

Phoenix–Mesa, AZ National Compensation Survey September 2003



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Bureau of Labor Statistics
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June 2004

Bulletin 3120–74

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://www.bls.gov/ncs/ocs/compub.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. Data were collected between March 2003 and April 2004; the average reference month is September 2003. 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 occupational 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). 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 within the private sector.

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. The employment estimates relate to all employers in the area, rather than just to those surveyed.

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, September 2003

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	\$18.26	2.9	36.6	\$17.79	3.5	36.4	\$20.59	2.7	37.6
Worker characteristics:⁴									
White-collar occupations ⁵	23.04	3.1	37.3	23.18	3.8	37.3	22.48	3.3	37.3
Professional specialty and technical	28.21	5.4	37.2	29.04	6.5	37.5	26.25	9.0	36.5
Executive, administrative, and managerial	33.65	5.2	40.2	35.28	5.0	40.3	27.43	9.9	40.0
Sales	19.08	7.5	34.0	19.08	7.5	34.0	-	-	-
Administrative support	13.90	3.1	37.6	14.06	3.3	37.7	13.19	9.5	37.3
Blue-collar occupations ⁵	14.07	2.4	37.7	13.71	2.5	37.7	18.78	6.3	38.0
Precision production, craft, and repair	17.84	2.9	39.6	17.39	3.2	39.5	22.31	3.0	40.0
Machine operators, assemblers, and inspectors	12.17	5.3	40.0	12.09	5.2	40.0	-	-	-
Transportation and material moving	12.93	5.6	36.4	12.60	6.9	36.9	14.37	5.9	34.5
Handlers, equipment cleaners, helpers, and laborers	10.31	4.2	34.9	10.19	4.5	34.7	14.33	10.4	40.0
Service occupations ⁵	10.57	4.7	33.4	9.13	4.8	32.4	16.27	3.0	38.0
Full time	19.22	2.3	39.6	18.83	2.8	39.5	21.11	2.8	40.1
Part time	9.57	5.4	21.5	8.76	5.4	21.5	14.72	10.9	22.1
Union	19.92	6.0	36.3	19.49	7.9	34.8	21.05	5.9	41.1
Nonunion	18.04	3.2	36.6	17.61	3.8	36.6	20.48	3.4	36.9
Time	17.85	2.7	36.5	17.25	3.3	36.2	20.59	2.7	37.6
Incentive	23.75	11.2	38.3	23.75	11.2	38.3	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	12.60	6.2	34.0	12.32	6.1	33.9	-	-	-
100-499 workers	17.83	4.0	37.7	17.77	4.1	37.6	23.47	6.1	39.8
500 workers or more	21.02	4.4	37.2	21.27	6.3	37.0	20.51	3.0	37.5

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, 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.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2003

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	\$18.26	2.9	\$17.79	3.5	\$20.59	2.7
All excluding sales	18.18	2.8	17.65	3.4	20.59	2.7
White collar	23.04	3.1	23.18	3.8	22.48	3.3
White collar excluding sales	23.79	3.7	24.19	4.7	22.48	3.3
Professional specialty and technical	28.21	5.4	29.04	6.5	26.25	9.0
Professional specialty	29.52	4.5	31.13	3.3	26.76	9.9
Engineers, architects, and surveyors	36.22	3.2	36.95	2.9	—	—
Electrical and electronic engineers	36.81	5.1	36.81	5.1	—	—
Engineers, n.e.c.	35.91	4.9	35.91	4.9	—	—
Mathematical and computer scientists	29.68	7.4	29.74	7.9	—	—
Computer systems analysts and scientists	31.13	6.3	31.32	6.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.27	5.7	26.93	5.5	—	—
Physicians	41.25	10.6	39.44	15.7	—	—
Registered nurses	26.50	3.7	26.57	3.7	—	—
Teachers, college and university	45.34	13.3	—	—	50.82	7.5
Teachers, except college and university	24.71	10.5	22.49	4.6	24.78	11.0
Elementary school teachers	23.19	9.1	—	—	23.24	9.3
Secondary school teachers	32.50	5.2	—	—	32.40	5.4
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	52.83	11.4	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.96	17.9	23.83	18.3	—	—
Technical	24.20	16.4	24.63	18.1	19.75	3.4
Clinical laboratory technologists and technicians	16.73	6.0	16.66	6.0	—	—
Licensed practical nurses	17.59	6.5	17.66	6.8	—	—
Electrical and electronic technicians	20.25	6.7	20.27	7.7	—	—
Executive, administrative, and managerial	33.65	5.2	35.28	5.0	27.43	9.9
Executives, administrators, and managers	38.98	5.6	40.76	6.2	31.50	4.7
Administrators and officials, public administration	38.65	11.2	—	—	38.65	11.2
Financial managers	36.66	13.2	40.82	13.9	—	—
Administrators, education and related fields	33.21	2.5	—	—	32.87	2.6
Managers and administrators, n.e.c.	41.51	8.6	41.51	8.6	—	—
Management related	22.81	7.0	23.47	7.3	20.68	13.9
Accountants and auditors	22.97	8.5	23.19	8.3	—	—
Management analysts	20.34	11.1	—	—	—	—
Management related, n.e.c.	25.26	10.9	24.68	14.6	—	—
Sales	19.08	7.5	19.08	7.5	—	—
Supervisors, sales	30.32	16.7	30.32	16.7	—	—
Securities and financial services sales	19.71	8.2	19.71	8.2	—	—
Sales, other business services	36.15	6.7	36.15	6.7	—	—
Sales workers, other commodities	12.08	20.0	12.08	20.0	—	—
Cashiers	11.16	4.7	11.16	4.7	—	—
Administrative support, including clerical	13.90	3.1	14.06	3.3	13.19	9.5
Supervisors, general office	22.00	7.9	21.27	8.6	—	—
Computer operators	18.21	8.9	—	—	—	—
Secretaries	14.65	4.7	14.87	5.6	13.67	4.1
Transportation ticket and reservation agents	14.23	6.8	14.23	6.8	—	—
Receptionists	11.12	4.4	11.12	4.4	—	—
Bookkeepers, accounting and auditing clerks	15.42	3.7	15.32	4.0	—	—
Dispatchers	12.80	8.5	11.88	5.5	—	—
Traffic, shipping and receiving clerks	13.89	11.8	13.89	11.8	—	—
Investigators and adjusters, except insurance	15.35	5.1	15.21	5.6	—	—
General office clerks	11.96	9.0	13.64	11.8	10.23	9.8
Teachers' aides	9.25	8.2	—	—	9.25	8.2
Administrative support, n.e.c.	15.35	3.3	15.20	4.7	—	—
Blue collar	14.07	2.4	13.71	2.5	18.78	6.3

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2003 — 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)
Blue collar —Continued						
Precision production, craft, and repair	\$17.84	2.9	\$17.39	3.2	\$22.31	3.0
Automobile mechanics	22.84	6.2	22.92	6.5	—	—
Mechanics and repairers, n.e.c.	18.31	9.9	—	—	—	—
Carpenters	15.59	.8	15.59	.8	—	—
Electrical and electronic equipment assemblers ..	14.58	7.9	14.58	7.9	—	—
Machine operators, assemblers, and inspectors	12.17	5.3	12.09	5.2	—	—
Assemblers	10.20	12.0	10.20	12.0	—	—
Transportation and material moving	12.93	5.6	12.60	6.9	14.37	5.9
Truck drivers	13.61	8.0	13.50	8.4	—	—
Bus drivers	11.59	3.1	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.31	4.2	10.19	4.5	14.33	10.4
Construction laborers	10.24	6.4	10.24	6.4	—	—
Stock handlers and baggers	9.53	6.2	9.21	6.3	—	—
Freight, stock, and material handlers, n.e.c.	13.11	6.3	13.11	6.3	—	—
Hand packers and packagers	7.61	15.8	7.61	15.8	—	—
Laborers, except construction, n.e.c.	8.07	7.2	7.81	7.3	—	—
Service	10.57	4.7	9.13	4.8	16.27	3.0
Protective service	15.34	9.2	10.49	11.5	20.35	3.5
Firefighting	14.93	15.2	—	—	18.24	9.2
Police and detectives, public service	24.11	.8	—	—	24.11	.8
Guards and police, except public service	10.07	8.6	9.99	8.6	—	—
Protective service, n.e.c.	11.33	9.7	—	—	11.33	9.7
Food service	7.40	3.7	7.13	3.3	—	—
Waiters, waitresses, and bartenders	3.95	10.7	3.95	10.7	—	—
Waiters and waitresses	3.55	21.4	3.55	21.4	—	—
Waiters/Waitresses' assistants	4.92	13.8	4.92	13.8	—	—
Other food service	9.02	4.6	8.74	4.4	—	—
Supervisors, food preparation and service	11.88	6.4	10.80	8.1	—	—
Cooks	9.26	2.0	9.26	2.0	—	—
Food counter, fountain, and related	6.45	5.1	6.45	5.1	—	—
Kitchen workers, food preparation	12.59	11.7	13.13	11.3	—	—
Food preparation, n.e.c.	6.91	2.1	6.91	2.1	—	—
Health service	11.40	5.1	11.42	5.8	—	—
Nursing aides, orderlies and attendants	10.94	4.0	10.89	4.4	—	—
Cleaning and building service	9.97	10.9	9.97	14.6	9.99	7.7
Maids and housemen	7.26	1.1	7.26	1.1	—	—
Janitors and cleaners	10.14	13.2	10.68	21.3	9.30	2.0
Personal service	11.92	10.8	11.78	11.7	13.13	21.7
Attendants, amusement, and recreation facilities	8.26	6.2	—	—	—	—

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.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2003

