—	—
3	9.61	5.4	9.79	6.0	—	—
4	12.58	9.9	14.23	7.9	—	—
Bank tellers	9.31	11.1	9.31	11.1	—	—
Data entry keyers	9.37	4.4	9.37	4.4	—	—
2	8.96	2.8	8.96	2.8	—	—
Teachers' aides	7.74	3.5	—	—	7.74	3.5
2	7.70	4.4	—	—	7.70	4.4
Administrative support, n.e.c.	11.73	4.6	11.28	5.5	—	—
2	9.23	9.5	9.23	9.5	—	—
4	11.71	8.7	—	—	—	—
Blue collar	12.31	3.6	12.04	3.9	16.08	5.0
1	6.78	4.3	6.65	4.0	—	—
2	8.88	4.7	8.82	4.8	—	—
3	10.01	4.0	9.97	4.2	—	—
4	11.76	2.6	11.78	2.7	11.37	6.8
5	13.25	2.6	13.12	2.7	14.24	6.7
6	17.81	4.1	17.78	4.2	—	—
7	18.72	2.7	18.32	3.1	20.27	6.7
8	20.10	8.9	20.02	8.9	—	—
9	25.64	8.9	—	—	—	—
Precision production, craft, and repair	16.22	3.2	15.96	3.4	18.60	6.3
2	10.40	18.9	10.40	18.9	—	—
3	10.69	8.2	10.69	8.2	—	—
4	10.71	2.8	10.65	2.8	—	—
5	13.34	4.6	13.21	5.0	14.66	12.7
6	18.06	4.6	18.02	4.8	—	—
7	18.74	2.9	18.33	3.1	20.46	7.7
8	19.33	8.9	19.25	8.9	—	—
9	25.64	8.9	—	—	—	—
Machinery maintenance	13.67	13.6	—	—	—	—
Mechanics and repairers, n.e.c.	15.65	6.2	15.02	7.3	—	—
Carpenters	14.61	4.3	14.61	4.3	—	—
Electricians	15.01	15.2	14.91	15.4	—	—
7	19.07	9.4	—	—	—	—
Construction trades, n.e.c.	15.71	14.3	—	—	—	—
Supervisors, production	21.63	6.6	21.02	8.4	—	—
Electrical and electronic equipment assemblers ..	11.31	11.9	11.31	11.9	—	—
Machine operators, assemblers, and inspectors	10.80	3.9	10.76	3.9	—	—
1	7.30	4.4	7.30	4.4	—	—
2	8.18	8.3	8.18	8.3	—	—
3	9.84	6.2	9.84	6.2	—	—
4	11.91	2.1	11.91	2.1	—	—
5	13.09	2.6	13.09	2.6	—	—
6	15.53	6.2	15.53	6.2	—	—
Miscellaneous machine operators, n.e.c.	11.63	2.3	11.63	2.3	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Miscellaneous machine operators, n.e.c.						
—Continued						
3	\$11.40	2.9	\$11.40	2.9	—	—
4	11.73	3.4	11.73	3.4	—	—
Assemblers	9.03	6.8	9.03	6.8	—	—
2	7.99	11.0	7.99	11.0	—	—
3	7.95	10.0	7.95	10.0	—	—
4	11.25	1.5	11.25	1.5	—	—
Production inspectors, checkers and examiners ..	11.36	11.2	11.36	11.2	—	—
Transportation and material moving	12.07	15.0	11.94	19.0	\$12.54	8.7
2	8.22	4.8	8.07	4.3	—	—
3	11.41	5.8	11.75	6.7	—	—
4	13.02	14.6	14.00	16.8	—	—
5	14.36	6.2	13.91	4.7	—	—
Truck drivers	11.86	7.0	11.63	7.4	—	—
Bus drivers	9.51	4.3	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.31	6.2	8.11	6.2	13.91	4.7
1	6.55	5.4	6.36	4.8	—	—
2	9.20	5.5	9.12	5.5	—	—
3	8.85	6.7	8.85	6.7	—	—
4	12.17	8.1	12.03	8.8	—	—
5	12.35	5.2	—	—	—	—
Helpers, construction trades	9.57	10.9	9.57	10.9	—	—
2	8.70	9.0	8.70	9.0	—	—
Construction laborers	8.53	2.1	—	—	—	—
Production helpers	9.21	8.9	9.21	8.9	—	—
Stock handlers and baggers	8.15	10.1	7.65	11.1	—	—
3	7.99	5.6	7.99	5.6	—	—
Machine feeders and offbearers	11.31	9.3	11.31	9.3	—	—
Freight, stock, and material handlers, n.e.c.	9.37	12.2	9.37	12.2	—	—
1	7.96	6.0	7.96	6.0	—	—
Hand packers and packagers	8.32	11.6	8.32	11.6	—	—
Laborers, except construction, n.e.c.	6.74	8.6	6.52	8.0	—	—
1	5.81	5.1	5.73	4.8	—	—
2	10.50	5.4	10.20	5.2	—	—
Service	8.80	4.2	7.57	4.6	14.23	5.3
1	5.49	4.6	5.42	4.7	6.60	7.8
2	6.84	6.4	6.77	6.9	7.79	3.0
3	7.08	5.3	6.90	5.5	9.11	4.9
4	10.70	12.7	10.50	14.6	12.19	9.5
5	11.94	5.2	10.70	8.7	12.92	4.9
6	18.20	6.3	—	—	16.45	4.1
7	16.57	8.5	12.34	15.3	18.38	7.6
Protective service	14.57	8.1	9.97	13.0	17.74	5.0
3	8.30	5.4	8.38	5.8	—	—
4	11.78	5.1	—	—	—	—
5	14.22	4.2	—	—	14.22	4.2
6	17.23	3.5	—	—	17.11	3.6
7	17.91	10.6	—	—	20.04	2.4
Firefighting	14.41	11.4	—	—	16.56	4.7
Police and detectives, public service	20.44	1.5	—	—	20.48	1.4
6	20.04	4.5	—	—	—	—
7	20.64	1.8	—	—	20.64	1.8
Guards and police, except public service	8.46	4.9	8.43	4.8	—	—
3	8.38	5.8	8.38	5.8	—	—
Protective service, n.e.c.	10.08	10.4	—	—	10.08	10.4
Food service	6.06	5.2	5.86	5.2	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
1	\$5.08	6.4	\$5.06	6.5	—	—
2	5.52	12.9	5.52	12.9	—	—
3	5.47	6.5	5.47	6.5	—	—
4	6.63	19.4	6.63	19.4	—	—
5	11.67	13.4	11.90	16.3	—	—
Waiters, waitresses, and bartenders	3.12	8.0	3.12	8.0	—	—
1	3.60	13.6	3.60	13.6	—	—
2	2.92	15.5	2.92	15.5	—	—
3	2.95	16.0	2.95	16.0	—	—
Waiters and waitresses	2.43	6.0	2.43	6.0	—	—
3	2.38	4.2	2.38	4.2	—	—
Waiters'/Waitresses' assistants	4.32	10.0	4.32	10.0	—	—
1	4.29	10.7	4.29	10.7	—	—
Other food service	7.53	3.1	7.32	3.1	—	—
1	5.77	2.4	5.76	2.5	—	—
2	7.10	4.8	7.10	4.8	—	—
3	7.61	4.5	7.61	4.5	—	—
4	8.40	4.8	8.40	4.8	—	—
5	11.67	13.4	11.90	16.3	—	—
Supervisors, food preparation and service	11.42	6.6	11.12	10.4	—	—
Cooks	8.77	5.1	8.77	5.1	—	—
3	8.20	2.8	8.20	2.8	—	—
4	8.50	1.8	8.50	1.8	—	—
Food counter, fountain, and related	5.89	5.5	5.89	5.5	—	—
1	5.64	4.0	5.64	4.0	—	—
Kitchen workers, food preparation	8.37	8.4	8.76	8.6	—	—
Food preparation, n.e.c.	6.12	2.3	6.12	2.3	—	—
1	5.92	2.9	5.92	2.9	—	—
2	6.46	5.1	6.46	5.1	—	—
Health service	8.93	3.0	8.79	3.1	—	—
2	8.26	2.0	8.29	2.0	—	—
3	8.81	3.3	8.78	3.5	—	—
Health aides, except nursing	9.12	3.8	9.12	3.8	—	—
Nursing aides, orderlies and attendants	8.62	2.9	8.37	2.2	—	—
2	8.26	2.9	8.30	2.9	—	—
3	8.46	3.8	8.39	3.8	—	—
Cleaning and building service	8.45	5.7	7.89	5.9	\$9.79	10.5
1	6.48	5.0	6.52	5.6	—	—
2	8.22	6.5	8.52	10.0	—	—
3	9.11	2.5	8.79	2.3	—	—
4	10.91	8.3	9.98	6.6	—	—
Supervisors, cleaning and building service workers	12.75	12.7	—	—	—	—
Maids and housemen	6.58	4.9	6.58	4.9	—	—
1	6.55	5.2	6.55	5.2	—	—
Janitors and cleaners	8.45	6.5	8.06	7.9	9.23	10.2
1	6.45	6.5	6.51	7.7	—	—
2	8.29	7.0	8.71	10.8	—	—
3	9.01	2.7	—	—	—	—
4	10.95	8.6	—	—	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Personal service	\$10.91	8.8	\$11.06	9.8	\$9.59	10.0
1	5.40	10.2	—	—	—	—
2	7.48	1.5	—	—	—	—
3	9.00	4.5	9.14	4.4	—	—
4	15.42	11.1	15.56	11.3	—	—
5	10.23	5.1	9.80	5.6	—	—
Attendants, amusement, and recreation facilities	8.56	11.1	—	—	—	—
Welfare service aides	9.08	10.0	—	—	—	—
Service, n.e.c.	9.02	6.9	9.01	7.0	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D for more information.

³ All workers include full-time and part-time workers.