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	\$19.22	2.3	\$18.83	2.8	\$21.11	2.8
All excluding sales	19.06	2.3	18.59	2.8	21.11	2.8
White collar	23.81	3.2	24.01	3.9	22.97	3.4
White collar excluding sales	24.27	3.6	24.65	4.5	22.97	3.4
Professional specialty and technical	28.44	5.2	29.32	6.3	26.29	8.7
Professional specialty	29.77	4.5	31.41	3.4	26.86	9.7
Engineers, architects, and surveyors	36.22	3.2	36.95	2.9	—	—
Electrical and electronic engineers	36.81	5.1	36.81	5.1	—	—
Engineers, n.e.c.	35.91	4.9	35.91	4.9	—	—
Mathematical and computer scientists	29.68	7.4	29.74	7.9	—	—
Computer systems analysts and scientists	31.13	6.3	31.32	6.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.41	6.4	27.04	6.2	—	—
Physicians	40.62	10.3	38.57	15.5	—	—
Registered nurses	26.77	4.3	26.85	4.3	—	—
Teachers, college and university	47.55	15.2	—	—	—	—
Teachers, except college and university	24.85	10.0	23.88	2.9	24.89	10.4
Elementary school teachers	23.40	8.8	—	—	23.45	9.0
Secondary school teachers	32.50	5.2	—	—	32.40	5.4
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.96	17.9	23.83	18.3	—	—
Technical	24.55	16.0	25.03	17.7	19.75	3.4
Clinical laboratory technologists and technicians	16.56	5.4	16.47	5.4	—	—
Licensed practical nurses	17.78	6.3	—	—	—	—
Electrical and electronic technicians	20.25	6.7	20.27	7.7	—	—
Executive, administrative, and managerial	33.65	5.2	35.28	5.0	27.43	9.9
Executives, administrators, and managers	38.98	5.6	40.76	6.2	31.50	4.7
Administrators and officials, public administration	38.65	11.2	—	—	38.65	11.2
Financial managers	36.66	13.2	40.82	13.9	—	—
Administrators, education and related fields	33.21	2.5	—	—	32.87	2.6
Managers and administrators, n.e.c.	41.51	8.6	41.51	8.6	—	—
Management related	22.81	7.0	23.47	7.3	20.68	13.9
Accountants and auditors	22.97	8.5	23.19	8.3	—	—
Management analysts	20.34	11.1	—	—	—	—
Management related, n.e.c.	25.26	10.9	24.68	14.6	—	—
Sales	21.06	5.6	21.06	5.6	—	—
Supervisors, sales	30.32	16.7	30.32	16.7	—	—
Sales, other business services	36.15	6.7	36.15	6.7	—	—
Sales workers, other commodities	14.46	23.0	14.46	23.0	—	—
Cashiers	11.94	6.7	11.94	6.7	—	—
Administrative support, including clerical	14.22	3.4	14.29	3.4	13.88	11.0
Supervisors, general office	22.00	7.9	21.27	8.6	—	—
Computer operators	18.21	8.9	—	—	—	—
Secretaries	14.73	4.7	14.99	5.6	13.67	4.1
Transportation ticket and reservation agents	14.11	7.0	14.11	7.0	—	—
Receptionists	11.12	4.4	11.12	4.4	—	—
Bookkeepers, accounting and auditing clerks	15.45	4.4	15.32	4.8	—	—
Dispatchers	13.32	8.8	—	—	—	—
Traffic, shipping and receiving clerks	13.89	11.8	13.89	11.8	—	—
Investigators and adjusters, except insurance	15.80	6.7	15.69	7.3	—	—
General office clerks	12.39	8.8	14.75	7.5	10.26	9.7
Administrative support, n.e.c.	15.48	3.9	15.36	5.4	—	—
Blue collar	14.52	2.4	14.16	2.6	19.46	8.3
Precision production, craft, and repair	17.89	2.9	17.44	3.2	22.31	3.0
Automobile mechanics	22.84	6.2	22.92	6.5	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2003 — 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)
Blue collar –Continued						
Precision production, craft, and repair –Continued						
Mechanics and repairers, n.e.c.	\$18.31	9.9	–	–	–	–
Carpenters	15.59	.8	\$15.59	0.8	–	–
Electrical and electronic equipment assemblers ..	14.58	7.9	14.58	7.9	–	–
Machine operators, assemblers, and inspectors	12.39	5.0	12.31	5.0	–	–
Assemblers	10.40	12.5	10.40	12.5	–	–
Transportation and material moving	13.36	6.2	13.02	7.3	\$15.23	11.6
Truck drivers	13.61	8.0	13.50	8.4	–	–
Handlers, equipment cleaners, helpers, and laborers	10.86	4.2	10.73	4.5	14.33	10.4
Construction laborers	10.24	6.4	10.24	6.4	–	–
Freight, stock, and material handlers, n.e.c.	13.36	4.7	13.36	4.7	–	–
Laborers, except construction, n.e.c.	8.12	7.9	7.82	8.1	–	–
Service	11.63	4.6	9.98	4.9	16.86	5.2
Protective service	16.12	10.0	10.29	14.5	20.79	3.4
Firefighting	16.03	11.9	–	–	18.36	8.7
Police and detectives, public service	24.11	.8	–	–	24.11	.8
Guards and police, except public service	9.48	4.4	9.38	3.5	–	–
Food service	8.55	5.3	8.19	5.4	–	–
Waiters, waitresses, and bartenders	3.57	4.5	3.57	4.5	–	–
Waiters and waitresses	2.77	6.3	2.77	6.3	–	–
Other food service	10.08	4.9	9.75	4.7	–	–
Supervisors, food preparation and service	12.23	4.8	–	–	–	–
Cooks	9.31	1.9	9.31	1.9	–	–
Food preparation, n.e.c.	7.28	7.1	7.28	7.1	–	–
Health service	11.46	5.2	11.48	5.9	–	–
Nursing aides, orderlies and attendants	10.94	4.0	10.89	4.4	–	–
Cleaning and building service	10.13	11.3	10.12	15.0	10.15	9.4
Maids and housemen	7.26	1.2	7.26	1.2	–	–
Janitors and cleaners	10.44	14.0	11.12	21.9	9.43	3.3
Personal service	12.65	11.0	12.51	11.5	–	–

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 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.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2003

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	\$9.57	5.4	\$8.76	5.4	\$14.72	10.9
All excluding sales	9.76	6.6	8.84	7.0	14.72	10.9
White collar	13.27	5.2	12.14	6.2	17.13	8.8
White collar excluding sales	15.80	6.3	15.11	7.7	17.13	8.8
Professional specialty and technical	24.04	8.9	22.69	9.9	25.76	13.3
Professional specialty	25.79	7.1	25.82	4.4	25.76	13.3
Health related	26.23	4.4	26.23	4.4	—	—
Registered nurses	25.30	2.6	25.30	2.6	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	22.72	20.6	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Sales	8.37	5.0	8.37	5.0	—	—
Cashiers	8.29	5.0	8.29	5.0	—	—
Administrative support, including clerical	10.75	2.8	11.48	4.0	8.92	4.9
Blue collar	8.06	4.2	7.61	4.5	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	10.30	3.2	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.92	4.8	6.92	4.8	—	—
Stock handlers and baggers	7.05	5.3	7.05	5.3	—	—
Service	6.74	6.3	6.61	6.8	8.60	6.7
Protective service	10.81	15.4	11.08	16.8	8.88	7.4
Guards and police, except public service	11.74	21.5	11.71	21.8	—	—
Food service	5.57	6.9	5.52	7.4	—	—
Waiters, waitresses, and bartenders	4.26	14.3	4.26	14.3	—	—
Waiters and waitresses	4.10	22.3	4.10	22.3	—	—
Other food service	6.66	6.2	6.61	6.7	—	—
Food counter, fountain, and related	6.21	5.6	6.21	5.6	—	—
Food preparation, n.e.c.	6.42	8.2	6.42	8.2	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	7.78	1.2	—	—	10.05	8.3

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.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2003

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	\$762	2.4	39.6	\$745	3.0	39.5	\$846	2.7	40.1
All excluding sales	754	2.3	39.6	733	2.8	39.4	846	2.7	40.1
White collar	946	3.1	39.7	955	3.8	39.8	911	3.3	39.7
White collar excluding sales	961	3.5	39.6	976	4.4	39.6	911	3.3	39.7
Professional specialty and technical	1,111	5.0	39.1	1,142	5.8	39.0	1,035	9.0	39.4
Professional specialty	1,180	4.8	39.6	1,251	4.0	39.8	1,055	10.0	39.3
Engineers, architects, and surveyors	1,449	3.2	40.0	1,478	2.9	40.0	-	-	-
Electrical and electronic engineers	1,472	5.1	40.0	1,472	5.1	40.0	-	-	-
Engineers, n.e.c.	1,437	4.9	40.0	1,437	4.9	40.0	-	-	-
Mathematical and computer scientists	1,187	7.4	40.0	1,190	7.9	40.0	-	-	-
Computer systems analysts and scientists	1,245	6.3	40.0	1,253	6.7	40.0	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,075	7.9	39.2	1,059	7.8	39.2	-	-	-
Physicians	1,757	12.8	43.3	1,709	19.0	44.3	-	-	-
Registered nurses	1,037	3.9	38.7	1,039	3.9	38.7	-	-	-
Teachers, college and university Teachers, except college and university	1,672	11.5	35.2	-	-	-	-	-	-
Elementary school teachers ...	984	10.8	39.6	984	5.8	41.2	984	11.1	39.5
Secondary school teachers ...	932	9.3	39.8	-	-	-	931	9.5	39.7
Librarians, archivists, and curators	1,274	6.9	39.2	-	-	-	1,269	7.1	39.2
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	959	17.9	40.0	953	18.3	40.0	-	-	-
Technical	921	13.1	37.5	933	14.3	37.3	790	3.4	40.0
Clinical laboratory technologists and technicians	662	5.4	40.0	659	5.4	40.0	-	-	-
Licensed practical nurses	700	7.2	39.4	-	-	-	-	-	-
Electrical and electronic technicians	810	6.7	40.0	811	7.7	40.0	-	-	-
Executive, administrative, and managerial	1,354	5.1	40.2	1,421	4.8	40.3	1,098	9.9	40.0
Executives, administrators, and managers	1,568	5.6	40.2	1,641	6.1	40.3	1,263	4.6	40.1
Administrators and officials, public administration	1,565	10.2	40.5	-	-	-	1,565	10.2	40.5
Financial managers	1,470	13.4	40.1	1,639	14.2	40.1	-	-	-
Administrators, education and related fields	1,328	2.5	40.0	-	-	-	1,315	2.6	40.0
Managers and administrators, n.e.c.	1,670	8.4	40.2	1,670	8.4	40.2	-	-	-
Management related	918	6.8	40.3	947	7.0	40.3	827	13.9	40.0
Accountants and auditors	919	8.5	40.0	928	8.3	40.0	-	-	-
Management analysts	814	11.1	40.0	-	-	-	-	-	-
Management related, n.e.c.	1,010	10.9	40.0	987	14.6	40.0	-	-	-
Sales	854	6.5	40.5	854	6.5	40.5	-	-	-
Supervisors, sales	1,296	19.4	42.8	1,296	19.4	42.8	-	-	-
Sales, other business services	1,479	7.0	40.9	1,479	7.0	40.9	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2003 — 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									
Sales —Continued									
Sales workers, other commodities	\$553	23.9	38.3	\$553	23.9	38.3	—	—	—
Cashiers	470	6.4	39.4	470	6.4	39.4	—	—	—
Administrative support, including clerical	566	3.3	39.8	569	3.3	39.8	\$555	11.0	40.0
Supervisors, general office	875	8.0	39.8	844	8.6	39.7	—	—	—
Computer operators	728	8.9	40.0	—	—	—	—	—	—
Secretaries	585	4.7	39.7	594	5.6	39.6	547	4.1	40.0
Transportation ticket and reservation agents	564	7.0	40.0	564	7.0	40.0	—	—	—
Receptionists	445	4.4	40.0	445	4.4	40.0	—	—	—
Bookkeepers, accounting and auditing clerks	617	4.3	39.9	611	4.7	39.9	—	—	—
Dispatchers	522	8.9	39.2	—	—	—	—	—	—
Traffic, shipping and receiving clerks	556	11.8	40.0	556	11.8	40.0	—	—	—
Investigators and adjusters, except insurance	632	6.7	40.0	628	7.3	40.0	—	—	—
General office clerks	494	8.8	39.8	585	7.4	39.7	411	9.7	40.0
Administrative support, n.e.c.	612	3.9	39.5	604	5.4	39.4	—	—	—
Blue collar	578	2.5	39.8	563	2.6	39.8	778	8.3	40.0
Precision production, craft, and repair	714	3.0	39.9	696	3.3	39.9	892	3.0	40.0
Automobile mechanics	914	6.2	40.0	917	6.5	40.0	—	—	—
Mechanics and repairers, n.e.c.	725	9.4	39.6	—	—	—	—	—	—
Carpenters	624	.8	40.0	624	.8	40.0	—	—	—
Electrical and electronic equipment assemblers	580	8.3	39.8	580	8.3	39.8	—	—	—
Machine operators, assemblers, and inspectors	496	5.0	40.0	492	5.0	40.0	—	—	—
Assemblers	416	12.5	40.0	416	12.5	40.0	—	—	—
Transportation and material moving	534	6.2	40.0	521	7.3	40.0	609	11.6	40.0
Truck drivers	545	8.0	40.0	540	8.4	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	429	4.3	39.5	424	4.7	39.5	573	10.4	40.0
Construction laborers	410	6.4	40.0	410	6.4	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	534	4.7	40.0	534	4.7	40.0	—	—	—
Laborers, except construction, n.e.c.	325	7.9	40.0	313	8.1	40.0	—	—	—
Service	453	5.0	39.0	382	5.3	38.3	696	5.3	41.3
Protective service	681	13.6	42.3	435	23.4	42.3	878	3.7	42.2
Firefighting	849	11.9	53.0	—	—	—	972	8.8	53.0
Police and detectives, public service	965	.8	40.0	—	—	—	965	.8	40.0
Guards and police, except public service	379	4.4	40.0	375	3.5	40.0	—	—	—
Food service	332	5.7	38.8	317	5.8	38.7	—	—	—
Waiters, waitresses, and bartenders	131	5.9	36.8	131	5.9	36.8	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2003 — 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									
Food service—Continued									
Waiters, waitresses, and bartenders—Continued									
Waiters and waitresses	\$102	10.8	36.8	\$102	10.8	36.8	—	—	—
Other food service	398	4.9	39.5	385	4.7	39.4	—	—	—
Supervisors, food preparation and service	505	4.4	41.3	—	—	—	—	—	—
Cooks	365	2.6	39.2	365	2.6	39.2	—	—	—
Food preparation, n.e.c.	275	1.2	37.7	275	1.2	37.7	—	—	—
Health service	448	5.4	39.1	447	6.1	39.0	—	—	—
Nursing aides, orderlies and attendants	425	4.4	38.8	421	4.5	38.6	—	—	—
Cleaning and building service	405	11.3	40.0	404	14.9	39.9	\$406	9.4	40.0
Maids and housemen	290	.9	39.9	290	.9	39.9	—	—	—
Janitors and cleaners	417	14.0	40.0	445	21.9	40.0	377	3.3	40.0
Personal service	428	7.6	33.8	416	7.2	33.3	—	—	—

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.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2003

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	\$38,855	2.4	2,022	\$38,716	3.0	2,056	\$39,482	2.7	1,870
All excluding sales	38,391	2.3	2,015	38,123	2.8	2,050	39,482	2.7	1,870
White collar	47,805	3.1	2,008	49,616	3.8	2,067	41,330	3.3	1,800
White collar excluding sales	48,352	3.5	1,992	50,736	4.4	2,058	41,330	3.3	1,800
Professional specialty and technical	53,616	5.0	1,885	59,321	5.8	2,023	42,487	9.0	1,616
Professional specialty	55,491	4.8	1,864	64,913	4.0	2,067	42,579	10.0	1,585
Engineers, architects, and surveyors	75,334	3.2	2,080	76,854	2.9	2,080	-	-	-
Electrical and electronic engineers	76,565	5.1	2,080	76,565	5.1	2,080	-	-	-
Engineers, n.e.c.	74,702	4.9	2,080	74,702	4.9	2,080	-	-	-
Mathematical and computer scientists	61,731	7.4	2,080	61,861	7.9	2,080	-	-	-
Computer systems analysts and scientists	64,751	6.3	2,080	65,148	6.7	2,080	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	55,890	7.9	2,039	55,068	7.8	2,037	-	-	-
Physicians	91,365	12.8	2,249	88,852	19.0	2,304	-	-	-
Registered nurses	53,899	3.9	2,014	54,026	3.9	2,012	-	-	-
Teachers, college and university Teachers, except college and university	66,871	11.5	1,406	-	-	-	-	-	-
Elementary school teachers ...	37,790	10.8	1,520	46,696	5.8	1,956	37,567	11.1	1,510
Secondary school teachers ...	35,658	9.3	1,524	-	-	-	35,575	9.5	1,517
Librarians, archivists, and curators	49,100	6.9	1,511	-	-	-	48,885	7.1	1,509
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	49,846	17.9	2,080	49,575	18.3	2,080	-	-	-
Technical	47,883	13.1	1,951	48,515	14.3	1,938	41,084	3.4	2,080
Clinical laboratory technologists and technicians	34,444	5.4	2,080	34,266	5.4	2,080	-	-	-
Licensed practical nurses	36,393	7.2	2,047	-	-	-	-	-	-
Electrical and electronic technicians	42,118	6.7	2,080	42,158	7.7	2,080	-	-	-
Executive, administrative, and managerial	70,144	5.1	2,084	73,916	4.8	2,095	56,047	9.9	2,044
Executives, administrators, and managers	81,063	5.6	2,080	85,344	6.1	2,094	63,701	4.6	2,022
Administrators and officials, public administration	81,380	10.2	2,105	-	-	-	81,380	10.2	2,105
Financial managers	76,432	13.4	2,085	85,207	14.2	2,087	-	-	-
Administrators, education and related fields	65,629	2.5	1,976	-	-	-	64,369	2.6	1,958
Managers and administrators, n.e.c.	86,865	8.4	2,092	86,865	8.4	2,092	-	-	-
Management related	47,756	6.8	2,094	49,238	7.0	2,098	43,020	13.9	2,080
Accountants and auditors	47,782	8.5	2,080	48,235	8.3	2,080	-	-	-
Management analysts	42,307	11.1	2,080	-	-	-	-	-	-
Management related, n.e.c.	52,545	10.9	2,080	51,334	14.6	2,080	-	-	-
Sales	44,382	6.5	2,107	44,382	6.5	2,107	-	-	-
Supervisors, sales	67,396	19.4	2,223	67,396	19.4	2,223	-	-	-
Sales, other business services	76,905	7.0	2,127	76,905	7.0	2,127	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2003 — 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									
Sales —Continued									
Sales workers, other commodities	\$28,756	23.9	1,989	\$28,756	23.9	1,989	—	—	—
Cashiers	24,437	6.4	2,047	24,437	6.4	2,047	—	—	—
Administrative support, including clerical	29,374	3.3	2,066	29,578	3.3	2,070	\$28,428	11.0	2,048
Supervisors, general office	45,484	8.0	2,067	43,904	8.6	2,064	—	—	—
Computer operators	37,869	8.9	2,080	—	—	—	—	—	—
Secretaries	30,417	4.7	2,064	30,892	5.6	2,061	28,432	4.1	2,080
Transportation ticket and reservation agents	29,351	7.0	2,080	29,351	7.0	2,080	—	—	—
Receptionists	23,140	4.4	2,080	23,140	4.4	2,080	—	—	—
Bookkeepers, accounting and auditing clerks	32,061	4.3	2,075	31,782	4.7	2,075	—	—	—
Dispatchers	27,168	8.9	2,039	—	—	—	—	—	—
Traffic, shipping and receiving clerks	28,891	11.8	2,080	28,891	11.8	2,080	—	—	—
Investigators and adjusters, except insurance	32,856	6.7	2,080	32,634	7.3	2,080	—	—	—
General office clerks	25,421	8.8	2,052	30,426	7.4	2,063	20,958	9.7	2,042
Administrative support, n.e.c.	31,807	3.9	2,054	31,431	5.4	2,047	—	—	—
Blue collar	29,966	2.5	2,063	29,301	2.6	2,070	38,500	8.3	1,978
Precision production, craft, and repair	37,130	3.0	2,075	36,184	3.3	2,075	46,396	3.0	2,080
Automobile mechanics	47,505	6.2	2,080	47,666	6.5	2,080	—	—	—
Mechanics and repairers, n.e.c.	37,705	9.4	2,059	—	—	—	—	—	—
Carpenters	32,428	.8	2,080	32,428	.8	2,080	—	—	—
Electrical and electronic equipment assemblers	30,169	8.3	2,070	30,169	8.3	2,070	—	—	—
Machine operators, assemblers, and inspectors	25,781	5.0	2,080	25,604	5.0	2,080	—	—	—
Assemblers	21,631	12.5	2,080	21,631	12.5	2,080	—	—	—
Transportation and material moving	26,965	6.2	2,018	27,083	7.3	2,080	26,419	11.6	1,734
Truck drivers	28,315	8.0	2,080	28,085	8.4	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	22,288	4.3	2,053	22,023	4.7	2,052	29,809	10.4	2,080
Construction laborers	21,299	6.4	2,080	21,299	6.4	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	27,789	4.7	2,080	27,789	4.7	2,080	—	—	—
Laborers, except construction, n.e.c.	16,892	7.9	2,080	16,271	8.1	2,080	—	—	—
Service	23,281	5.0	2,002	19,875	5.3	1,992	34,307	5.3	2,035
Protective service	34,520	13.6	2,142	22,638	23.4	2,199	43,627	3.7	2,099
Firefighting	43,590	11.9	2,719	—	—	—	49,645	8.8	2,703
Police and detectives, public service	50,157	.8	2,080	—	—	—	50,157	.8	2,080
Guards and police, except public service	19,519	4.4	2,059	19,503	3.5	2,080	—	—	—
Food service	17,011	5.7	1,990	16,490	5.8	2,013	—	—	—
Waiters, waitresses, and bartenders	6,834	5.9	1,913	6,834	5.9	1,913	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2003 — 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									
Food service—Continued									
Waiters, waitresses, and bartenders—Continued									
Waiters and waitresses	\$5,302	10.8	1,914	\$5,302	10.8	1,914	—	—	—
Other food service	20,316	4.9	2,015	19,995	4.7	2,050	—	—	—
Supervisors, food preparation and service	23,792	4.4	1,945	—	—	—	—	—	—
Cooks	19,006	2.6	2,040	19,006	2.6	2,040	—	—	—
Food preparation, n.e.c.	14,277	1.2	1,960	14,277	1.2	1,960	—	—	—
Health service	22,639	5.4	1,976	23,270	6.1	2,028	—	—	—
Nursing aides, orderlies and attendants	21,299	4.4	1,946	21,876	4.5	2,009	—	—	—
Cleaning and building service	20,990	11.3	2,072	21,031	14.9	2,077	\$20,865	9.4	2,056
Maids and housemen	15,058	.9	2,073	15,058	.9	2,073	—	—	—
Janitors and cleaners	21,594	14.0	2,069	23,119	21.9	2,080	19,358	3.3	2,054
Personal service	22,233	7.6	1,758	21,651	7.2	1,731	—	—	—

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.

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, September 2003

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	\$18.26	2.9	\$17.79	3.5	\$20.59	2.7
All excluding sales	18.18	2.8	17.65	3.4	20.59	2.7
White collar	23.04	3.1	23.18	3.8	22.48	3.3
1	7.83	8.7	7.52	11.4	—	—
2	10.59	6.6	10.67	7.6	10.10	11.1
3	11.31	3.1	11.49	3.4	10.56	9.8
4	13.54	4.1	13.56	4.3	13.31	16.9
5	16.46	8.0	16.73	9.1	14.84	4.4
6	18.59	3.3	18.77	3.6	17.47	7.7
7	22.62	8.5	23.40	10.0	19.71	8.8
8	26.37	9.7	28.48	11.4	23.52	7.7
9	28.98	3.8	29.79	5.0	27.53	5.9
10	33.96	3.6	33.98	3.2	—	—
11	41.79	9.4	47.00	8.4	27.93	9.5
12	48.23	6.0	50.05	6.9	38.40	10.8
13	57.44	4.9	58.75	4.7	—	—
Not able to be leveled	18.84	11.8	18.43	11.8	—	—
White collar excluding sales	23.79	3.7	24.19	4.7	22.48	3.3
1	9.16	6.1	—	—	—	—
2	10.58	7.2	10.69	8.6	10.10	11.1
3	11.67	3.4	12.18	3.4	10.56	9.8
4	14.00	4.4	14.07	4.6	13.31	16.9
5	15.16	1.6	15.22	1.6	14.84	4.4
6	17.60	2.0	17.62	2.0	17.47	7.7
7	21.40	3.3	21.95	2.5	19.71	8.8
8	24.39	4.7	25.22	3.5	23.52	7.7
9	28.36	3.5	28.85	4.5	27.53	5.9
10	33.83	3.7	33.84	3.3	—	—
11	41.79	9.4	47.00	8.4	27.93	9.5
12	48.23	6.0	50.05	6.9	38.40	10.8
13	57.44	4.9	58.75	4.7	—	—
Not able to be leveled	17.66	8.1	17.14	7.3	—	—
Professional specialty and technical	28.21	5.4	29.04	6.5	26.25	9.0
Professional specialty	29.52	4.5	31.13	3.3	26.76	9.9
5	16.24	6.5	16.27	6.8	—	—
6	19.48	8.0	19.15	8.7	—	—
7	22.46	3.2	22.75	3.6	—	—
8	24.53	7.1	26.65	4.8	23.36	8.0
9	29.07	2.9	29.63	3.1	28.48	5.3
10	33.53	4.7	33.48	4.3	—	—
11	36.76	6.9	39.96	4.5	27.16	15.0
12	45.50	4.1	45.96	4.7	—	—
Not able to be leveled	25.41	16.0	25.35	16.1	—	—
Engineers, architects, and surveyors	36.22	3.2	36.95	2.9	—	—
8	25.86	9.3	—	—	—	—
9	30.40	3.4	30.62	3.9	—	—
10	37.38	2.8	37.38	2.8	—	—
11	40.07	6.6	40.07	6.6	—	—
12	44.94	2.2	45.21	2.2	—	—
Electrical and electronic engineers	36.81	5.1	36.81	5.1	—	—
Engineers, n.e.c.	35.91	4.9	35.91	4.9	—	—
Mathematical and computer scientists	29.68	7.4	29.74	7.9	—	—
Computer systems analysts and scientists	31.13	6.3	31.32	6.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.27	5.7	26.93	5.5	—	—
5	16.19	7.5	16.19	7.5	—	—
7	23.28	3.4	—	—	—	—
8	27.70	6.5	27.88	6.5	—	—
9	28.13	5.9	28.13	5.9	—	—
11	34.82	21.9	35.55	22.8	—	—
Physicians	41.25	10.6	39.44	15.7	—	—
Registered nurses	26.50	3.7	26.57	3.7	—	—
8	25.84	1.6	25.99	1.6	—	—
9	28.29	4.8	28.29	4.8	—	—