⁴ 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.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$15.99	2.5	\$15.49	2.9	\$18.50	3.4
All excluding sales	15.99	2.4	15.45	2.9	18.52	3.4
White collar	19.52	2.6	19.43	3.0	19.88	4.4
2	10.11	5.3	10.27	5.6	8.97	6.0
3	9.78	1.8	9.78	1.8	9.72	7.2
4	11.73	3.2	11.73	3.4	11.75	7.5
5	14.90	4.8	15.08	5.3	13.57	5.9
6	16.61	7.3	16.82	8.3	15.37	5.9
7	20.28	5.7	21.58	6.3	16.50	6.8
8	21.16	3.9	21.29	4.7	20.92	6.7
9	24.28	2.7	25.38	2.3	22.71	4.8
10	29.02	2.5	28.56	3.3	—	—
11	32.81	5.8	35.03	6.4	26.41	7.8
12	36.89	5.1	37.43	5.6	31.25	4.6
13	45.12	10.1	44.88	12.8	—	—
14	63.37	18.6	64.41	19.4	—	—
Not able to be leveled	33.86	21.2	—	—	—	—
White collar excluding sales	20.01	2.5	20.04	3.0	19.92	4.4
2	10.12	6.0	10.31	6.5	8.97	6.0
3	9.82	2.2	9.84	2.2	9.72	7.2
4	11.94	2.7	11.96	2.9	11.75	7.5
5	14.73	2.6	14.93	2.7	13.57	5.9
6	15.23	3.2	15.16	3.5	15.61	6.6
7	19.00	3.5	19.96	3.5	16.50	6.8
8	20.83	3.1	20.77	2.6	20.92	6.7
9	24.25	2.7	25.37	2.3	22.71	4.8
10	29.02	2.5	28.56	3.3	—	—
11	32.82	6.1	35.19	6.7	26.41	7.8
12	36.89	5.1	37.43	5.6	31.25	4.6
13	45.12	10.1	44.88	12.8	—	—
14	63.37	18.6	64.41	19.4	—	—
Not able to be leveled	33.86	21.2	—	—	—	—
Professional specialty and technical	23.79	3.0	24.36	3.9	22.47	4.3
Professional specialty	25.13	3.0	26.53	3.9	22.94	4.5
5	17.77	10.9	17.77	10.9	—	—
6	18.74	5.4	18.84	5.7	—	—
7	23.18	5.7	23.81	6.4	—	—
8	20.83	4.5	20.68	4.2	20.96	7.4
9	23.22	3.9	23.95	5.5	22.88	4.9
10	28.46	2.6	27.94	3.3	—	—
11	28.31	6.0	29.66	5.2	22.78	9.1
12	36.41	5.9	37.04	6.3	—	—
13	41.64	10.6	—	—	—	—
Engineers, architects, and surveyors	30.90	3.0	31.38	3.0	23.64	12.9
7	28.89	9.1	—	—	—	—
9	26.78	9.8	29.13	10.6	—	—
11	31.64	4.1	31.64	4.1	—	—
12	34.82	1.5	35.10	1.4	—	—
Electrical and electronic engineers	33.92	2.4	33.92	2.4	—	—
Engineers, n.e.c.	29.53	4.9	29.69	4.9	—	—
11	31.25	7.2	31.25	7.2	—	—
Mathematical and computer scientists	24.17	5.9	23.95	6.9	—	—
9	20.77	5.5	—	—	—	—
Computer systems analysts and scientists	26.88	6.1	27.80	7.0	—	—
9	22.13	2.0	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.01	7.8	23.65	8.1	—	—
8	19.14	2.9	19.16	3.0	—	—
9	23.77	3.4	23.77	3.4	—	—
11	24.44	18.7	—	—	—	—
Physicians	45.95	22.3	47.83	26.8	—	—
Registered nurses	19.47	1.5	19.43	1.5	—	—
8	19.15	1.4	19.18	1.5	—	—
Teachers, college and university	30.58	24.1	25.81	6.1	—	—

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university	\$22.40	5.3	\$24.22	9.2	\$22.30	5.5
8	21.27	8.4	–	–	21.27	8.5
9	22.92	5.4	–	–	22.91	5.5
Elementary school teachers	21.61	5.5	–	–	21.62	5.5
8	21.01	8.7	–	–	21.01	8.7
9	22.43	6.4	–	–	–	–
Teachers, n.e.c.	24.51	11.3	24.51	11.3	–	–
Librarians, archivists, and curators	20.83	10.9	–	–	–	–
Librarians	20.83	10.9	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	16.63	11.6	15.29	16.4	–	–
Social workers	16.01	13.3	15.29	16.4	–	–
Lawyers and judges	29.46	4.2	–	–	–	–
Lawyers	29.46	4.2	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	27.25	5.7	27.32	5.9	–	–
Technical	20.71	7.3	20.98	8.0	18.08	6.6
3	10.01	3.5	10.01	3.5	–	–
4	11.05	5.1	11.05	5.1	–	–
5	16.88	4.8	16.68	5.6	–	–
6	16.85	5.6	16.71	6.6	–	–
7	18.31	2.1	18.30	1.7	–	–
8	20.70	3.3	20.52	3.4	–	–
Clinical laboratory technologists and technicians	13.86	2.3	–	–	–	–
Licensed practical nurses	14.36	4.1	14.34	4.2	–	–
5	15.71	5.5	15.71	5.5	–	–
6	14.09	2.3	14.09	2.3	–	–
Health technologists and technicians, n.e.c.	12.93	13.7	12.93	13.7	–	–
Electrical and electronic technicians	17.72	5.8	17.76	6.4	–	–
6	17.68	4.5	17.65	6.6	–	–
8	22.90	4.8	22.45	5.0	–	–
Engineering technicians, n.e.c.	18.67	6.0	18.70	6.0	–	–
Technical and related, n.e.c.	15.26	9.7	14.95	11.4	–	–
Executive, administrative, and managerial	29.13	3.9	29.88	4.4	26.28	7.9
5	16.89	4.8	17.42	3.9	–	–
6	13.27	6.7	12.95	6.7	–	–
7	18.18	7.7	18.03	6.9	–	–
8	22.96	8.5	22.82	8.9	–	–
9	25.01	3.6	25.69	2.5	22.02	14.2
10	29.44	4.9	–	–	–	–
11	29.90	6.1	31.01	7.0	27.84	9.3
12	37.08	6.7	37.58	7.3	–	–
13	50.81	17.9	–	–	–	–
Executives, administrators, and managers	32.50	5.1	33.12	5.8	29.92	8.7
7	18.60	11.2	17.02	9.4	–	–
8	25.19	8.3	–	–	–	–
9	25.17	3.5	25.23	3.6	24.54	10.3
11	29.51	7.5	31.50	8.7	26.42	9.0
12	41.30	7.0	42.81	7.3	–	–
13	50.81	17.9	–	–	–	–
Administrators and officials, public administration	31.20	8.6	–	–	31.20	8.6
Financial managers	28.73	16.2	31.30	22.9	–	–
Personnel and labor relations managers	41.42	10.8	40.00	12.9	–	–
Managers, marketing, advertising, and public relations	37.73	23.4	37.73	23.4	–	–
Administrators, education and related fields	27.85	11.7	20.07	23.6	–	–
Managers, medicine and health	31.50	13.3	–	–	–	–
Managers, service organizations, n.e.c.	34.51	10.7	–	–	–	–
Managers and administrators, n.e.c.	36.43	7.3	36.35	7.4	–	–
9	22.99	3.9	22.99	3.9	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Executives, administrators, and managers —Continued						
Managers and administrators, n.e.c. —Continued						
11	\$34.77	5.2	\$34.80	5.2	—	—
12	45.55	11.6	45.55	11.6	—	—
Management related	23.65	5.3	24.35	5.1	\$21.32	13.6
5	16.89	4.8	17.42	3.9	—	—
6	13.56	9.2	—	—	—	—
7	17.64	9.5	—	—	—	—
8	21.94	11.3	21.94	11.3	—	—
9	24.79	7.2	26.58	2.7	—	—
11	31.29	8.1	29.68	8.9	—	—
Accountants and auditors	21.57	10.1	19.35	7.6	—	—
Other financial officers	26.55	8.0	26.55	8.0	—	—
Personnel, training, and labor relations specialists	18.74	10.3	18.74	10.3	—	—
Purchasing agents and buyers, n.e.c.	22.35	11.5	22.35	11.5	—	—
Management related, n.e.c.	25.26	8.9	26.63	7.4	22.55	20.7
9	27.41	4.6	25.96	4.1	—	—
Sales						
4	15.98	12.2	16.00	12.3	—	—
5	10.85	8.8	10.85	8.8	—	—
6	15.65	21.9	15.65	21.9	—	—
7	21.90	17.4	22.94	17.0	—	—
8	34.86	14.5	34.86	14.5	—	—
Supervisors, sales	23.87	21.1	23.87	21.1	—	—
Supervisors, other business services	19.82	29.3	19.82	29.3	—	—
Supervisors, other business services	27.19	16.8	27.19	16.8	—	—
Sales representatives, mining, manufacturing, and wholesale	24.08	13.3	24.08	13.3	—	—
Sales workers, other commodities	15.05	20.6	15.05	20.6	—	—
Cashiers	10.61	6.9	10.61	6.9	—	—
3	9.61	5.8	9.61	5.8	—	—
4	12.73	6.2	12.73	6.2	—	—
Administrative support, including clerical						
2	12.14	2.0	12.18	2.2	11.97	4.8
3	9.89	6.4	10.04	7.0	8.99	6.8
4	9.80	2.4	9.82	2.5	9.72	7.2
5	12.04	2.9	12.08	3.1	11.75	7.5
6	13.37	2.4	13.57	2.6	12.31	5.9
7	14.07	2.6	14.22	2.8	13.20	1.8
8	15.96	4.3	16.94	4.1	14.94	6.2
Supervisors, general office	19.47	6.4	19.97	6.9	—	—
Supervisors, general office	17.07	3.7	17.16	4.0	—	—
Supervisors, financial records processing	15.85	8.1	17.06	7.8	—	—
Secretaries	13.30	3.4	13.65	3.8	12.13	2.3
3	10.40	5.3	—	—	—	—
4	13.07	3.9	13.16	4.2	—	—
5	13.10	4.4	13.75	4.9	11.66	1.9
Transportation ticket and reservation agents	10.47	14.7	10.47	14.7	—	—
Receptionists	9.54	2.9	9.54	2.9	—	—
3	9.41	3.4	9.41	3.4	—	—
Information clerks, n.e.c.	10.68	3.9	10.68	3.9	—	—
Order clerks	12.41	9.5	12.10	9.7	—	—
Records clerks, n.e.c.	10.97	6.1	11.22	7.4	—	—
3	10.33	3.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	11.38	4.6	11.25	4.7	—	—
4	10.75	3.7	10.75	3.7	—	—
5	12.94	8.2	12.78	8.5	—	—
Dispatchers	10.96	7.5	—	—	—	—
Traffic, shipping and receiving clerks	10.23	4.7	10.23	4.7	—	—
Stock and inventory clerks	11.66	9.2	10.77	6.2	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Investigators and adjusters, except insurance	\$12.30	4.9	\$12.02	4.9	—	—
4	12.82	6.7	12.82	6.7	—	—
5	12.99	7.4	—	—	—	—
Bill and account collectors	11.43	2.9	11.24	3.3	—	—
General office clerks	10.51	4.4	11.39	5.4	\$9.26	4.7
2	8.70	3.6	8.73	4.2	—	—
3	9.64	5.4	9.79	6.0	—	—
4	12.93	10.6	—	—	—	—
Bank tellers	9.39	13.4	9.39	13.4	—	—
Data entry keyers	9.78	4.3	9.78	4.3	—	—
Administrative support, n.e.c.	12.38	3.8	11.95	4.8	—	—
4	11.82	8.9	—	—	—	—
Blue collar	12.78	3.6	12.51	3.8	16.55	5.4
1	7.27	5.4	7.10	5.0	—	—
2	8.99	5.2	8.95	5.2	—	—
3	10.09	4.1	10.05	4.3	—	—
4	11.81	2.6	11.81	2.7	11.65	8.0
5	13.30	2.6	13.14	2.8	14.65	7.0
6	17.81	4.1	17.78	4.2	—	—
7	18.72	2.7	18.32	3.1	20.27	6.7
8	20.10	8.9	20.02	8.9	—	—
9	25.64	8.9	—	—	—	—
Precision production, craft, and repair	16.24	3.2	15.98	3.4	18.60	6.3
2	10.48	19.3	10.48	19.3	—	—
3	10.69	8.2	10.69	8.2	—	—
4	10.71	2.8	10.65	2.8	—	—
5	13.37	4.7	13.24	5.1	14.66	12.7
6	18.06	4.6	18.02	4.8	—	—
7	18.74	2.9	18.33	3.1	20.46	7.7
8	19.33	8.9	19.25	8.9	—	—
9	25.64	8.9	—	—	—	—
Machinery maintenance	13.67	13.6	—	—	—	—
Mechanics and repairers, n.e.c.	15.65	6.2	15.02	7.3	—	—
Carpenters	14.61	4.3	14.61	4.3	—	—
Electricians	15.01	15.2	14.91	15.4	—	—
7	19.07	9.4	—	—	—	—
Construction trades, n.e.c.	15.71	14.3	—	—	—	—
Supervisors, production	21.63	6.6	21.02	8.4	—	—
Electrical and electronic equipment assemblers ..	11.31	11.9	11.31	11.9	—	—
Machine operators, assemblers, and inspectors	10.81	3.9	10.77	3.9	—	—
1	7.30	4.4	7.30	4.4	—	—
2	8.18	8.3	8.18	8.3	—	—
3	9.87	6.3	9.87	6.3	—	—
4	11.91	2.1	11.91	2.1	—	—
5	13.09	2.6	13.09	2.6	—	—
6	15.53	6.2	15.53	6.2	—	—
Miscellaneous machine operators, n.e.c.	11.63	2.3	11.63	2.3	—	—
3	11.40	2.9	11.40	2.9	—	—
4	11.73	3.4	11.73	3.4	—	—
Assemblers	9.04	6.8	9.04	6.8	—	—
2	7.99	11.0	7.99	11.0	—	—
3	7.93	10.5	7.93	10.5	—	—
4	11.25	1.5	11.25	1.5	—	—
Production inspectors, checkers and examiners ..	11.36	11.2	11.36	11.2	—	—
Transportation and material moving	13.10	16.0	13.06	19.9	13.26	10.9
3	11.41	5.8	11.75	6.7	—	—
4	13.84	14.6	—	—	—	—
5	14.90	5.0	13.91	4.7	—	—