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, September 2003** — 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, college and university	\$45.34	13.3	–	–	\$50.82	7.5
Teachers, except college and university	24.71	10.5	\$22.49	4.6	24.78	11.0
8	23.26	8.2	–	–	23.37	8.7
9	27.43	5.2	–	–	27.30	5.4
Elementary school teachers	23.19	9.1	–	–	23.24	9.3
8	22.95	6.1	–	–	23.07	6.7
9	24.17	12.0	–	–	–	–
Secondary school teachers	32.50	5.2	–	–	32.40	5.4
9	32.50	5.2	–	–	32.40	5.4
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	–	–	–	–	–	–
Lawyers and judges	52.83	11.4	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.96	17.9	23.83	18.3	–	–
Technical	24.20	16.4	24.63	18.1	19.75	3.4
5	17.39	3.7	17.12	4.0	–	–
6	19.10	2.0	18.97	2.4	–	–
7	22.40	4.1	–	–	–	–
8	24.06	3.0	24.32	3.1	–	–
Clinical laboratory technologists and technicians	16.73	6.0	16.66	6.0	–	–
Licensed practical nurses	17.59	6.5	17.66	6.8	–	–
Electrical and electronic technicians	20.25	6.7	20.27	7.7	–	–
Executive, administrative, and managerial	33.65	5.2	35.28	5.0	27.43	9.9
6	17.43	5.2	17.57	5.6	–	–
7	20.00	5.4	20.67	4.8	–	–
8	23.93	7.7	23.39	8.4	–	–
9	26.92	6.9	27.77	8.0	24.23	11.2
11	37.90	8.3	42.72	6.7	–	–
12	49.78	8.8	52.46	10.2	–	–
Not able to be leveled	22.54	17.7	19.81	14.3	–	–
Executives, administrators, and managers	38.98	5.6	40.76	6.2	31.50	4.7
9	29.18	7.4	29.13	8.0	–	–
11	38.79	8.3	44.69	4.5	–	–
12	53.46	8.0	57.96	8.6	–	–
Not able to be leveled	22.75	26.5	–	–	–	–
Administrators and officials, public administration	38.65	11.2	–	–	38.65	11.2
Financial managers	36.66	13.2	40.82	13.9	–	–
Administrators, education and related fields	33.21	2.5	–	–	32.87	2.6
Managers and administrators, n.e.c.	41.51	8.6	41.51	8.6	–	–
9	33.07	14.5	33.07	14.5	–	–
11	42.55	4.0	42.55	4.0	–	–
Management related	22.81	7.0	23.47	7.3	20.68	13.9
7	19.19	6.5	20.13	6.3	–	–
9	22.96	8.9	–	–	–	–
Accountants and auditors	22.97	8.5	23.19	8.3	–	–
Management analysts	20.34	11.1	–	–	–	–
Management related, n.e.c.	25.26	10.9	24.68	14.6	–	–
Sales	19.08	7.5	19.08	7.5	–	–
3	10.77	4.6	10.77	4.6	–	–
4	12.60	8.2	12.60	8.2	–	–
5	30.29	47.2	30.29	47.2	–	–
7	29.87	37.9	29.87	37.9	–	–
8	39.00	30.9	39.00	30.9	–	–
Not able to be leveled	24.83	38.6	24.83	38.6	–	–
Supervisors, sales	30.32	16.7	30.32	16.7	–	–
Securities and financial services sales	19.71	8.2	19.71	8.2	–	–
Sales, other business services	36.15	6.7	36.15	6.7	–	–
Sales workers, other commodities	12.08	20.0	12.08	20.0	–	–

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, September 2003** — 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						
Sales —Continued						
Cashiers	\$11.16	4.7	\$11.16	4.7	—	—
3	11.17	5.2	11.17	5.2	—	—
4	12.95	8.2	12.95	8.2	—	—
Administrative support, including clerical	13.90	3.1	14.06	3.3	\$13.19	9.5
1	9.16	6.1	—	—	—	—
2	10.58	7.2	10.69	8.6	10.10	11.1
3	11.68	3.6	12.24	3.7	10.56	9.8
4	14.09	4.4	14.17	4.6	13.31	16.9
5	14.46	2.4	14.59	2.5	13.82	8.3
6	16.18	5.0	16.37	5.6	—	—
7	20.80	8.6	21.33	10.1	20.10	13.6
Not able to be leveled	14.26	7.9	14.26	7.9	—	—
Supervisors, general office	22.00	7.9	21.27	8.6	—	—
Computer operators	18.21	8.9	—	—	—	—
Secretaries	14.65	4.7	14.87	5.6	13.67	4.1
4	13.66	4.7	13.52	4.6	—	—
5	13.10	3.8	13.32	5.5	12.62	2.2
Transportation ticket and reservation agents	14.23	6.8	14.23	6.8	—	—
4	13.55	31.5	13.55	31.5	—	—
Receptionists	11.12	4.4	11.12	4.4	—	—
Bookkeepers, accounting and auditing clerks	15.42	3.7	15.32	4.0	—	—
4	14.02	6.7	14.02	6.7	—	—
5	15.85	3.5	—	—	—	—
Dispatchers	12.80	8.5	11.88	5.5	—	—
Traffic, shipping and receiving clerks	13.89	11.8	13.89	11.8	—	—
Investigators and adjusters, except insurance	15.35	5.1	15.21	5.6	—	—
4	15.65	6.0	15.65	6.0	—	—
General office clerks	11.96	9.0	13.64	11.8	10.23	9.8
2	8.67	5.4	—	—	—	—
3	11.20	7.9	—	—	10.98	10.1
Teachers' aides	9.25	8.2	—	—	9.25	8.2
Administrative support, n.e.c.	15.35	3.3	15.20	4.7	—	—
4	15.02	6.1	—	—	—	—
Blue collar	14.07	2.4	13.71	2.5	18.78	6.3
1	7.55	3.4	7.41	3.7	—	—
2	10.62	4.8	10.55	5.0	—	—
3	11.48	3.3	11.36	3.6	—	—
4	14.15	3.4	14.15	3.4	—	—
5	16.09	4.6	16.00	5.0	17.19	3.3
6	19.67	3.5	19.54	3.8	—	—
7	19.67	4.8	18.99	4.9	22.40	6.7
8	21.67	6.2	20.99	4.9	—	—
Not able to be leveled	12.88	10.9	12.88	10.9	—	—
Precision production, craft, and repair	17.84	2.9	17.39	3.2	22.31	3.0
2	12.16	13.9	12.16	13.9	—	—
4	12.57	3.7	12.40	3.6	—	—
5	16.58	5.4	16.45	5.6	—	—
6	19.76	4.0	19.61	4.4	—	—
7	19.87	4.4	19.22	4.7	22.37	6.3
8	21.67	6.2	20.99	4.9	—	—
Automobile mechanics	22.84	6.2	22.92	6.5	—	—
7	21.87	15.7	—	—	—	—
Mechanics and repairers, n.e.c.	18.31	9.9	—	—	—	—
Carpenters	15.59	.8	15.59	.8	—	—
Electrical and electronic equipment assemblers ..	14.58	7.9	14.58	7.9	—	—
Machine operators, assemblers, and inspectors	12.17	5.3	12.09	5.2	—	—
2	9.20	7.1	9.20	7.1	—	—
3	9.45	4.3	9.45	4.3	—	—

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, September 2003** — 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						
4	\$14.26	2.1	\$14.26	2.1	—	—
5	15.44	1.0	15.44	1.0	—	—
Assemblers	10.20	12.0	10.20	12.0	—	—
2	8.87	10.3	8.87	10.3	—	—
Transportation and material moving	12.93	5.6	12.60	6.9	\$14.37	5.9
1	8.92	4.8	8.92	4.8	—	—
3	12.51	4.4	12.48	5.7	—	—
5	16.69	7.2	—	—	—	—
Truck drivers	13.61	8.0	13.50	8.4	—	—
3	13.48	6.3	—	—	—	—
Bus drivers	11.59	3.1	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.31	4.2	10.19	4.5	14.33	10.4
1	7.10	3.6	6.89	4.1	—	—
2	10.86	5.1	10.77	5.4	—	—
3	11.80	6.8	11.80	6.8	—	—
Construction laborers	10.24	6.4	10.24	6.4	—	—
Stock handlers and baggers	9.53	6.2	9.21	6.3	—	—
1	6.60	4.7	6.60	4.7	—	—
Freight, stock, and material handlers, n.e.c.	13.11	6.3	13.11	6.3	—	—
Hand packers and packagers	7.61	15.8	7.61	15.8	—	—
Laborers, except construction, n.e.c.	8.07	7.2	7.81	7.3	—	—
1	6.79	3.8	—	—	—	—
Service	10.57	4.7	9.13	4.8	16.27	3.0
1	6.24	2.4	6.12	2.9	—	—
2	8.51	5.2	8.47	6.9	8.66	1.4
3	8.85	8.9	8.74	9.5	10.82	3.8
4	11.56	9.6	11.44	9.7	13.88	11.3
5	14.05	4.8	12.73	14.2	14.41	4.6
6	22.02	4.1	—	—	20.38	3.5
7	18.06	12.0	—	—	21.11	8.0
Protective service	15.34	9.2	10.49	11.5	20.35	3.5
3	8.95	4.0	8.80	2.7	11.02	2.0
5	15.88	3.9	—	—	15.88	3.9
6	20.95	3.0	—	—	20.75	3.2
7	19.04	15.6	—	—	23.16	2.6
Firefighting	14.93	15.2	—	—	18.24	9.2
Police and detectives, public service	24.11	.8	—	—	24.11	.8
7	24.25	1.7	—	—	24.25	1.7
Guards and police, except public service	10.07	8.6	9.99	8.6	—	—
3	8.95	4.3	8.80	2.7	—	—
Protective service, n.e.c.	11.33	9.7	—	—	11.33	9.7
Food service	7.40	3.7	7.13	3.3	—	—
1	5.45	4.7	5.40	4.9	—	—
2	7.28	14.9	7.28	14.9	—	—
3	6.89	5.3	6.89	5.3	—	—
4	10.12	6.2	10.12	6.2	—	—
Waiters, waitresses, and bartenders	3.95	10.7	3.95	10.7	—	—
1	3.75	2.6	3.75	2.6	—	—
2	5.62	28.7	5.62	28.7	—	—
3	2.63	16.6	2.63	16.6	—	—
Waiters and waitresses	3.55	21.4	3.55	21.4	—	—
1	2.32	9.1	2.32	9.1	—	—
3	2.63	16.6	2.63	16.6	—	—
Waiters'/Waitresses' assistants	4.92	13.8	4.92	13.8	—	—
1	4.94	14.8	4.94	14.8	—	—
Other food service	9.02	4.6	8.74	4.4	—	—
1	6.32	2.9	6.27	3.1	—	—

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, September 2003 — 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						
2	\$9.43	23.1	\$9.43	23.1	—	—
3	9.25	3.8	9.25	3.8	—	—
4	10.12	6.2	10.12	6.2	—	—
Supervisors, food preparation and service	11.88	6.4	10.80	8.1	—	—
Cooks	9.26	2.0	9.26	2.0	—	—
3	8.83	7.2	8.83	7.2	—	—
4	10.39	7.9	10.39	7.9	—	—
Food counter, fountain, and related	6.45	5.1	6.45	5.1	—	—
1	5.81	5.6	5.81	5.6	—	—
Kitchen workers, food preparation	12.59	11.7	13.13	11.3	—	—
Food preparation, n.e.c.	6.91	2.1	6.91	2.1	—	—
1	6.82	.9	6.82	.9	—	—
Health service	11.40	5.1	11.42	5.8	—	—
3	10.57	5.0	10.59	5.3	—	—
Nursing aides, orderlies and attendants	10.94	4.0	10.89	4.4	—	—
Cleaning and building service	9.97	10.9	9.97	14.6	\$9.99	7.7
1	7.52	3.8	7.37	2.9	—	—
2	9.00	4.0	9.65	10.7	—	—
3	14.25	24.5	15.24	28.6	—	—
4	14.15	5.6	—	—	—	—
Maids and housemen	7.26	1.1	7.26	1.1	—	—
1	7.22	.7	7.22	.7	—	—
Janitors and cleaners	10.14	13.2	10.68	21.3	9.30	2.0
1	7.93	10.4	—	—	—	—
2	9.04	4.1	—	—	—	—
3	14.69	26.0	—	—	—	—
Personal service	11.92	10.8	11.78	11.7	13.13	21.7
4	11.12	19.0	11.11	19.3	—	—
Attendants, amusement, and recreation facilities	8.26	6.2	—	—	—	—

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.