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
Truck drivers	\$11.86	7.0	\$11.63	7.4	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	9.02	6.8	8.80	7.0	\$13.91	4.7
2	7.12	7.4	6.85	6.4	—	—
3	9.44	5.9	9.34	5.9	—	—
4	9.07	7.3	9.07	7.3	—	—
5	12.17	8.1	12.03	8.8	—	—
6	12.35	5.2	—	—	—	—
Helpers, construction trades	9.57	10.9	9.57	10.9	—	—
2	8.70	9.0	8.70	9.0	—	—
Construction laborers	8.53	2.1	—	—	—	—
Production helpers	9.21	8.9	9.21	8.9	—	—
Stock handlers and baggers	10.55	7.6	10.00	9.5	—	—
3	8.36	6.5	8.36	6.5	—	—
Machine feeders and offbearers	11.31	9.3	11.31	9.3	—	—
Freight, stock, and material handlers, n.e.c.	9.67	13.7	9.67	13.7	—	—
Hand packers and packagers	8.32	11.6	8.32	11.6	—	—
Laborers, except construction, n.e.c.	7.40	11.7	7.11	10.9	—	—
2	10.50	5.4	10.20	5.2	—	—
Service						
1	9.60	5.0	8.08	5.5	15.27	4.6
2	5.34	3.6	5.34	3.6	—	—
3	6.90	8.4	6.81	9.1	—	—
4	7.51	5.1	7.33	5.3	9.60	1.1
5	10.69	13.6	10.46	15.6	12.32	10.1
6	11.94	5.3	10.70	8.7	12.93	4.9
7	18.18	6.5	—	—	16.45	4.1
8	17.21	6.7	—	—	18.38	7.6
Protective service	15.39	8.2	10.39	16.8	18.32	5.0
3	8.79	4.6	8.79	4.7	—	—
4	11.78	5.1	—	—	—	—
6	17.11	3.6	—	—	17.11	3.6
7	19.02	5.8	—	—	20.04	2.4
Firefighting	15.40	7.6	—	—	16.67	4.8
Police and detectives, public service	20.48	1.4	—	—	20.48	1.4
7	20.64	1.8	—	—	20.64	1.8
Guards and police, except public service	8.64	5.4	8.64	5.4	—	—
3	8.79	4.7	8.79	4.7	—	—
Food service	6.44	7.3	6.15	7.2	—	—
1	4.77	5.6	4.77	5.6	—	—
2	5.13	19.3	5.13	19.3	—	—
3	5.86	6.5	5.86	6.5	—	—
4	6.59	20.7	6.59	20.7	—	—
5	11.67	13.4	11.90	16.3	—	—
Waiters, waitresses, and bartenders	3.22	9.7	3.22	9.7	—	—
1	3.96	9.7	3.96	9.7	—	—
3	3.03	23.4	3.03	23.4	—	—
Waiters and waitresses	2.44	7.9	2.44	7.9	—	—
3	2.25	2.8	2.25	2.8	—	—
Waiters'/Waitresses' assistants	4.27	10.8	4.27	10.8	—	—
1	4.27	10.8	4.27	10.8	—	—
Other food service	8.44	4.4	8.14	4.4	—	—
1	5.71	3.5	5.71	3.5	—	—
2	7.13	4.3	7.13	4.3	—	—
3	7.81	4.5	7.81	4.5	—	—
4	8.54	4.6	8.54	4.6	—	—
5	11.67	13.4	11.90	16.3	—	—
Supervisors, food preparation and service	11.72	6.3	11.57	10.2	—	—
Cooks	8.85	5.2	8.85	5.2	—	—
3	8.20	2.8	8.20	2.8	—	—
4	8.50	1.8	8.50	1.8	—	—
Food counter, fountain, and related	5.98	21.6	5.98	21.6	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
Food preparation, n.e.c.	\$6.28	3.2	\$6.28	3.2	—	—
1	5.96	2.5	5.96	2.5	—	—
2	6.82	5.9	6.82	5.9	—	—
Health service	8.78	2.4	8.59	2.2	—	—
2	8.32	2.0	8.32	2.0	—	—
3	8.77	3.5	8.73	3.6	—	—
Health aides, except nursing	9.05	4.1	9.05	4.1	—	—
Nursing aides, orderlies and attendants	8.68	3.0	8.40	2.3	—	—
2	8.34	3.0	8.34	3.0	—	—
3	8.46	3.8	8.39	3.8	—	—
Cleaning and building service	8.56	6.0	7.86	6.2	\$10.44	10.2
1	6.33	5.4	6.33	5.4	—	—
2	8.29	6.8	8.71	10.2	—	—
3	9.11	2.5	8.79	2.3	—	—
4	10.91	8.3	9.98	6.6	—	—
Supervisors, cleaning and building service workers	12.75	12.7	—	—	—	—
Maids and housemen	6.58	4.9	6.58	4.9	—	—
1	6.55	5.2	6.55	5.2	—	—
Janitors and cleaners	8.60	6.9	8.04	8.4	9.84	9.6
1	6.21	7.1	6.21	7.1	—	—
2	8.37	7.4	—	—	—	—
3	9.01	2.7	—	—	—	—
4	10.95	8.6	—	—	—	—
Personal service	11.77	9.5	11.82	10.2	—	—
2	7.62	2.0	7.62	2.0	—	—
3	9.28	4.6	9.28	4.6	—	—
4	15.97	13.1	15.97	13.1	—	—
5	10.23	5.1	9.80	5.6	—	—
Welfare service aides	9.76	8.3	8.98	9.3	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D 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 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.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$8.58	5.0	\$8.04	5.4	\$11.52	11.1
All excluding sales	8.57	5.6	7.94	6.3	11.52	11.1
White collar	11.90	6.3	11.38	7.0	13.50	10.7
2	8.60	4.5	—	—	7.46	2.9
3	8.73	4.7	9.06	5.1	—	—
4	9.79	12.0	9.80	12.1	—	—
5	10.77	8.7	11.02	9.6	—	—
6	13.13	11.6	13.12	11.9	—	—
7	18.48	11.3	—	—	—	—
8	18.40	7.2	20.62	2.5	17.02	9.8
9	20.81	11.5	—	—	—	—
11	31.65	10.5	—	—	—	—
White collar excluding sales	13.17	8.4	13.01	11.2	13.50	10.7
2	8.68	4.2	—	—	7.46	2.9
3	8.85	7.3	9.92	6.8	—	—
4	11.11	13.4	11.14	13.6	—	—
5	11.75	8.1	12.35	7.3	—	—
6	13.13	11.6	13.12	11.9	—	—
7	20.55	5.7	—	—	—	—
8	18.40	7.2	20.62	2.5	17.02	9.8
9	20.81	11.5	—	—	—	—
11	31.65	10.5	—	—	—	—
Professional specialty and technical	20.12	6.7	20.64	9.0	19.49	9.8
Professional specialty	21.58	7.6	24.31	9.7	19.49	9.8
7	20.55	5.7	—	—	—	—
8	18.39	7.3	—	—	17.02	9.8
9	20.81	11.5	—	—	—	—
11	31.65	10.5	—	—	—	—
Health related	24.07	12.2	24.07	12.2	—	—
Registered nurses	21.04	2.4	21.04	2.4	—	—
Teachers, college and university	29.58	19.1	—	—	—	—
Teachers, except college and university	16.56	8.1	—	—	16.59	8.2
8	17.02	9.8	—	—	17.02	9.8
Elementary school teachers	16.33	4.4	—	—	16.33	4.4
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.00	16.0	14.00	16.0	—	—
Sales	8.67	5.4	8.67	5.4	—	—
3	8.62	6.0	8.62	6.0	—	—
4	9.08	14.5	9.08	14.5	—	—
Sales workers, other commodities	7.58	3.8	7.58	3.8	—	—
Cashiers	10.32	7.8	10.32	7.8	—	—
3	9.59	10.3	9.59	10.3	—	—
Administrative support, including clerical	9.09	3.5	9.65	3.6	7.62	2.9
2	8.68	4.2	—	—	7.46	2.9
3	8.77	7.7	9.90	7.8	—	—
4	11.65	13.8	11.71	14.1	—	—
Teachers' aides	7.60	3.3	—	—	7.60	3.3
Administrative support, n.e.c.	8.95	10.5	8.95	10.5	—	—
Blue collar	6.31	6.6	6.03	5.7	—	—
1	5.54	3.5	5.54	3.5	—	—
2	7.85	6.1	7.42	6.2	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	7.59	7.8	6.75	8.9	—	—

See footnotes at end of table.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers	\$5.66	4.4	\$5.66	4.4	—	—
1	5.45	3.2	5.45	3.2	—	—
Stock handlers and baggers	5.79	3.1	5.79	3.1	—	—
Service	6.18	5.6	6.08	6.2	\$7.09	7.1
1	5.67	7.2	5.54	8.0	6.60	7.8
2	6.71	6.6	6.66	7.0	—	—
3	5.39	12.9	5.25	13.9	7.13	3.9
4	10.82	10.2	10.86	11.0	—	—
Protective service	8.25	6.0	—	—	8.21	8.4
3	7.06	3.6	—	—	—	—
Food service	5.36	6.2	5.35	6.3	—	—
1	5.36	8.3	5.33	8.6	—	—
2	6.21	9.2	6.21	9.2	—	—
3	4.46	15.7	4.46	15.7	—	—
Waiters, waitresses, and bartenders	2.85	8.8	2.85	8.8	—	—
3	2.80	8.0	2.80	8.0	—	—
Waiters and waitresses	2.40	6.3	2.40	6.3	—	—
3	2.60	7.0	2.60	7.0	—	—
Other food service	6.16	2.9	6.16	3.0	—	—
1	5.80	3.0	5.79	3.2	—	—
2	7.07	8.9	7.07	8.9	—	—
3	6.83	7.6	6.83	7.6	—	—
Food counter, fountain, and related	5.87	3.8	5.87	3.8	—	—
Kitchen workers, food preparation	7.65	11.7	8.18	14.5	—	—
Food preparation, n.e.c.	5.92	3.4	5.92	3.4	—	—
1	5.87	5.8	5.87	5.8	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	7.14	9.9	—	—	—	—
1	7.20	10.7	—	—	—	—
Janitors and cleaners	7.14	9.9	—	—	—	—
1	7.20	10.7	—	—	—	—
Personal service	7.89	7.2	7.96	9.0	7.63	4.5
2	7.32	2.2	—	—	—	—
Service, n.e.c.	7.52	7.7	—	—	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D 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 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.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Phoenix-Mesa, AZ, October 1999**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$15.99	\$8.58	\$17.57	\$14.89	\$15.05	\$17.58
All excluding sales	15.99	8.57	17.98	14.89	15.23	13.73
White collar	19.52	11.90	19.84	18.78	18.79	20.03
White-collar excluding sales	20.01	13.17	21.72	19.37	19.53	—
Professional specialty and technical	23.79	20.12	33.01	22.85	23.53	—
Professional specialty	25.13	21.58	—	25.07	24.85	—
Technical	20.71	14.00	46.22	17.17	20.37	—
Executive, administrative, and managerial	29.13	—	—	29.16	29.07	—
Sales	15.98	8.67	—	14.85	11.58	20.13
Administrative support, including clerical	12.14	9.09	14.74	11.52	11.79	—
Blue collar	12.78	6.31	15.09	11.77	12.26	13.32
Precision production, craft, and repair	16.24	—	18.72	15.75	16.05	—
Machine operators, assemblers, and inspectors	10.81	—	12.50	10.51	10.80	—
Transportation and material moving	13.10	7.59	18.19	10.01	12.95	—
Handlers, equipment cleaners, helpers, and laborers	9.02	5.66	10.22	7.96	8.29	—
Service	9.60	6.18	18.27	7.82	8.78	—
	Relative error ⁶ (percent)					
All occupations	2.5	5.0	5.1	2.7	2.4	13.4
All excluding sales	2.4	5.6	5.3	2.6	2.4	14.0
White collar	2.6	6.3	9.2	2.8	2.7	13.9
White-collar excluding sales	2.5	8.4	10.7	2.6	2.6	—
Professional specialty and technical	3.0	6.7	23.5	2.7	2.9	—
Professional specialty	3.0	7.6	—	3.1	2.9	—
Technical	7.3	16.0	25.2	3.9	7.2	—
Executive, administrative, and managerial	3.9	—	—	4.0	4.0	—
Sales	12.2	5.4	—	13.8	9.1	15.0
Administrative support, including clerical	2.0	3.5	4.1	2.1	2.0	—
Blue collar	3.6	6.6	5.6	3.8	3.7	18.1
Precision production, craft, and repair	3.2	—	3.4	3.7	3.3	—
Machine operators, assemblers, and inspectors	3.9	—	3.9	4.4	3.9	—
Transportation and material moving	16.0	7.8	7.6	9.8	14.5	—
Handlers, equipment cleaners, helpers, and laborers	6.8	4.4	10.1	6.6	6.2	—
Service	5.0	5.6	5.8	3.8	4.3	—

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B 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 Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an 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.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$14.65	-	-	\$16.00	-	-	-	-	\$16.15	-
All excluding sales	14.64	-	-	15.76	-	-	-	-	16.12	-
White collar	18.77	-	\$27.35	24.89	-	-	-	-	16.57	-
White-collar excluding sales	19.61	-	27.35	24.68	-	-	-	-	16.56	-
Professional specialty and technical	24.15	-	-	-	-	-	-	-	21.84	-
Professional specialty	26.40	-	-	-	-	-	-	-	-	-
Technical	20.63	-	-	-	-	-	-	-	25.81	-
Executive, administrative, and managerial	29.88	-	-	33.34	-	-	-	-	29.94	-
Sales	14.69	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	11.94	-	-	14.03	-	-	-	-	12.29	-
Blue collar	12.04	-	-	13.89	-	-	-	-	-	-
Precision production, craft, and repair	15.96	-	-	14.84	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	10.76	-	-	-	-	-	-	-	-	-
Transportation and material moving	11.94	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.11	-	-	10.09	-	-	-	-	-	-
Service	7.57	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	2.9	-	-	9.5	-	-	-	-	5.7	-
All excluding sales	2.8	-	-	9.4	-	-	-	-	5.7	-
White collar	3.2	-	13.3	13.4	-	-	-	-	4.5	-
White-collar excluding sales	3.1	-	13.3	15.5	-	-	-	-	4.5	-
Professional specialty and technical	3.7	-	-	-	-	-	-	-	7.6	-
Professional specialty	3.5	-	-	-	-	-	-	-	-	-
Technical	7.7	-	-	-	-	-	-	-	6.5	-
Executive, administrative, and managerial	4.4	-	-	30.3	-	-	-	-	7.3	-
Sales	12.4	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	2.2	-	-	8.1	-	-	-	-	4.4	-
Blue collar	3.9	-	-	6.0	-	-	-	-	-	-
Precision production, craft, and repair	3.4	-	-	6.1	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	3.9	-	-	-	-	-	-	-	-	-
Transportation and material moving	19.0	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.2	-	-	10.8	-	-	-	-	-	-
Service	4.6	-	-	-	-	-	-	-	-	-