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, September 2003

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	\$19.22	2.3	\$18.83	2.8	\$21.11	2.8
All excluding sales	19.06	2.3	18.59	2.8	21.11	2.8
White collar	23.81	3.2	24.01	3.9	22.97	3.4
2	11.36	8.3	11.48	9.2	—	—
3	11.64	3.3	11.69	3.6	11.38	10.6
4	13.82	3.5	13.85	3.7	13.33	17.2
5	16.64	8.4	16.95	9.4	14.82	4.6
6	18.59	3.3	18.77	3.6	17.47	7.7
7	22.65	8.7	23.35	10.2	19.95	9.5
8	26.40	10.0	28.59	11.8	23.35	6.3
9	29.11	3.7	30.00	4.8	27.58	5.8
10	34.29	4.2	34.13	3.5	—	—
11	42.02	9.5	46.94	8.5	27.59	10.2
12	48.23	6.0	50.05	6.9	38.40	10.8
13	57.44	4.9	58.75	4.7	—	—
Not able to be leveled	19.02	12.3	18.61	12.3	—	—
White collar excluding sales	24.27	3.6	24.65	4.5	22.97	3.4
2	11.07	7.5	11.15	8.4	—	—
3	12.01	3.4	12.22	3.4	11.38	10.6
4	14.13	4.3	14.21	4.5	13.33	17.2
5	15.24	1.9	15.33	2.0	14.82	4.6
6	17.60	2.0	17.62	2.0	17.47	7.7
7	21.40	3.4	21.86	2.6	19.95	9.5
8	24.28	4.4	25.17	3.8	23.35	6.3
9	28.47	3.6	29.03	4.7	27.58	5.8
10	34.16	4.3	33.99	3.6	—	—
11	42.02	9.5	46.94	8.5	27.59	10.2
12	48.23	6.0	50.05	6.9	38.40	10.8
13	57.44	4.9	58.75	4.7	—	—
Not able to be leveled	17.84	8.6	17.32	7.6	—	—
Professional specialty and technical	28.44	5.2	29.32	6.3	26.29	8.7
Professional specialty	29.77	4.5	31.41	3.4	26.86	9.7
5	16.64	8.0	16.64	8.0	—	—
6	19.48	8.0	19.15	8.7	—	—
7	22.52	3.2	22.59	3.7	—	—
8	24.39	6.7	26.72	5.4	23.15	6.2
9	29.31	2.8	30.11	2.6	28.56	5.2
10	33.95	5.6	33.67	4.7	—	—
11	37.01	7.3	39.75	4.2	—	—
12	45.50	4.1	45.96	4.7	—	—
Not able to be leveled	25.35	16.1	25.35	16.1	—	—
Engineers, architects, and surveyors	36.22	3.2	36.95	2.9	—	—
8	25.86	9.3	—	—	—	—
9	30.40	3.4	30.62	3.9	—	—
10	37.38	2.8	37.38	2.8	—	—
11	40.07	6.6	40.07	6.6	—	—
12	44.94	2.2	45.21	2.2	—	—
Electrical and electronic engineers	36.81	5.1	36.81	5.1	—	—
Engineers, n.e.c.	35.91	4.9	35.91	4.9	—	—
Mathematical and computer scientists	29.68	7.4	29.74	7.9	—	—
Computer systems analysts and scientists	31.13	6.3	31.32	6.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.41	6.4	27.04	6.2	—	—
7	22.94	3.3	23.10	3.5	—	—
8	28.04	7.7	28.27	7.8	—	—
11	33.64	21.0	—	—	—	—
Physicians	40.62	10.3	38.57	15.5	—	—
Registered nurses	26.77	4.3	26.85	4.3	—	—
8	25.75	2.1	25.95	2.0	—	—
Teachers, college and university	47.55	15.2	—	—	—	—
Teachers, except college and university	24.85	10.0	23.88	2.9	24.89	10.4
8	23.02	6.2	—	—	23.15	6.9
9	27.51	4.9	—	—	27.37	5.1
Elementary school teachers	23.40	8.8	—	—	23.45	9.0

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, September 2003 — 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 –Continued						
Elementary school teachers –Continued						
8	\$23.02	6.2	–	–	\$23.15	6.9
Secondary school teachers	32.50	5.2	–	–	32.40	5.4
9	32.50	5.2	–	–	32.40	5.4
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	–	–	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.96	17.9	\$23.83	18.3	–	–
Technical	24.55	16.0	25.03	17.7	19.75	3.4
5	17.44	3.7	17.17	4.1	–	–
6	19.11	2.0	18.99	2.4	–	–
8	24.08	3.0	24.34	3.2	–	–
Clinical laboratory technologists and technicians	16.56	5.4	16.47	5.4	–	–
Licensed practical nurses	17.78	6.3	–	–	–	–
Electrical and electronic technicians	20.25	6.7	20.27	7.7	–	–
Executive, administrative, and managerial	33.65	5.2	35.28	5.0	27.43	9.9
6	17.43	5.2	17.57	5.6	–	–
7	20.00	5.4	20.67	4.8	–	–
8	23.93	7.7	23.39	8.4	–	–
9	26.92	6.9	27.77	8.0	24.23	11.2
11	37.90	8.3	42.72	6.7	–	–
12	49.78	8.8	52.46	10.2	–	–
Not able to be leveled	22.54	17.7	19.81	14.3	–	–
Executives, administrators, and managers	38.98	5.6	40.76	6.2	31.50	4.7
9	29.18	7.4	29.13	8.0	–	–
11	38.79	8.3	44.69	4.5	–	–
12	53.46	8.0	57.96	8.6	–	–
Not able to be leveled	22.75	26.5	–	–	–	–
Administrators and officials, public administration	38.65	11.2	–	–	38.65	11.2
Financial managers	36.66	13.2	40.82	13.9	–	–
Administrators, education and related fields	33.21	2.5	–	–	32.87	2.6
Managers and administrators, n.e.c.	41.51	8.6	41.51	8.6	–	–
9	33.07	14.5	33.07	14.5	–	–
11	42.55	4.0	42.55	4.0	–	–
Management related	22.81	7.0	23.47	7.3	20.68	13.9
7	19.19	6.5	20.13	6.3	–	–
9	22.96	8.9	–	–	–	–
Accountants and auditors	22.97	8.5	23.19	8.3	–	–
Management analysts	20.34	11.1	–	–	–	–
Management related, n.e.c.	25.26	10.9	24.68	14.6	–	–
Sales	21.06	5.6	21.06	5.6	–	–
3	11.07	5.5	11.07	5.5	–	–
4	13.14	5.3	13.14	5.3	–	–
5	31.16	47.1	31.16	47.1	–	–
7	29.87	37.9	29.87	37.9	–	–
8	39.00	30.9	39.00	30.9	–	–
Not able to be leveled	24.83	38.6	24.83	38.6	–	–
Supervisors, sales	30.32	16.7	30.32	16.7	–	–
Sales, other business services	36.15	6.7	36.15	6.7	–	–
Sales workers, other commodities	14.46	23.0	14.46	23.0	–	–
Cashiers	11.94	6.7	11.94	6.7	–	–
3	11.63	6.0	11.63	6.0	–	–
4	12.99	8.6	12.99	8.6	–	–
Administrative support, including clerical	14.22	3.4	14.29	3.4	13.88	11.0
2	11.07	7.5	11.15	8.4	–	–

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, September 2003** — 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						
3	\$12.04	3.6	\$12.28	3.7	\$11.38	10.6
4	14.14	4.4	14.23	4.6	13.33	17.2
5	14.50	2.8	14.65	3.0	13.82	8.3
6	16.18	5.0	16.37	5.6	—	—
7	20.80	8.6	21.33	10.1	20.10	13.6
Not able to be leveled	14.65	8.9	14.65	8.9	—	—
Supervisors, general office	22.00	7.9	21.27	8.6	—	—
Computer operators	18.21	8.9	—	—	—	—
Secretaries	14.73	4.7	14.99	5.6	13.67	4.1
4	13.66	4.7	13.52	4.6	—	—
5	13.06	4.0	13.28	5.8	12.62	2.2
Transportation ticket and reservation agents	14.11	7.0	14.11	7.0	—	—
Receptionists	11.12	4.4	11.12	4.4	—	—
Bookkeepers, accounting and auditing clerks	15.45	4.4	15.32	4.8	—	—
4	13.54	5.6	13.54	5.6	—	—
Dispatchers	13.32	8.8	—	—	—	—
Traffic, shipping and receiving clerks	13.89	11.8	13.89	11.8	—	—
Investigators and adjusters, except insurance	15.80	6.7	15.69	7.3	—	—
4	16.31	7.4	16.31	7.4	—	—
General office clerks	12.39	8.8	14.75	7.5	10.26	9.7
3	11.28	7.6	—	—	—	—
Administrative support, n.e.c.	15.48	3.9	15.36	5.4	—	—
4	15.08	6.8	—	—	—	—
Blue collar	14.52	2.4	14.16	2.6	19.46	8.3
1	7.78	3.0	7.60	3.5	—	—
2	10.84	5.5	10.80	5.6	—	—
3	11.55	3.6	11.47	3.9	—	—
4	14.18	3.4	14.15	3.4	—	—
5	16.13	4.6	16.00	5.0	17.95	6.2
6	19.67	3.5	19.54	3.8	—	—
7	19.67	4.8	18.99	4.9	22.40	6.7
8	21.67	6.2	20.99	4.9	—	—
Not able to be leveled	12.88	10.9	12.88	10.9	—	—
Precision production, craft, and repair	17.89	2.9	17.44	3.2	22.31	3.0
4	12.57	3.7	12.40	3.6	—	—
5	16.58	5.4	16.45	5.6	—	—
6	19.76	4.0	19.61	4.4	—	—
7	19.87	4.4	19.22	4.7	22.37	6.3
8	21.67	6.2	20.99	4.9	—	—
Automobile mechanics	22.84	6.2	22.92	6.5	—	—
7	21.87	15.7	—	—	—	—
Mechanics and repairers, n.e.c.	18.31	9.9	—	—	—	—
Carpenters	15.59	.8	15.59	.8	—	—
Electrical and electronic equipment assemblers ..	14.58	7.9	14.58	7.9	—	—
Machine operators, assemblers, and inspectors	12.39	5.0	12.31	5.0	—	—
2	9.24	7.7	9.24	7.7	—	—
3	9.45	4.3	9.45	4.3	—	—
4	14.26	2.1	14.26	2.1	—	—
5	15.44	1.0	15.44	1.0	—	—
Assemblers	10.40	12.5	10.40	12.5	—	—
2	8.87	10.3	8.87	10.3	—	—
Transportation and material moving	13.36	6.2	13.02	7.3	15.23	11.6
3	12.46	4.5	12.48	5.7	—	—
5	17.43	5.7	—	—	—	—
Truck drivers	13.61	8.0	13.50	8.4	—	—
3	13.48	6.3	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.86	4.2	10.73	4.5	14.33	10.4