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$14.65	\$12.09	\$15.20	\$13.22	\$17.19
All excluding sales	14.64	11.72	15.32	12.91	17.49
White collar	18.77	16.93	19.05	17.55	20.06
White-collar excluding sales	19.61	16.39	20.17	18.89	20.78
Professional specialty and technical	24.15	22.71	24.21	20.68	25.50
Professional specialty	26.40	35.74	26.20	24.76	26.61
Technical	20.63	17.43	20.90	16.32	23.31
Executive, administrative, and managerial	29.88	27.90	30.29	30.68	30.07
Sales	14.69	22.68	14.11	14.97	11.63
Administrative support, including clerical	11.94	11.56	12.05	12.12	12.01
Blue collar	12.04	12.03	12.04	11.22	13.39
Precision production, craft, and repair	15.96	17.81	15.61	14.52	17.91
Machine operators, assemblers, and inspectors	10.76	7.98	11.12	10.26	11.70
Transportation and material moving	11.94	16.60	9.29	9.01	—
Handlers, equipment cleaners, helpers, and laborers	8.11	7.13	8.46	8.07	9.74
Service	7.57	5.83	8.23	7.58	9.24
Relative error ⁴ (percent)					
All occupations	2.9	8.2	3.2	5.4	3.8
All excluding sales	2.8	8.7	3.1	5.2	3.8
White collar	3.2	6.1	3.6	7.0	4.0
White-collar excluding sales	3.1	6.9	3.3	6.3	4.1
Professional specialty and technical	3.7	11.5	3.7	6.1	4.6
Professional specialty	3.5	13.8	3.5	8.5	3.8
Technical	7.7	10.2	8.2	7.8	11.3
Executive, administrative, and managerial	4.4	10.1	4.9	10.0	5.0
Sales	12.4	17.1	13.2	16.8	8.3
Administrative support, including clerical	2.2	4.7	2.5	4.5	3.3
Blue collar	3.9	14.4	3.5	4.9	4.1
Precision production, craft, and repair	3.4	6.2	3.8	5.1	3.6
Machine operators, assemblers, and inspectors	3.9	12.9	3.4	6.1	3.9
Transportation and material moving	19.0	20.2	7.4	7.3	—
Handlers, equipment cleaners, helpers, and laborers	6.2	11.5	6.7	8.0	9.1
Service	4.6	5.4	5.7	7.9	8.5

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.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$6.44	\$8.56	\$12.42	\$19.06	\$26.87
All excluding sales	6.26	8.58	12.47	19.19	26.87
White collar	8.59	10.68	15.82	23.71	32.43
White collar excluding sales	8.85	11.21	17.00	24.00	33.18
Professional specialty and technical	13.33	17.49	20.53	26.28	33.94
Professional specialty	16.65	19.29	23.33	28.57	35.46
Engineers, architects, and surveyors	23.47	26.28	32.26	35.46	36.62
Electrical and electronic engineers	28.36	33.18	35.46	36.50	36.62
Engineers, n.e.c.	21.22	25.63	29.07	33.94	37.17
Mathematical and computer scientists	17.33	18.57	21.83	28.26	34.93
Computer systems analysts and scientists	21.01	21.83	23.74	29.94	37.78
Natural scientists	—	—	—	—	—
Health related	16.50	18.84	19.57	22.45	29.44
Physicians	15.61	17.07	38.09	65.00	83.09
Registered nurses	18.05	19.06	19.47	20.11	22.45
Physical therapists	23.75	23.75	23.75	26.44	27.56
Teachers, college and university	16.41	17.46	24.75	36.60	59.22
Teachers, except college and university	16.00	19.29	23.15	23.96	26.26
Elementary school teachers	16.00	19.29	20.37	23.76	25.92
Teachers, n.e.c.	11.89	11.89	18.00	23.96	32.76
Librarians, archivists, and curators	17.24	17.74	17.74	27.23	27.23
Librarians	17.24	17.74	17.74	27.23	27.23
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.08	11.08	18.50	19.81	21.94
Social workers	11.08	11.08	17.12	18.64	25.00
Lawyers and judges	24.30	28.57	28.57	32.37	32.37
Lawyers	24.30	28.57	28.57	32.37	32.37
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.80	24.77	28.78	30.00	34.30
Technical	10.00	13.18	17.49	20.53	27.35
Licensed practical nurses	11.59	13.18	13.61	15.38	17.34
Health technologists and technicians, n.e.c.	6.78	10.06	10.35	13.33	21.14
Electrical and electronic technicians	12.25	14.39	17.76	22.07	24.49
Engineering technicians, n.e.c.	14.17	16.88	19.32	21.89	21.89
Technical and related, n.e.c.	10.00	10.50	15.94	18.03	20.27
Executive, administrative, and managerial	15.82	20.37	26.58	34.70	43.27
Executives, administrators, and managers	19.75	22.69	28.20	38.39	48.08
Administrators and officials, public administration	21.66	24.17	27.42	33.17	47.24
Financial managers	19.89	19.89	20.43	35.61	51.90
Personnel and labor relations managers	23.60	31.32	49.23	50.83	54.73
Managers, marketing, advertising, and public relations	17.41	18.35	24.73	49.95	102.78
Administrators, education and related fields	13.94	25.39	28.20	30.48	35.02
Managers, medicine and health	20.00	22.69	29.81	34.14	67.20
Managers, service organizations, n.e.c.	14.36	18.27	32.12	43.27	82.05
Managers and administrators, n.e.c.	21.01	23.73	35.57	41.87	48.02
Management related	14.43	17.50	24.79	29.66	31.75
Accountants and auditors	15.71	15.71	19.44	24.09	32.18
Other financial officers	17.07	22.48	26.25	32.74	34.70
Personnel, training, and labor relations specialists	10.50	15.82	18.18	23.74	26.47
Purchasing agents and buyers, n.e.c.	18.18	18.18	18.18	26.10	30.77
Management related, n.e.c.	13.38	17.66	25.00	31.75	35.96
Sales	7.13	8.45	11.85	15.25	30.25
Supervisors, sales	8.45	9.16	11.66	30.34	47.63
Sales, other business services	15.39	15.39	25.40	41.64	48.43
Sales representatives, mining, manufacturing, and wholesale	16.35	18.00	20.72	26.24	26.24
Sales workers, other commodities	6.87	7.56	10.68	13.00	31.00
Cashiers	6.82	8.50	9.91	13.60	13.77
Administrative support, including clerical	8.08	9.15	11.00	13.87	16.58
Supervisors, general office	14.58	15.13	17.52	18.58	19.49
Supervisors, financial records processing	10.96	12.95	15.58	16.55	21.31
Secretaries	10.28	11.57	12.96	14.90	17.56
Stenographers	12.21	13.06	14.02	14.58	14.58

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Transportation ticket and reservation agents	\$7.10	\$7.92	\$8.84	\$11.21	\$19.26
Receptionists	8.40	9.15	9.18	10.24	11.13
Information clerks, n.e.c.	9.04	9.93	10.74	10.99	12.95
Order clerks	8.77	8.77	8.77	11.38	16.18
Records clerks, n.e.c.	8.50	8.72	10.48	11.50	16.58
Bookkeepers, accounting and auditing clerks	8.96	10.00	11.00	12.28	14.00
Dispatchers	7.45	9.06	10.29	12.50	14.07
Traffic, shipping and receiving clerks	8.56	9.00	10.68	11.00	11.55
Stock and inventory clerks	9.25	9.61	9.94	12.87	18.28
Investigators and adjusters, except insurance	9.62	10.26	11.00	15.66	16.17
Bill and account collectors	10.03	10.22	11.62	12.15	12.24
General office clerks	7.90	8.27	9.25	11.50	15.24
Bank tellers	7.42	7.42	8.62	9.09	16.62
Data entry keyers	7.95	8.50	8.75	10.80	10.80
Teachers' aides	7.02	7.23	7.29	8.09	9.05
Administrative support, n.e.c.	9.49	10.25	11.44	13.58	13.58
Blue collar	6.00	8.08	11.43	15.60	19.25
Precision production, craft, and repair					
Machinery maintenance	8.00	8.00	13.36	17.11	17.11
Mechanics and repairers, n.e.c.	11.19	12.80	16.31	17.00	19.70
Carpenters	11.25	13.56	15.60	15.60	16.25
Electricians	9.62	9.62	15.19	19.15	20.92
Construction trades, n.e.c.	9.19	11.40	17.21	17.21	25.00
Supervisors, production	15.71	19.00	20.31	23.84	30.04
Electrical and electronic equipment assemblers ..	8.80	8.80	10.38	15.06	15.06
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	10.30	10.38	12.23	12.73	13.14
Assemblers	6.00	6.87	8.75	11.26	12.00
Production inspectors, checkers and examiners ..	6.90	9.51	10.38	13.29	18.00
Transportation and material moving					
Truck drivers	7.52	7.60	10.08	14.54	21.32
Bus drivers	8.47	9.54	11.43	14.44	14.70
Bus drivers	8.25	8.25	9.97	10.08	10.08
Handlers, equipment cleaners, helpers, and laborers					
Helpers, construction trades	5.38	5.69	7.50	10.00	12.47
Helpers, construction trades	7.50	7.50	10.00	10.65	12.42
Construction laborers	7.50	8.38	8.51	8.51	8.62
Production helpers	8.38	8.38	8.58	10.60	12.52
Stock handlers and baggers	5.38	5.42	6.96	11.71	12.47
Machine feeders and offbearers	7.25	8.31	12.26	12.28	15.31
Freight, stock, and material handlers, n.e.c.	7.02	7.50	7.50	11.68	15.50
Hand packers and packagers	6.35	6.35	8.12	10.84	11.48
Laborers, except construction, n.e.c.	5.15	5.53	5.69	7.25	10.65
Service					
Protective service	3.00	5.81	7.68	10.21	16.34
Protective service	7.69	8.77	13.81	19.01	21.47
Firefighting	6.99	10.74	15.26	17.13	18.31
Police and detectives, public service	18.34	20.00	21.21	21.21	21.47
Guards and police, except public service	7.32	7.69	7.69	9.22	10.17
Protective service, n.e.c.	8.33	8.77	8.77	9.20	16.53
Food service	2.13	3.31	5.81	7.61	9.02
Waiters, waitresses, and bartenders	2.13	2.13	2.37	3.98	5.15
Waiters and waitresses	2.13	2.13	2.13	2.37	2.57
Waiters/Waitresses' assistants	3.07	3.07	4.19	5.15	5.75
Other food service	5.15	5.81	6.78	8.38	10.85
Supervisors, food preparation and service	7.56	8.23	10.76	13.06	16.00
Cooks	7.03	7.98	8.38	8.75	9.02
Food counter, fountain, and related	5.05	5.15	5.81	5.95	6.80
Kitchen workers, food preparation	5.40	6.10	8.31	10.85	11.13
Food preparation, n.e.c.	5.46	5.73	6.00	6.50	6.78
Health service	7.29	7.90	8.82	9.58	10.69
Health aides, except nursing	8.31	8.32	8.86	9.70	10.44

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Health service—Continued					
Nursing aides, orderlies and attendants	\$7.29	\$7.84	\$8.82	\$9.13	\$10.69
Cleaning and building service	5.25	6.37	7.68	9.50	12.00
Supervisors, cleaning and building service workers	9.50	10.07	10.50	16.19	16.19
Maids and housemen	5.25	6.15	6.46	7.38	7.68
Janitors and cleaners	5.25	6.68	8.00	9.55	11.91
Personal service	6.26	7.50	8.76	11.90	19.57
Attendants, amusement, and recreation facilities	5.15	5.15	10.01	11.01	11.08
Welfare service aides	7.50	7.50	8.04	11.15	11.15
Service, n.e.c.	6.50	7.25	8.96	9.23	11.50

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$6.00	\$8.23	\$11.65	\$18.03	\$26.87
All excluding sales	5.95	8.21	11.64	18.18	26.87
White collar	8.56	10.48	14.65	23.70	33.18
White collar excluding sales	8.97	10.86	16.50	24.39	33.94
Professional specialty and technical	12.00	17.30	20.12	28.36	35.48
Professional specialty	17.12	19.31	24.11	32.76	36.00
Engineers, architects, and surveyors	23.47	27.30	33.18	35.46	36.62
Electrical and electronic engineers	28.36	33.18	35.46	36.50	36.62
Engineers, n.e.c.	22.14	25.63	29.75	33.94	37.17
Mathematical and computer scientists	17.28	18.57	21.34	26.57	34.93
Computer systems analysts and scientists	21.01	22.48	26.57	34.17	37.78
Natural scientists	—	—	—	—	—
Health related	16.50	18.84	19.47	21.74	27.95
Physicians	15.61	17.07	56.08	73.11	83.09
Registered nurses	18.05	19.06	19.47	20.11	22.45
Physical therapists	23.75	23.75	23.75	26.44	27.56
Teachers, college and university	21.11	22.50	24.75	27.20	36.60
Teachers, except college and university	18.00	18.00	23.96	26.77	32.76
Teachers, n.e.c.	17.30	18.00	23.96	32.76	32.76
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.08	11.08	12.41	18.50	25.00
Social workers	11.08	11.08	12.41	18.50	25.00
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.60	24.77	28.78	30.00	34.30
Technical	10.00	12.25	17.49	20.27	27.35
Licensed practical nurses	11.59	13.18	13.61	15.38	17.34
Health technologists and technicians, n.e.c.	6.78	10.06	10.35	13.33	21.14
Electrical and electronic technicians	12.25	14.39	17.14	23.46	24.49
Engineering technicians, n.e.c.	14.17	16.88	19.32	21.89	21.89
Technical and related, n.e.c.	10.00	10.50	14.00	18.03	20.27
Executive, administrative, and managerial	17.30	20.51	26.87	35.57	43.27
Executives, administrators, and managers	18.35	22.05	28.65	38.39	48.08
Financial managers	20.13	20.13	20.43	36.22	64.38
Personnel and labor relations managers	23.60	23.97	49.23	49.23	54.73
Managers, marketing, advertising, and public relations	17.41	18.35	24.73	49.95	102.78
Administrators, education and related fields	13.94	13.94	13.94	32.24	32.24
Managers and administrators, n.e.c.	21.01	23.73	35.57	38.94	48.02
Management related	16.75	18.18	25.00	28.56	31.75
Accountants and auditors	15.71	15.71	19.23	22.25	24.04
Other financial officers	17.07	22.48	26.25	32.74	34.70
Personnel, training, and labor relations specialists	10.50	15.82	18.18	23.74	26.47
Purchasing agents and buyers, n.e.c.	18.18	18.18	18.18	26.10	30.77
Management related, n.e.c.	17.66	23.11	25.05	31.75	35.96
Sales	7.13	8.45	11.66	15.25	30.34
Supervisors, sales	8.45	9.16	11.66	30.34	47.63
Sales, other business services	15.39	15.39	25.40	41.64	48.43
Sales representatives, mining, manufacturing, and wholesale	16.35	18.00	20.72	26.24	26.24
Sales workers, other commodities	6.87	7.56	10.68	13.00	31.00
Cashiers	6.82	8.50	9.91	13.60	13.77
Administrative support, including clerical	8.35	9.25	10.99	14.10	16.85
Supervisors, general office	14.58	17.00	17.52	18.58	20.14
Supervisors, financial records processing	10.96	14.40	16.50	20.94	21.81
Secretaries	10.24	10.75	14.26	15.26	18.70
Stenographers	12.21	13.06	14.02	14.58	14.58
Transportation ticket and reservation agents	7.10	7.92	8.84	11.21	19.26
Receptionists	8.40	9.15	9.18	10.24	11.13
Information clerks, n.e.c.	9.04	9.93	10.74	10.99	12.95
Order clerks	8.77	8.77	8.77	11.38	16.18

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Records clerks, n.e.c.	\$8.40	\$8.50	\$10.48	\$13.10	\$16.58
Bookkeepers, accounting and auditing clerks	8.96	10.00	11.00	12.02	14.00
Traffic, shipping and receiving clerks	8.56	9.00	10.68	11.00	11.55
Stock and inventory clerks	8.65	9.61	9.94	12.50	12.87
Investigators and adjusters, except insurance	9.62	10.26	10.94	14.28	16.17
Bill and account collectors	10.03	10.22	11.62	12.13	12.24
General office clerks	7.90	8.72	9.82	12.12	15.32
Bank tellers	7.42	7.42	8.62	9.09	16.62
Data entry keyers	7.95	8.50	8.75	10.80	10.80
Administrative support, n.e.c.	9.49	10.25	11.06	13.01	13.58
Blue collar	6.00	7.69	11.26	15.25	19.15
Precision production, craft, and repair					
Mechanics and repairers, n.e.c.	11.19	12.80	15.50	17.00	21.93
Carpenters	11.25	13.56	15.60	15.60	16.25
Electricians	9.62	9.62	15.19	19.15	20.92
Supervisors, production	15.71	19.00	19.71	21.88	30.04
Electrical and electronic equipment assemblers ..	8.80	8.80	10.38	15.06	15.06
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	10.30	10.38	12.23	12.73	13.14
Assemblers	6.00	6.87	8.75	11.26	12.00
Production inspectors, checkers and examiners ..	6.90	9.51	10.38	13.29	18.00
Transportation and material moving					
Truck drivers	8.47	9.54	11.43	13.52	14.54
Handlers, equipment cleaners, helpers, and laborers					
Helpers, construction trades	7.50	7.50	10.00	10.65	12.42
Production helpers	8.38	8.38	8.58	10.60	12.52
Stock handlers and baggers	5.38	5.42	6.82	9.67	11.71
Machine feeders and offbearers	7.25	8.31	12.26	12.28	15.31
Freight, stock, and material handlers, n.e.c.	7.02	7.50	7.50	11.68	15.50
Hand packers and packagers	6.35	6.35	8.12	10.84	11.48
Laborers, except construction, n.e.c.	5.15	5.53	5.69	7.00	10.00
Service					
Protective service	7.32	7.69	7.79	10.16	13.46
Guards and police, except public service	7.32	7.69	7.69	9.22	10.17
Food service	2.13	3.07	5.81	7.25	8.75
Waiters, waitresses, and bartenders	2.13	2.13	2.37	3.98	5.15
Waiters and waitresses	2.13	2.13	2.13	2.37	2.57
Waiters/Waitresses' assistants	3.07	3.07	4.19	5.15	5.75
Other food service	5.15	5.81	6.63	8.31	9.24
Supervisors, food preparation and service	7.56	7.61	8.75	15.74	16.00
Cooks	7.03	7.98	8.38	8.75	9.02
Food counter, fountain, and related	5.05	5.15	5.81	5.95	6.80
Kitchen workers, food preparation	5.40	8.00	8.63	10.85	11.13
Food preparation, n.e.c.	5.46	5.73	6.00	6.50	6.78
Health service	7.29	7.90	8.79	9.13	10.00
Health aides, except nursing	8.31	8.32	8.86	9.70	10.44
Nursing aides, orderlies and attendants	7.29	7.84	8.15	9.09	9.25

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$5.25	\$6.15	\$7.52	\$9.00	\$11.23
Maids and housemen	5.25	6.15	6.46	7.38	7.68
Janitors and cleaners	5.25	6.17	7.66	9.00	11.91
Personal service	5.92	7.50	8.76	11.90	23.74
Service, n.e.c.	6.50	7.25	8.96	9.23	11.50

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$8.59	\$11.89	\$16.76	\$22.36	\$26.76
All excluding sales	8.59	11.89	16.76	22.36	27.00
White collar	8.72	12.95	18.53	23.71	29.45
White collar excluding sales	8.72	12.95	18.64	23.71	29.45
Professional specialty and technical	16.00	18.50	21.83	24.32	27.23
Professional specialty	16.41	19.29	22.62	25.40	28.68
Engineers, architects, and surveyors	18.08	18.08	23.44	29.45	29.45
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	-	-	-	-	-
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	16.00	19.85	23.15	23.76	26.26
Elementary school teachers	16.00	19.29	20.37	23.76	25.92
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.76	18.64	19.81	19.81	19.81
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	14.10	15.94	17.76	20.53	23.75
Executive, administrative, and managerial	14.43	16.76	25.39	30.48	40.62
Executives, administrators, and managers	19.89	25.39	28.20	33.17	47.24
Administrators and officials, public administration	21.66	24.17	27.42	33.17	47.24
Management related	13.38	14.43	16.76	29.94	32.18
Management related, n.e.c.	13.38	14.43	14.43	29.94	40.62
Sales	-	-	-	-	-
Administrative support, including clerical	7.47	8.59	11.39	12.96	15.63
Secretaries	10.84	11.57	11.97	12.46	12.96
General office clerks	7.68	8.27	8.75	9.60	12.10
Teachers' aides	7.02	7.23	7.29	8.09	9.05
Blue collar	10.08	11.40	16.43	19.20	21.65
Precision production, craft, and repair	11.40	17.26	18.81	19.45	23.84
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	9.58	10.00	10.08	16.16	16.43
Handlers, equipment cleaners, helpers, and laborers	12.47	12.47	14.75	14.86	14.98
Service	7.64	9.93	13.06	18.34	21.21
Protective service	12.96	13.81	17.13	21.21	23.49
Firefighting	13.99	15.26	16.79	17.13	18.31
Police and detectives, public service	18.34	20.27	21.21	21.21	21.47
Protective service, n.e.c.	8.33	8.77	8.77	9.20	16.53
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	-	-	-	-	-
Cleaning and building service	6.10	7.64	9.55	10.21	14.81
Janitors and cleaners	6.10	7.64	9.49	9.93	14.81
Personal service	6.61	7.31	11.15	11.15	11.15