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, September 2003 — 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						
–Continued						
1	\$7.31	3.4	\$7.05	4.2	–	–
2	11.22	4.6	11.13	4.8	–	–
3	12.23	7.9	12.23	7.9	–	–
Construction laborers	10.24	6.4	10.24	6.4	–	–
Freight, stock, and material handlers, n.e.c.	13.36	4.7	13.36	4.7	–	–
Laborers, except construction, n.e.c.	8.12	7.9	7.82	8.1	–	–
Service	11.63	4.6	9.98	4.9	\$16.86	5.2
1	6.57	2.5	6.47	2.4	–	–
2	8.87	7.3	8.96	9.9	–	–
3	9.52	5.5	9.43	5.8	11.15	6.1
4	11.99	8.2	11.89	8.3	–	–
5	14.06	4.9	12.73	14.2	14.43	4.7
6	21.95	4.1	–	–	20.38	3.5
7	18.90	9.1	–	–	21.11	8.0
Protective service	16.12	10.0	10.29	14.5	20.79	3.4
5	15.96	4.0	–	–	15.96	4.0
6	20.75	3.2	–	–	20.75	3.2
7	20.30	11.2	–	–	23.16	2.6
Firefighting	16.03	11.9	–	–	18.36	8.7
Police and detectives, public service	24.11	.8	–	–	24.11	.8
7	24.25	1.7	–	–	24.25	1.7
Guards and police, except public service	9.48	4.4	9.38	3.5	–	–
Food service	8.55	5.3	8.19	5.4	–	–
1	5.50	2.0	5.50	2.0	–	–
2	7.64	25.6	7.64	25.6	–	–
3	7.74	7.4	7.74	7.4	–	–
4	10.18	6.3	10.18	6.3	–	–
Waiters, waitresses, and bartenders	3.57	4.5	3.57	4.5	–	–
1	4.21	4.8	4.21	4.8	–	–
Waiters and waitresses	2.77	6.3	2.77	6.3	–	–
Other food service	10.08	4.9	9.75	4.7	–	–
1	6.53	5.7	6.53	5.7	–	–
2	9.86	23.1	9.86	23.1	–	–
3	9.32	4.6	9.32	4.6	–	–
4	10.18	6.3	10.18	6.3	–	–
Supervisors, food preparation and service	12.23	4.8	–	–	–	–
Cooks	9.31	1.9	9.31	1.9	–	–
3	8.83	7.2	8.83	7.2	–	–
4	10.39	7.9	10.39	7.9	–	–
Food preparation, n.e.c.	7.28	7.1	7.28	7.1	–	–
1	7.10	5.6	7.10	5.6	–	–
Health service	11.46	5.2	11.48	5.9	–	–
3	10.57	5.0	10.59	5.3	–	–
Nursing aides, orderlies and attendants	10.94	4.0	10.89	4.4	–	–
Cleaning and building service	10.13	11.3	10.12	15.0	10.15	9.4
1	7.51	4.2	7.36	3.1	–	–
2	9.02	4.0	–	–	–	–
3	14.25	24.5	15.24	28.6	–	–
4	14.15	5.6	–	–	–	–
Maids and housemen	7.26	1.2	7.26	1.2	–	–
1	7.22	.7	7.22	.7	–	–
Janitors and cleaners	10.44	14.0	11.12	21.9	9.43	3.3
2	9.04	4.1	–	–	–	–
3	14.69	26.0	–	–	–	–

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, September 2003 — 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	\$12.65	11.0	\$12.51	11.5	—	—
4	11.89	20.7	11.89	20.7	—	—

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.

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, September 2003

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	\$9.57	5.4	\$8.76	5.4	\$14.72	10.9
All excluding sales	9.76	6.6	8.84	7.0	14.72	10.9
White collar	13.27	5.2	12.14	6.2	17.13	8.8
2	8.72	6.5	8.60	8.2	—	—
3	9.14	6.2	9.51	8.5	—	—
4	11.04	10.8	11.04	10.9	—	—
5	13.60	7.2	13.47	8.1	—	—
7	21.27	16.2	—	—	—	—
8	25.82	8.4	26.03	.6	—	—
9	25.20	6.4	25.59	7.3	—	—
White collar excluding sales	15.80	6.3	15.11	7.7	17.13	8.8
2	8.65	7.5	—	—	—	—
3	9.21	8.4	—	—	—	—
4	12.59	10.7	12.61	10.8	—	—
5	13.81	6.9	13.69	7.7	—	—
7	21.27	16.2	—	—	—	—
8	25.82	8.4	26.03	.6	—	—
9	25.20	6.4	25.59	7.3	—	—
Professional specialty and technical	24.04	8.9	22.69	9.9	25.76	13.3
Professional specialty	25.79	7.1	25.82	4.4	25.76	13.3
8	25.87	8.5	—	—	—	—
9	25.20	6.4	25.59	7.3	—	—
Health related	26.23	4.4	26.23	4.4	—	—
9	25.47	7.1	25.47	7.1	—	—
Registered nurses	25.30	2.6	25.30	2.6	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	22.72	20.6	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Sales	8.37	5.0	8.37	5.0	—	—
Cashiers	8.29	5.0	8.29	5.0	—	—
Administrative support, including clerical	10.75	2.8	11.48	4.0	8.92	4.9
2	8.65	7.5	—	—	—	—
3	9.21	8.4	—	—	—	—
4	13.46	11.1	13.49	11.3	—	—
Blue collar	8.06	4.2	7.61	4.5	—	—
1	6.81	6.2	6.81	6.2	—	—
2	9.48	6.8	9.13	6.7	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	10.30	3.2	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.92	4.8	6.92	4.8	—	—
1	6.40	7.7	6.40	7.7	—	—
Stock handlers and baggers	7.05	5.3	7.05	5.3	—	—
Service	6.74	6.3	6.61	6.8	8.60	6.7
1	5.74	5.5	5.55	6.0	—	—
2	7.57	9.5	7.48	9.7	—	—
3	5.88	17.3	5.77	17.8	—	—
Protective service	10.81	15.4	11.08	16.8	8.88	7.4
3	8.79	3.9	—	—	—	—
Guards and police, except public service	11.74	21.5	11.71	21.8	—	—
Food service	5.57	6.9	5.52	7.4	—	—
1	5.43	7.5	5.34	8.0	—	—
3	4.32	28.6	4.32	28.6	—	—

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, September 2003 — 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						
Waiters, waitresses, and bartenders	\$4.26	14.3	\$4.26	14.3	—	—
1	3.31	6.4	3.31	6.4	—	—
Waiters and waitresses	4.10	22.3	4.10	22.3	—	—
Other food service	6.66	6.2	6.61	6.7	—	—
1	6.23	5.9	6.15	6.5	—	—
Food counter, fountain, and related	6.21	5.6	6.21	5.6	—	—
1	5.98	5.4	5.98	5.4	—	—
Food preparation, n.e.c.	6.42	8.2	6.42	8.2	—	—
1	6.52	9.4	6.52	9.4	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	7.78	1.2	—	—	\$10.05	8.3

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.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Phoenix-Mesa, AZ, September 2003**

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	\$19.22	\$9.57	\$19.92	\$18.04	\$17.85	\$23.75
All excluding sales	19.06	9.76	20.29	17.91	18.17	18.45
White collar	23.81	13.27	23.14	23.03	22.54	29.99
White-collar excluding sales	24.27	15.80	24.76	23.69	23.73	28.27
Professional specialty and technical	28.44	24.04	40.69	27.29	28.21	–
Professional specialty	29.77	25.79	–	29.71	29.52	–
Technical	24.55	–	57.67	19.28	24.20	–
Executive, administrative, and managerial	33.65	–	–	33.65	33.43	–
Sales	21.06	8.37	15.88	19.47	12.75	30.28
Administrative support, including clerical	14.22	10.75	17.94	13.09	13.88	–
Blue collar	14.52	8.06	15.81	13.78	13.48	20.94
Precision production, craft, and repair	17.89	–	18.30	17.78	16.99	22.10
Machine operators, assemblers, and inspectors	12.39	–	14.44	11.70	12.18	–
Transportation and material moving	13.36	10.30	18.45	11.81	12.93	–
Handlers, equipment cleaners, helpers, and laborers	10.86	6.92	12.67	9.89	10.26	–
Service	11.63	6.74	19.54	9.36	10.61	–
	Relative error ⁶ (percent)					
All occupations	2.3	5.4	6.0	3.2	2.7	11.2
All excluding sales	2.3	6.6	6.2	3.0	2.8	18.9
White collar	3.2	5.2	10.9	3.3	3.7	8.7
White-collar excluding sales	3.6	6.3	11.5	3.8	3.7	27.4
Professional specialty and technical	5.2	8.9	29.7	5.2	5.4	–
Professional specialty	4.5	7.1	–	5.3	4.5	–
Technical	16.0	–	25.7	8.6	16.4	–
Executive, administrative, and managerial	5.2	–	–	5.2	4.9	–
Sales	5.6	5.0	2.9	8.2	4.8	10.3
Administrative support, including clerical	3.4	2.8	3.3	2.7	3.1	–
Blue collar	2.4	4.2	4.8	3.1	2.3	7.2
Precision production, craft, and repair	2.9	–	12.6	2.6	3.2	6.1
Machine operators, assemblers, and inspectors	5.0	–	.4	7.7	5.6	–
Transportation and material moving	6.2	3.2	3.7	7.2	5.6	–
Handlers, equipment cleaners, helpers, and laborers	4.2	4.8	12.1	4.6	4.6	–
Service	4.6	6.3	2.3	4.5	4.4	–

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

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.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Phoenix-Mesa, AZ, September 2003

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	\$17.79	-	-	-	-	-	\$22.56	-	-	-
All excluding sales	17.65	-	-	-	-	-	23.18	-	-	-
White collar	23.18	-	-	-	-	-	24.21	-	-	-
White-collar excluding sales	24.19	-	-	-	-	-	25.42	-	-	-
Professional specialty and technical	29.04	-	-	-	-	-	-	-	-	-
Professional specialty	31.13	-	-	-	-	-	-	-	-	-
Technical	24.63	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	35.28	-	-	-	-	-	32.59	-	-	-
Sales	19.08	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	14.06	-	-	-	-	-	17.44	-	-	-
Blue collar	13.71	-	-	-	-	-	15.31	-	-	-
Precision production, craft, and repair	17.39	-	-	-	-	-	24.20	-	-	-
Machine operators, assemblers, and inspectors	12.09	-	-	-	-	-	-	-	-	-
Transportation and material moving	12.60	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.19	-	-	-	-	-	12.23	-	-	-
Service	9.13	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.5	-	-	-	-	-	15.2	-	-	-
All excluding sales	3.4	-	-	-	-	-	16.6	-	-	-
White collar	3.8	-	-	-	-	-	15.2	-	-	-
White-collar excluding sales	4.7	-	-	-	-	-	16.5	-	-	-
Professional specialty and technical	6.5	-	-	-	-	-	-	-	-	-
Professional specialty	3.3	-	-	-	-	-	-	-	-	-
Technical	18.1	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	5.0	-	-	-	-	-	1.7	-	-	-
Sales	7.5	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.3	-	-	-	-	-	3.0	-	-	-
Blue collar	2.5	-	-	-	-	-	3.3	-	-	-
Precision production, craft, and repair	3.2	-	-	-	-	-	14.5	-	-	-
Machine operators, assemblers, and inspectors	5.2	-	-	-	-	-	-	-	-	-
Transportation and material moving	6.9	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	4.5	-	-	-	-	-	13.4	-	-	-
Service	4.8	-	-	-	-	-	-	-	-	-

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.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Phoenix-Mesa, AZ, September 2003

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	\$17.79	\$12.32	\$19.62	\$17.77	\$21.27
All excluding sales	17.65	11.78	19.68	16.94	21.85
White collar	23.18	18.54	23.83	22.93	24.41
White-collar excluding sales	24.19	18.43	24.89	23.42	25.57
Professional specialty and technical	29.04	30.28	28.97	28.22	29.25
Professional specialty	31.13	30.08	31.21	31.37	31.15
Technical	24.63	–	24.53	20.87	25.71
Executive, administrative, and managerial	35.28	24.67	36.46	34.18	37.77
Sales	19.08	18.79	19.15	21.93	12.46
Administrative support, including clerical	14.06	13.14	14.24	12.97	14.89
Blue collar	13.71	13.12	14.01	13.41	15.05
Precision production, craft, and repair	17.39	17.29	17.43	16.96	18.31
Machine operators, assemblers, and inspectors	12.09	11.17	12.33	11.14	13.83
Transportation and material moving	12.60	13.30	11.77	11.19	–
Handlers, equipment cleaners, helpers, and laborers	10.19	8.99	10.89	10.27	11.89
Service	9.13	6.74	11.22	10.67	11.84
Relative error ⁴ (percent)					
All occupations	3.5	6.1	3.3	4.1	6.3
All excluding sales	3.4	5.3	3.3	4.9	5.7
White collar	3.8	9.7	4.1	6.3	7.3
White-collar excluding sales	4.7	9.3	4.8	8.9	6.1
Professional specialty and technical	6.5	11.9	6.7	7.9	9.0
Professional specialty	3.3	12.9	3.6	9.3	3.8
Technical	18.1	–	18.3	6.8	25.3
Executive, administrative, and managerial	5.0	10.6	5.5	8.9	6.3
Sales	7.5	21.6	10.3	8.0	10.3
Administrative support, including clerical	3.3	4.2	3.6	6.7	3.4
Blue collar	2.5	7.2	5.0	6.7	5.4
Precision production, craft, and repair	3.2	8.0	2.5	2.8	5.9
Machine operators, assemblers, and inspectors	5.2	11.9	6.0	4.8	10.4
Transportation and material moving	6.9	7.0	12.1	14.3	–
Handlers, equipment cleaners, helpers, and laborers	4.5	11.3	11.7	16.5	4.6
Service	4.8	5.4	3.8	4.9	5.1