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$7.25	\$9.25	\$13.18	\$19.48	\$27.91
All excluding sales	7.18	9.32	13.42	19.62	27.56
White collar	9.00	11.21	16.65	24.25	33.18
White collar excluding sales	9.34	11.61	17.38	24.79	33.18
Professional specialty and technical	14.00	17.78	21.14	26.57	34.17
Professional specialty	16.65	19.31	23.47	28.57	35.46
Engineers, architects, and surveyors	23.47	26.28	32.26	35.46	36.62
Electrical and electronic engineers	28.36	33.18	35.46	36.50	36.62
Engineers, n.e.c.	21.22	25.63	29.07	33.94	37.17
Mathematical and computer scientists	17.33	18.57	21.83	28.26	34.93
Computer systems analysts and scientists	21.01	21.83	23.74	29.94	37.78
Natural scientists	—	—	—	—	—
Health related	16.50	18.57	19.31	22.45	30.00
Physicians	15.61	17.07	38.09	60.08	83.09
Registered nurses	18.05	19.06	19.19	19.69	21.74
Teachers, college and university	16.41	16.41	24.50	36.60	59.22
Teachers, except college and university	16.65	20.37	23.33	25.40	26.26
Elementary school teachers	16.65	20.37	22.62	23.76	25.92
Teachers, n.e.c.	18.00	18.00	23.96	32.76	32.76
Librarians, archivists, and curators	17.24	17.74	17.74	27.23	27.23
Librarians	17.24	17.74	17.74	27.23	27.23
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.08	12.41	18.50	19.81	25.00
Social workers	11.08	11.08	17.12	18.64	25.00
Lawyers and judges	24.30	28.57	28.57	32.37	32.37
Lawyers	24.30	28.57	28.57	32.37	32.37
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.60	24.77	28.78	30.00	34.30
Technical	10.17	13.59	17.76	20.53	27.35
Clinical laboratory technologists and technicians	8.75	9.24	11.68	17.49	19.62
Licensed practical nurses	12.42	13.31	13.61	15.38	17.34
Health technologists and technicians, n.e.c.	10.17	10.35	11.21	13.74	21.14
Electrical and electronic technicians	12.25	14.39	17.76	22.07	24.49
Engineering technicians, n.e.c.	14.17	16.88	19.32	21.89	21.89
Technical and related, n.e.c.	10.00	10.50	15.94	18.03	20.27
Executive, administrative, and managerial	15.82	20.37	26.58	34.70	43.27
Executives, administrators, and managers	19.75	22.69	28.20	38.39	48.08
Administrators and officials, public administration	21.66	24.17	27.42	33.17	47.24
Financial managers	19.89	19.89	20.43	35.61	51.90
Personnel and labor relations managers	23.60	31.32	49.23	50.83	54.73
Managers, marketing, advertising, and public relations	17.41	18.35	24.73	49.95	102.78
Administrators, education and related fields	13.94	25.39	28.20	30.48	35.02
Managers, medicine and health	20.00	22.69	29.81	34.14	67.20
Managers, service organizations, n.e.c.	14.36	18.27	32.12	43.27	82.05
Managers and administrators, n.e.c.	21.01	23.73	35.57	41.87	48.02
Management related	14.43	17.50	24.79	29.66	31.75
Accountants and auditors	15.71	15.71	19.44	24.09	32.18
Other financial officers	17.07	22.48	26.25	32.74	34.70
Personnel, training, and labor relations specialists	10.50	15.82	18.18	23.74	26.47
Purchasing agents and buyers, n.e.c.	18.18	18.18	18.18	26.10	30.77
Management related, n.e.c.	13.38	17.66	25.00	31.75	35.96
Sales	7.77	9.16	12.68	16.35	31.00
Supervisors, sales	8.45	9.16	13.48	32.84	47.63
Sales, other business services	15.39	15.39	25.40	41.64	48.43
Sales representatives, mining, manufacturing, and wholesale	16.35	18.00	20.72	26.24	26.24
Sales workers, other commodities	7.56	9.18	10.68	13.56	31.00
Cashiers	6.82	8.59	9.91	13.60	13.77
Administrative support, including clerical	8.41	9.46	11.44	14.26	16.85
Supervisors, general office	14.58	15.13	17.52	18.58	19.49
Supervisors, financial records processing	10.96	12.95	15.58	16.55	21.31
Secretaries	10.24	11.57	12.96	14.90	17.56
Transportation ticket and reservation agents	7.10	7.10	8.35	11.21	20.33

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Receptionists	\$8.40	\$9.15	\$9.18	\$10.00	\$11.13
Information clerks, n.e.c.	9.04	9.93	10.74	10.99	12.95
Order clerks	9.50	9.50	11.38	16.18	16.48
Records clerks, n.e.c.	8.50	8.72	10.48	11.50	16.58
Bookkeepers, accounting and auditing clerks	8.96	10.00	11.00	12.28	14.00
Dispatchers	7.45	10.00	10.29	12.50	14.07
Traffic, shipping and receiving clerks	8.56	9.00	10.68	11.00	11.55
Stock and inventory clerks	9.25	9.61	9.94	12.87	18.28
Investigators and adjusters, except insurance	9.62	10.26	11.00	15.66	16.17
Bill and account collectors	10.03	10.22	11.62	12.15	12.24
General office clerks	8.00	8.59	9.60	11.80	15.32
Bank tellers	7.42	7.42	7.42	10.07	16.62
Data entry keyers	8.50	8.75	10.00	10.80	11.18
Administrative support, n.e.c.	10.44	10.76	12.55	13.58	15.00
Blue collar	6.87	8.65	12.00	16.22	19.45
Precision production, craft, and repair					
Machinery maintenance	10.00	12.42	16.33	19.15	21.93
Mechanics and repairers, n.e.c.	8.00	8.00	13.36	17.11	17.11
Mechanics and repairers, n.e.c.	11.19	12.80	16.31	17.00	19.70
Carpenters	11.25	13.56	15.60	15.60	16.25
Electricians	9.62	9.62	15.19	19.15	20.92
Construction trades, n.e.c.	9.19	11.40	17.21	17.21	25.00
Supervisors, production	15.71	19.00	20.31	23.84	30.04
Electrical and electronic equipment assemblers ..	8.80	8.80	10.38	15.06	15.06
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	6.56	8.65	11.02	12.73	14.39
Miscellaneous machine operators, n.e.c.	10.30	10.38	12.23	12.73	13.14
Assemblers	6.00	6.87	8.75	11.26	12.00
Production inspectors, checkers and examiners ..	6.90	9.51	10.38	13.29	18.00
Transportation and material moving					
Truck drivers	7.60	8.47	12.12	16.43	21.32
Truck drivers	8.47	9.54	11.43	14.44	14.70
Handlers, equipment cleaners, helpers, and laborers					
Helpers, construction trades	5.69	6.79	8.12	11.38	13.50
Helpers, construction trades	7.50	7.50	10.00	10.65	12.42
Construction laborers	7.50	8.38	8.51	8.51	8.62
Production helpers	8.38	8.38	8.58	10.60	12.52
Stock handlers and baggers	7.25	8.08	11.71	11.71	12.47
Machine feeders and offbearers	7.25	8.31	12.26	12.28	15.31
Freight, stock, and material handlers, n.e.c.	7.02	7.50	7.50	11.68	15.50
Hand packers and packagers	6.35	6.35	8.12	10.84	11.48
Laborers, except construction, n.e.c.	5.69	5.69	6.10	8.55	11.38
Service					
Protective service	3.07	6.32	8.33	11.48	18.31
Protective service	7.69	9.91	15.26	20.00	22.17
Firefighting	9.91	13.46	15.26	17.13	18.31
Police and detectives, public service	18.34	20.27	21.21	21.21	21.47
Guards and police, except public service	7.69	7.69	7.69	9.23	10.17
Food service					
Waiters, waitresses, and bartenders	2.13	3.07	6.32	8.33	10.76
Waiters, waitresses, and bartenders	2.13	2.13	2.37	4.19	5.15
Waiters and waitresses	2.13	2.13	2.13	2.37	2.50
Waiters/Waitresses' assistants	3.07	3.07	3.98	5.15	6.00
Other food service	5.50	6.44	8.11	8.87	11.97
Supervisors, food preparation and service	7.56	8.75	11.97	13.06	16.00
Cooks	7.16	8.05	8.38	8.75	9.02
Food counter, fountain, and related	2.28	3.00	5.65	7.38	10.45
Food preparation, n.e.c.	5.50	5.75	6.32	6.50	6.78
Health service					
Health aides, except nursing	7.29	7.90	8.82	9.25	10.44
Health aides, except nursing	7.10	8.32	8.79	9.70	10.44
Nursing aides, orderlies and attendants	7.29	7.90	8.82	9.13	10.69
Cleaning and building service					
Supervisors, cleaning and building service workers	5.25	6.68	7.68	9.55	12.00
Supervisors, cleaning and building service workers	9.50	10.07	10.50	16.19	16.19
Maids and housemen	5.25	6.15	6.46	7.38	7.68

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service —Continued					
Janitors and cleaners	\$5.25	\$6.68	\$8.45	\$9.55	\$12.00
Personal service	5.92	7.81	10.25	11.90	23.74
Welfare service aides	7.81	7.81	11.00	11.15	11.15

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$5.15	\$5.81	\$7.08	\$8.87	\$13.77
All excluding sales	5.15	5.55	6.99	8.84	14.12
White collar	6.96	7.60	8.77	13.66	20.11
White collar excluding sales	7.25	8.40	9.18	16.00	23.64
Professional specialty and technical	10.06	13.33	19.86	23.64	31.51
Professional specialty	11.89	16.00	20.11	24.00	31.51
Health related	16.17	20.06	20.11	24.00	26.44
Registered nurses	19.59	20.06	20.11	24.00	25.00
Teachers, college and university	17.46	18.50	31.00	31.51	49.58
Teachers, except college and university	11.89	13.32	16.00	19.86	23.15
Elementary school teachers	13.32	14.12	16.00	19.85	19.86
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	6.78	9.00	11.59	16.19	25.02
Sales	6.87	7.08	8.16	9.44	13.66
Sales workers, other commodities	6.71	6.87	7.40	8.16	9.44
Cashiers	8.17	8.17	9.64	13.66	13.77
Administrative support, including clerical	7.25	7.54	8.77	9.18	12.09
Teachers' aides	7.02	7.02	7.29	8.09	8.55
Administrative support, n.e.c.	6.25	6.88	10.25	10.25	10.25
Blue collar	5.15	5.15	5.46	7.00	8.50
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	5.46	5.46	7.00	9.58	9.97
Handlers, equipment cleaners, helpers, and laborers	5.15	5.15	5.38	5.55	6.86
Stock handlers and baggers	5.30	5.38	5.42	6.50	6.82
Service	2.57	5.15	5.95	7.03	8.63
Protective service	6.45	6.99	7.32	8.05	8.77
Food service	2.13	5.15	5.81	6.29	6.80
Waiters, waitresses, and bartenders	2.13	2.13	2.32	3.00	4.75
Waiters and waitresses	2.13	2.13	2.13	2.57	2.57
Other food service	5.15	5.72	5.81	6.50	7.03
Food counter, fountain, and related	5.15	5.72	5.81	5.95	6.80
Kitchen workers, food preparation	5.40	5.40	6.10	10.85	11.17
Food preparation, n.e.c.	5.15	5.57	5.94	6.29	6.50
Health service	-	-	-	-	-
Cleaning and building service	6.10	6.10	6.10	9.09	9.47
Janitors and cleaners	6.10	6.10	6.10	9.09	9.47
Personal service	6.26	6.50	7.50	7.50	10.60
Service, n.e.c.	6.25	6.50	7.25	9.23	9.23

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, 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 entity.

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

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

Sample design

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

ployment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. See appendix table 2 for a count of establishments in the survey by employment size. 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 Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up 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 Census of Population system
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. 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 collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–99	8
100–249	10
250–999	12
1000–2,499	16
2,500+	20

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. In cases where a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOGs:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support, including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG 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.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents median work levels for published occupational groups and selected occupations. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. For additional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of 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 room and board
- Payments made by third parties (for example, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- 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, exempt from overtime provisions, often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

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

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

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on generic leveling through point factor analysis for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage (see below).

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

Straight-time. Time worked at the standard rate of pay for the job.

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

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

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

Processing and analyzing the data

Data were processed and analyzed at the Bureau's 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 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, 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 the nonrespondents equals the mean value of 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 and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sample	440
Responding	258
Out of business or not in survey scope	32
Unable or refused to pro- vide data	150

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

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 percentiles presented in tables 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. Establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that had average hourly wages at the 10th percentile or less for that occupation. Note that the percentiles in previous NCS bulletins for this area were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Data users should keep this difference in mind.

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.

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 \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent = 5.922 percent times \$12.27, plus or minus \$0.76). 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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. 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 by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Phoenix-Mesa, AZ, October 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	687,100	558,700	128,400
All excluding sales	634,200	506,200	128,000
White collar	368,300	282,600	85,700
White-collar excluding sales	315,400	230,100	85,300
Professional specialty and technical	127,300	79,700	47,600
Professional specialty	92,800	48,200	44,700
Technical	34,500	31,600	2,900
Executive, administrative, and managerial	52,800	41,400	11,400
Sales	52,900	52,500	–
Administrative support, including clerical	135,200	108,900	26,300
Blue collar	165,700	153,900	11,900
Precision production, craft, and repair	57,200	51,600	5,600
Machine operators, assemblers, and inspectors	45,200	45,000	–
Transportation and material moving	20,000	15,300	4,700
Handlers, equipment cleaners, helpers, and laborers	43,300	42,000	1,300
Service	153,100	122,200	30,900

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Phoenix-Mesa, AZ, October 1999**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	3,300	258	53	205	111	94
Private industry	3,200	230	52	178	105	73
Goods-producing industries	800	65	12	53	34	19
Mining	(³)	3	—	3	2	1
Construction	300	19	6	13	12	1
Manufacturing	400	43	6	37	20	17
Service-producing industries	2,400	165	40	125	71	54
Transportation and public utilities	100	14	2	12	5	7
Wholesale and retail trade	1,000	45	16	29	20	9
Finance, insurance and real estate	300	18	4	14	4	10
Services	1,000	88	18	70	42	28
State and local government	200	28	1	27	6	21

¹ Number of establishments represented by the survey rounded to the nearest 100.

² Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

³ Number of establishments represented by the survey is fewer than 50.

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, October 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	4	5	2
All excluding sales	4	5	2
White collar	5	6	3
White collar excluding sales	7	7	3
Professional specialty and technical	8	8	8
Professional specialty	8	9	8
Engineers, architects, and surveyors	11	11	—
Electrical and electronic engineers	11	11	—
Engineers, n.e.c.	10	10	—
Mathematical and computer scientists	9	9	—
Computer systems analysts and scientists	9	9	—
Natural scientists	—	—	—
Health related	8	8	8
Physicians	12	12	—
Registered nurses	8	8	8
Physical therapists	9	—	—
Teachers, college and university	11	11	11
Teachers, except college and university	8	9	8
Elementary school teachers	8	8	8
Teachers, n.e.c.	8	6	—
Librarians, archivists, and curators	8	8	—
Librarians	8	8	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	7	7	—
Social workers	8	8	—
Lawyers and judges	10	10	—
Lawyers	10	10	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	7	7	—
Technical	6	6	5
Clinical laboratory technologists and technicians	—	4	—
Licensed practical nurses	5	5	—
Health technologists and technicians, n.e.c.	4	4	—
Electrical and electronic technicians	6	6	—
Engineering technicians, n.e.c.	6	6	—
Technical and related, n.e.c.	5	5	—
Executive, administrative, and managerial	9	9	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	11	11	—
Financial managers	11	11	—
Personnel and labor relations managers	12	12	—
Managers, marketing, advertising, and public relations	9	9	—
Administrators, education and related fields	11	11	—
Managers, medicine and health	11	11	—
Managers, service organizations, n.e.c.	11	11	—
Managers and administrators, n.e.c.	11	11	—
Management related	9	9	—
Accountants and auditors	8	8	—
Other financial officers	8	8	—
Personnel, training, and labor relations specialists	6	6	—
Purchasing agents and buyers, n.e.c.	6	6	—
Management related, n.e.c.	9	9	—
Sales	4	4	3
Supervisors, sales	5	6	—
Sales, other business services	7	7	—
Sales representatives, mining, manufacturing, and wholesale	7	7	—
Sales workers, other commodities	3	3	3
Cashiers	3	3	3
Administrative support, including clerical	4	4	2
Supervisors, general office	7	7	—
Supervisors, financial records processing	7	7	—
Secretaries	5	5	—
Stenographers	6	—	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, October 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
White collar —Continued			
Administrative support, including clerical —Continued			
Transportation ticket and reservation agents	4	3	—
Receptionists	3	3	—
Information clerks, n.e.c.	3	3	—
Order clerks	2	4	—
Records clerks, n.e.c.	3	3	—
Bookkeepers, accounting and auditing clerks	4	4	—
Dispatchers	3	4	—
Traffic, shipping and receiving clerks	3	3	—
Stock and inventory clerks	3	3	—
Investigators and adjusters, except insurance	4	4	—
Bill and account collectors	4	5	—
General office clerks	3	3	—
Bank tellers	3	2	—
Data entry keyers	2	2	—
Teachers' aides	2	—	3
Administrative support, n.e.c.	4	5	2
Blue collar	4	4	1
Precision production, craft, and repair			
Machinery maintenance	6	6	—
Mechanics and repairers, n.e.c.	5	5	—
Carpenters	7	7	—
Electricians	6	6	—
Construction trades, n.e.c.	6	6	—
Supervisors, production	5	5	—
Electrical and electronic equipment assemblers	7	7	—
.....	3	3	—
Machine operators, assemblers, and inspectors			
Miscellaneous machine operators, n.e.c.	3	3	—
Assemblers	3	3	—
Production inspectors, checkers and examiners	3	3	—
Transportation and material moving			
Truck drivers	3	3	2
Bus drivers	3	3	—
.....	2	—	—
Handlers, equipment cleaners, helpers, and laborers			
Helpers, construction trades	1	2	1
Construction laborers	2	2	—
Production helpers	1	1	—
.....	2	2	—
Stock handlers and baggers	1	4	1
Machine feeders and offbearers	2	2	—
Freight, stock, and material handlers, n.e.c.	2	1	—
Hand packers and packagers	1	1	—
Laborers, except construction, n.e.c.	1	1	—
Service			
Protective service	2	3	1
Firefighting	5	5	3
Police and detectives, public service	7	6	—
Guards and police, except public service	7	7	—
.....	3	3	—
Protective service, n.e.c.	2	—	—
Food service	2	3	1
Waiters, waitresses, and bartenders	2	2	2
Waiters and waitresses	3	3	3
Waiters/Waitresses' assistants	1	1	—
Other food service	2	3	1
Supervisors, food preparation and service	5	6	—
Cooks	3	3	—
Food counter, fountain, and related	1	3	1
Kitchen workers, food preparation	2	—	1
Food preparation, n.e.c.	1	1	1
Health service	3	3	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, October 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
Service —Continued			
Health service —Continued			
Health aides, except nursing	3	2	—
Nursing aides, orderlies and attendants	3	3	—
Cleaning and building service	1	2	1
Supervisors, cleaning and building service workers	4	4	—
Maids and housemen	1	1	—
Janitors and cleaners	2	3	1
Personal service	3	4	2
Attendants, amusement, and recreation facilities	3	—	—
Welfare service aides	2	5	—
Service, n.e.c.	3	—	3

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. The occupations titled authors,

musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.