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

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.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, September 2003

Occupation ³	10	25	Median 50	75	90
All	\$7.50	\$10.00	\$14.90	\$21.64	\$33.41
All excluding sales	7.50	10.00	15.00	21.85	32.98
White collar	9.68	12.91	18.69	28.00	41.94
White collar excluding sales	10.50	14.00	20.25	29.09	42.30
Professional specialty and technical	15.96	19.50	25.02	32.75	43.98
Professional specialty	18.03	21.15	27.23	35.30	44.62
Engineers, architects, and surveyors	26.69	31.01	35.73	41.83	47.76
Electrical and electronic engineers	26.84	32.24	36.81	40.51	44.08
Engineers, n.e.c.	27.17	29.60	35.66	41.28	45.71
Mathematical and computer scientists	18.03	20.50	25.78	37.19	46.07
Computer systems analysts and scientists	17.80	21.85	31.05	37.50	46.07
Natural scientists	—	—	—	—	—
Health related	18.37	21.15	26.00	30.00	39.01
Physicians	19.23	20.69	45.25	56.83	72.49
Registered nurses	21.00	24.11	26.86	29.96	30.00
Teachers, college and university	28.35	34.37	38.19	56.99	66.47
Teachers, except college and university	15.65	19.94	23.80	28.72	36.32
Elementary school teachers	15.51	19.89	22.39	26.08	30.67
Secondary school teachers	22.95	25.65	34.20	40.80	42.86
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	31.32	44.75	61.06	61.06	61.06
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.00	18.64	21.06	27.65	44.48
Technical	13.85	16.00	18.58	24.26	32.77
Clinical laboratory technologists and technicians	10.92	11.63	14.26	19.96	26.99
Licensed practical nurses	13.92	15.94	17.27	19.57	21.00
Electrical and electronic technicians	15.45	16.50	19.56	24.26	26.54
Executive, administrative, and managerial	17.26	22.12	28.65	42.30	58.33
Executives, administrators, and managers	21.15	27.24	37.31	47.12	63.78
Administrators and officials, public administration	28.23	29.25	39.43	46.44	47.00
Financial managers	21.15	25.52	28.65	53.50	62.50
Administrators, education and related fields	27.38	27.64	30.28	38.45	42.92
Managers and administrators, n.e.c.	20.91	25.00	42.30	48.41	64.63
Management related	15.11	17.77	22.28	26.98	32.31
Accountants and auditors	18.74	19.17	22.12	27.21	27.43
Management analysts	14.78	16.94	18.77	23.79	26.44
Management related, n.e.c.	15.11	22.28	22.51	30.36	35.94
Sales	8.00	9.50	12.75	18.12	38.46
Supervisors, sales	10.00	12.00	15.18	40.00	96.71
Securities and financial services sales	14.25	16.03	20.12	22.63	24.57
Sales, other business services	12.18	17.55	25.27	48.31	82.07
Sales workers, other commodities	7.50	8.00	9.65	12.40	20.65
Cashiers	7.28	8.78	10.26	14.90	14.97
Administrative support, including clerical	8.70	10.50	13.00	16.38	20.30
Supervisors, general office	16.02	18.54	21.24	23.30	26.39
Computer operators	11.70	18.40	18.40	22.60	22.60
Secretaries	11.00	12.00	13.90	15.39	18.49
Transportation ticket and reservation agents	7.65	9.07	14.43	20.30	21.17
Receptionists	10.00	10.00	11.50	11.61	12.50
Bookkeepers, accounting and auditing clerks	12.44	14.29	16.03	17.00	17.67
Dispatchers	9.00	9.50	11.50	15.97	18.70
Traffic, shipping and receiving clerks	9.74	11.00	13.23	16.20	16.20
Investigators and adjusters, except insurance	9.88	11.30	14.43	20.74	20.74
General office clerks	7.69	8.53	10.50	14.63	20.25
Teachers' aides	8.07	8.25	8.64	9.64	11.85
Administrative support, n.e.c.	11.68	13.39	15.09	17.70	18.50
Blue collar	7.00	9.50	13.46	17.78	21.19
Precision production, craft, and repair	11.50	13.94	17.51	20.25	23.93
Automobile mechanics	14.00	17.27	20.00	24.90	35.94
Mechanics and repairers, n.e.c.	9.68	15.00	20.37	22.31	23.81
Carpenters	10.50	15.00	15.24	19.00	19.00

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, September 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Electrical and electronic equipment assemblers ..	\$10.51	\$11.99	\$14.01	\$16.99	\$19.89
Machine operators, assemblers, and inspectors					
Assemblers	7.85	8.96	12.08	14.60	17.00
	7.00	7.85	9.00	12.08	14.50
Transportation and material moving					
Truck drivers	9.00	10.00	11.93	15.00	17.67
Bus drivers	9.00	10.00	13.34	14.28	18.71
	9.90	10.42	11.39	12.25	13.61
Handlers, equipment cleaners, helpers, and laborers					
Construction laborers	6.00	6.75	9.36	12.61	16.50
Stock handlers and baggers	6.00	8.50	11.00	12.00	12.00
Freight, stock, and material handlers, n.e.c.	6.24	6.25	7.92	12.61	14.90
Hand packers and packagers	8.53	9.65	13.65	16.00	17.78
Laborers, except construction, n.e.c.	5.55	6.00	6.00	10.10	11.70
	6.00	6.50	6.75	8.52	12.40
Service					
Protective service	4.52	7.00	8.87	12.06	19.24
Firefighting	8.25	9.01	13.60	20.29	26.39
Police and detectives, public service	8.00	9.73	14.27	19.79	21.11
Guards and police, except public service	19.59	21.48	25.01	26.97	26.97
Protective service, n.e.c.	8.00	8.50	9.00	10.50	12.01
Food service	8.33	8.33	10.22	13.33	16.76
Waiters, waitresses, and bartenders	2.13	4.75	7.00	9.50	12.40
Waiters and waitresses	2.13	2.13	2.60	4.75	7.76
Waiters/Waitresses' assistants	2.13	2.13	2.13	3.25	10.50
Other food service	3.19	4.30	4.52	5.25	6.55
Supervisors, food preparation and service	5.60	6.50	8.00	11.81	14.49
Cooks	7.00	8.25	11.81	14.76	16.00
Food counter, fountain, and related	6.50	8.00	9.00	10.14	12.40
Kitchen workers, food preparation	5.15	5.45	6.25	7.25	8.24
Food preparation, n.e.c.	6.70	12.05	12.05	16.00	18.63
Health service	5.15	6.00	6.69	7.50	8.00
Nursing aides, orderlies and attendants	9.32	10.00	10.67	12.06	13.45
Cleaning and building service	9.59	10.00	10.61	11.95	12.66
Maid and housemen	6.50	7.25	8.17	10.67	13.92
Janitors and cleaners	6.00	6.70	7.25	7.75	8.20
Personal service	6.50	7.71	8.60	10.54	13.50
Attendants, amusement, and recreation facilities	6.09	7.54	9.50	11.80	21.48
	6.35	6.43	7.41	10.31	11.72

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

nonproduction bonuses; and tips.

² 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.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Phoenix-Mesa, AZ, September 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.00	\$9.50	\$14.00	\$20.74	\$33.65
All excluding sales	7.00	9.50	14.11	20.74	33.41
White collar	9.64	12.50	18.00	28.51	42.85
White collar excluding sales	10.53	13.97	20.00	30.00	43.68
Professional specialty and technical	14.95	18.82	26.00	33.88	45.16
Professional specialty	18.64	21.85	29.15	37.60	46.07
Engineers, architects, and surveyors	27.23	31.75	36.40	42.19	47.96
Electrical and electronic engineers	26.84	32.24	36.81	40.51	44.08
Engineers, n.e.c.	27.17	29.60	35.66	41.28	45.71
Mathematical and computer scientists	17.80	20.50	25.42	37.50	46.07
Computer systems analysts and scientists	17.65	21.85	31.05	37.50	46.07
Natural scientists	-	-	-	-	-
Health related	18.52	21.15	26.00	29.99	33.10
Physicians	17.31	20.69	21.16	63.53	76.92
Registered nurses	21.00	24.33	26.96	29.99	30.00
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	11.40	14.64	21.12	28.65	35.63
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.00	18.64	21.06	26.33	44.48
Technical	13.50	15.45	17.00	25.00	33.41
Clinical laboratory technologists and technicians	10.85	11.63	14.00	20.13	26.99
Licensed practical nurses	13.76	16.03	17.49	20.00	21.00
Electrical and electronic technicians	15.00	16.50	17.96	24.67	26.88
Executive, administrative, and managerial	17.56	22.28	31.73	44.82	60.10
Executives, administrators, and managers	21.15	25.67	40.47	53.50	64.63
Financial managers	21.15	25.67	28.65	53.50	64.42
Managers and administrators, n.e.c.	20.91	25.00	42.30	48.41	64.63
Management related	16.16	18.74	22.28	27.21	33.46
Accountants and auditors	18.74	19.17	22.12	27.21	27.43
Management related, n.e.c.	15.11	21.83	22.28	28.59	36.88
Sales	8.00	9.50	12.75	18.12	38.46
Supervisors, sales	10.00	12.00	15.18	40.00	96.71
Securities and financial services sales	14.25	16.03	20.12	22.63	24.57
Sales, other business services	12.18	17.55	25.27	48.31	82.07
Sales workers, other commodities	7.50	8.00	9.65	12.40	20.65
Cashiers	7.28	8.78	10.26	14.90	14.97
Administrative support, including clerical	9.00	10.78	13.22	16.59	20.30
Supervisors, general office	14.50	18.06	20.24	22.10	23.46
Secretaries	10.68	12.01	13.93	15.73	22.22
Transportation ticket and reservation agents	7.65	9.07	14.43	20.30	21.17
Receptionists	10.00	10.00	11.50	11.61	12.50
Bookkeepers, accounting and auditing clerks	12.34	14.29	16.03	17.00	17.51
Dispatchers	9.00	9.27	11.50	13.13	17.55
Traffic, shipping and receiving clerks	9.74	11.00	13.23	16.20	16.20
Investigators and adjusters, except insurance	9.78	11.08	14.00	20.74	20.74
General office clerks	7.00	9.00	12.89	19.41	20.25
Administrative support, n.e.c.	11.40	12.96	14.94	17.75	18.50
Blue collar	6.75	9.25	13.03	17.00	20.30
Precision production, craft, and repair	11.00	13.46	16.84	19.60	23.00
Automobile mechanics	14.00	17.27	20.00	25.00	35.94
Carpenters	10.50	15.00	15.24	19.00	19.00
Electrical and electronic equipment assemblers ..	10.51	11.99	14.01	16.99	19.89
Machine operators, assemblers, and inspectors	7.85	8.83	12.08	14.55	16.91
Assemblers	7.00	7.85	9.00	12.08	14.50
Transportation and material moving	8.50	10.00	11.70	15.00	17.67
Truck drivers	9.00	10.00	13.13	14.28	18.52

See footnotes at end of table.

Table 6-2. **Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Phoenix-Mesa, AZ, September 2003** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Handlers, equipment cleaners, helpers, and laborers	\$6.00	\$6.75	\$9.00	\$12.40	\$16.20
Construction laborers	6.00	8.50	11.00	12.00	12.00
Stock handlers and baggers	6.12	6.25	7.25	12.61	14.90
Freight, stock, and material handlers, n.e.c.	8.53	9.65	13.65	16.00	17.78
Hand packers and packagers	5.55	6.00	6.00	10.10	11.70
Laborers, except construction, n.e.c.	6.00	6.50	6.75	8.50	12.40
Service	4.00	6.43	8.25	10.53	13.92
Protective service	8.00	8.50	9.01	10.97	16.11
Guards and police, except public service	8.00	8.50	9.00	10.25	12.00
Food service	2.13	4.35	6.75	9.08	12.05
Waiters, waitresses, and bartenders	2.13	2.13	2.60	4.75	7.76
Waiters and waitresses	2.13	2.13	2.13	3.25	10.50
Waiters/Waitresses' assistants	3.19	4.30	4.52	5.25	6.55
Other food service	5.60	6.50	7.75	9.90	12.75
Supervisors, food preparation and service	7.00	7.50	9.17	15.63	16.35
Cooks	6.50	8.00	9.00	10.14	12.40
Food counter, fountain, and related	5.15	5.45	6.25	7.25	8.24
Kitchen workers, food preparation	6.10	12.05	12.05	16.00	18.63
Food preparation, n.e.c.	5.15	6.00	6.69	7.50	8.00
Health service	9.32	10.00	10.53	12.05	13.56
Nursing aides, orderlies and attendants	9.59	10.00	10.49	11.88	12.63
Cleaning and building service	6.30	7.00	7.89	10.54	13.94
Maids and housemen	6.00	6.70	7.25	7.75	8.20
Janitors and cleaners	6.50	7.15	8.44	10.54	15.25
Personal service	5.60	7.54	9.33	11.80	21.48

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

nonproduction bonuses; and tips.

² 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.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.38	\$13.39	\$19.56	\$25.65	\$32.13
All excluding sales	9.38	13.39	19.56	25.65	32.13
White collar	9.81	14.82	20.88	27.64	36.32
White collar excluding sales	9.81	14.82	20.88	27.64	36.32
Professional specialty and technical	16.69	19.94	23.69	29.39	38.19
Professional specialty	16.44	20.29	24.22	30.21	39.38
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	-	-	-	-	-
Teachers, college and university	34.37	37.67	51.50	62.23	68.10
Teachers, except college and university	15.68	19.94	23.80	28.72	36.32
Elementary school teachers	15.65	19.89	22.39	26.08	30.67
Secondary school teachers	20.83	25.65	33.62	40.80	42.86
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	18.69	18.69	19.56	19.56	22.53
Executive, administrative, and managerial	16.62	19.90	27.38	30.36	39.35
Executives, administrators, and managers	24.02	27.38	29.25	37.05	44.48
Administrators and officials, public administration	28.23	29.25	39.43	46.44	47.00
Administrators, education and related fields	27.38	27.64	27.64	39.35	44.48
Management related	14.43	16.62	18.10	26.10	30.36
Administrative support, including clerical	8.25	9.12	11.96	15.46	20.47
Secretaries	11.30	11.91	13.22	14.84	16.97
General office clerks	7.99	8.53	9.54	11.61	14.26
Teachers' aides	8.07	8.25	8.64	9.64	11.85
Blue collar	11.39	13.61	19.04	22.43	26.39
Precision production, craft, and repair	19.04	19.04	21.50	23.67	27.42
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	10.66	11.39	13.02	17.40	19.41
Handlers, equipment cleaners, helpers, and laborers	9.85	12.74	13.30	16.65	16.65
Service	8.17	10.51	14.94	21.08	26.97
Protective service	13.44	15.49	20.14	24.57	26.97
Firefighting	12.98	15.01	19.15	21.11	21.11
Police and detectives, public service	19.59	21.48	25.01	26.97	26.97
Protective service, n.e.c.	8.33	8.33	10.22	13.33	16.76
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	-	-	-	-	-
Cleaning and building service	7.71	8.17	8.62	10.93	13.00
Janitors and cleaners	7.71	8.17	8.62	10.70	11.74
Personal service	9.09	9.97	10.18	12.28	32.75

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

nonproduction bonuses; and tips.

² 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.

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Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, September 2003

Occupation ³	10	25	Median 50	75	90
All	\$8.25	\$11.00	\$15.63	\$22.28	\$34.67
All excluding sales	8.12	11.00	16.00	22.39	33.88
White collar	10.28	13.70	19.55	28.78	42.50
White collar excluding sales	11.00	14.47	20.50	29.98	42.86
Professional specialty and technical	16.00	19.56	25.05	33.14	44.14
Professional specialty	18.29	21.15	27.23	35.95	45.01
Engineers, architects, and surveyors	26.69	31.01	35.73	41.83	47.76
Electrical and electronic engineers	26.84	32.24	36.81	40.51	44.08
Engineers, n.e.c.	27.17	29.60	35.66	41.28	45.71
Mathematical and computer scientists	18.03	20.50	25.78	37.19	46.07
Computer systems analysts and scientists	17.80	21.85	31.05	37.50	46.07
Natural scientists	-	-	-	-	-
Health related	18.00	21.15	26.00	30.00	41.68
Physicians	19.23	20.69	45.25	53.46	72.49
Registered nurses	21.65	24.78	27.18	29.99	30.00
Teachers, college and university	27.30	33.53	39.87	60.68	68.10
Teachers, except college and university	15.96	20.02	23.80	28.72	35.93
Elementary school teachers	15.65	19.94	22.47	26.08	31.30
Secondary school teachers	22.95	25.65	34.20	40.80	42.86
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.00	18.64	21.06	27.65	44.48
Technical	14.00	16.00	18.69	24.67	33.27
Clinical laboratory technologists and technicians	10.85	11.63	14.00	18.50	26.99
Licensed practical nurses	14.18	16.22	17.43	20.00	21.00
Electrical and electronic technicians	15.45	16.50	19.56	24.26	26.54
Executive, administrative, and managerial	17.26	22.12	28.65	42.30	58.33
Executives, administrators, and managers	21.15	27.24	37.31	47.12	63.78
Administrators and officials, public administration	28.23	29.25	39.43	46.44	47.00
Financial managers	21.15	25.52	28.65	53.50	62.50
Administrators, education and related fields	27.38	27.64	30.28	38.45	42.92
Managers and administrators, n.e.c.	20.91	25.00	42.30	48.41	64.63
Management related	15.11	17.77	22.28	26.98	32.31
Accountants and auditors	18.74	19.17	22.12	27.21	27.43
Management analysts	14.78	16.94	18.77	23.79	26.44
Management related, n.e.c.	15.11	22.28	22.51	30.36	35.94
Sales	9.00	10.30	14.11	20.85	40.00
Supervisors, sales	10.00	12.00	15.18	40.00	96.71
Sales, other business services	12.18	17.55	25.27	48.31	82.07
Sales workers, other commodities	8.50	9.42	11.90	16.08	25.53
Cashiers	8.77	9.63	11.55	14.90	14.97
Administrative support, including clerical	9.00	11.00	13.28	16.86	20.62
Supervisors, general office	16.02	18.54	21.24	23.30	26.39
Computer operators	11.70	18.40	18.40	22.60	22.60
Secretaries	11.11	12.02	13.90	15.44	18.49
Transportation ticket and reservation agents	7.65	8.65	14.43	18.52	21.17
Receptionists	10.00	10.00	11.50	11.61	12.50
Bookkeepers, accounting and auditing clerks	11.80	13.43	16.03	17.00	17.54
Dispatchers	9.00	11.06	11.50	17.38	18.70
Traffic, shipping and receiving clerks	9.74	11.00	13.23	16.20	16.20
Investigators and adjusters, except insurance	10.50	11.97	15.22	20.74	20.74
General office clerks	8.15	8.96	11.01	15.46	20.25
Administrative support, n.e.c.	11.79	13.47	15.20	17.70	18.61
Blue collar	7.50	10.23	14.00	18.00	21.50
Precision production, craft, and repair	11.50	13.95	17.65	20.25	24.02
Automobile mechanics	14.00	17.27	20.00	24.90	35.94
Mechanics and repairers, n.e.c.	9.68	15.00	20.37	22.31	23.81
Carpenters	10.50	15.00	15.24	19.00	19.00
Electrical and electronic equipment assemblers ..	10.51	11.99	14.01	16.99	19.89

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, September 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Machine operators, assemblers, and inspectors	\$7.81	\$9.00	\$12.46	\$14.82	\$17.00
Assemblers	7.00	7.95	9.27	12.08	14.88
Transportation and material moving	9.00	10.51	12.91	16.00	18.52
Truck drivers	9.00	10.00	13.34	14.28	18.71
Handlers, equipment cleaners, helpers, and laborers	6.00	6.75	10.20	13.30	17.14
Construction laborers	6.00	8.50	11.00	12.00	12.00
Freight, stock, and material handlers, n.e.c.	8.53	10.26	13.65	16.00	17.78
Laborers, except construction, n.e.c.	6.00	6.25	6.75	9.00	12.46
Service	6.00	7.74	9.73	13.79	20.55
Protective service	8.50	9.57	15.01	21.11	26.97
Firefighting	9.73	11.62	16.69	20.74	21.11
Police and detectives, public service	19.59	21.48	25.01	26.97	26.97
Guards and police, except public service	8.00	8.50	8.90	10.25	11.74
Food service	2.25	6.00	8.00	12.00	14.75
Waiters, waitresses, and bartenders	2.13	2.13	2.99	5.00	5.50
Waiters and waitresses	2.13	2.13	2.15	2.73	4.25
Other food service	6.30	7.26	9.08	12.05	15.63
Supervisors, food preparation and service	7.00	8.25	12.63	15.63	16.00
Cooks	6.65	8.00	9.00	10.25	12.40
Food preparation, n.e.c.	6.00	6.50	6.75	7.50	10.00
Health service	9.38	10.00	10.74	12.08	13.45
Nursing aides, orderlies and attendants	9.59	10.00	10.61	11.95	12.66
Cleaning and building service	6.50	7.41	8.32	10.87	14.09
Maids and housemen	6.00	6.70	7.25	7.75	8.20
Janitors and cleaners	6.94	7.86	8.62	10.67	13.50
Personal service	5.50	8.36	10.27	12.18	24.47

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

² 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.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, September 2003

Occupation ³	10	25	Median 50	75	90
All	\$4.50	\$6.25	\$8.00	\$10.03	\$15.97
All excluding sales	4.30	6.00	8.00	10.47	19.65
White collar	7.00	8.00	9.65	15.00	27.46
White collar excluding sales	7.89	9.00	12.45	21.04	29.39
Professional specialty and technical	11.50	16.44	25.01	29.39	34.38
Professional specialty	14.59	20.99	26.15	29.77	34.38
Health related	20.50	21.79	26.00	28.62	31.01
Registered nurses	20.50	21.54	25.99	28.53	30.00
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	14.46	14.59	23.46	29.92	36.32
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Technical	—	—	—	—	—
Sales	5.25	7.00	8.00	9.24	11.40
Cashiers	6.76	7.00	7.52	8.25	10.98
Administrative support, including clerical	7.00	8.44	9.56	12.65	15.00
Blue collar	5.45	6.25	7.85	9.50	11.18
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	7.00	9.00	10.25	11.95	13.90
Handlers, equipment cleaners, helpers, and laborers	5.45	5.55	7.00	7.60	8.93
Stock handlers and baggers	5.45	6.25	6.25	7.70	9.55
Service	2.13	5.00	6.84	8.00	10.50
Protective service	8.00	8.00	9.00	10.25	20.00
Guards and police, except public service	8.00	8.25	9.01	11.00	22.00
Food service	2.13	3.25	5.60	7.25	9.50
Waiters, waitresses, and bartenders	2.13	2.13	2.35	4.75	10.50
Waiters and waitresses	2.13	2.13	2.13	3.25	10.50
Other food service	5.15	5.50	6.25	7.50	8.00
Food counter, fountain, and related	5.15	5.40	6.00	7.00	7.75
Food preparation, n.e.c.	5.15	5.15	6.50	7.50	8.00
Health service	—	—	—	—	—
Cleaning and building service	—	—	—	—	—
Personal service	6.78	7.54	7.54	7.54	9.06

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

² 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.

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. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the 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 for which data were collected in each establishment was based on the establishment's employment size. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 and over	8

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. For cases in which 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.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using an "occupational leveling" process. Occupational 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. 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 occupational leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 occupational leveling factors (and levels within those factors). The analysis showed that several of the occupational leveling 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.

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, tips, 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 occupational 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.

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 data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of data for the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group 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 sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establishments</i>
Total in sampling frame	4,071
Total in sample	469
Responding	237
Out of business or not in survey scope	57
Unable or refused to provide data	175

In this survey, the nonresponse rates for all industries and private industry exceeded regular survey standards.

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.

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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 the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data 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, September 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	656,600	539,200	117,400
All excluding sales	597,900	480,500	117,400
White collar	348,800	270,700	78,200
White-collar excluding sales	290,100	212,000	78,200
Professional specialty and technical	124,600	80,100	44,500
Professional specialty	95,700	53,600	42,100
Technical	28,900	26,600	2,300
Executive, administrative, and managerial	54,800	43,200	11,600
Sales	58,700	58,700	–
Administrative support, including clerical	110,800	88,700	22,100
Blue collar	166,400	153,800	12,700
Precision production, craft, and repair	64,000	58,200	5,800
Machine operators, assemblers, and inspectors	27,700	27,500	–
Transportation and material moving	23,200	17,900	5,300
Handlers, equipment cleaners, helpers, and laborers	51,500	50,200	–
Service	141,300	114,700	26,600

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