

Phoenix-Mesa, AZ National Compensation Survey August 1997



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Bureau of Labor Statistics
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June 1998

Bulletin 3090-38

Preface

This bulletin provides results of an August 1997 survey of occupational pay in the Phoenix-Mesa, AZ, Metropolitan Statistical Area (MSA). Data shown in this bulletin were collected as part of the Bureau of Labor Statistics' (BLS) new program known as the 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.

Survey data were collected and reviewed by Bureau of Labor Statistics field economists under the direction of Caryl L. O'Keefe, Assistant Regional Commissioner for Operations of the San Francisco Regional Office. 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 analyzed the survey results.

For additional information regarding this survey, please contact the BLS San Francisco Regional Office at (415) 975-4350. 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) 606-6220, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at the BLS Internet site (<http://stats.bls.gov/comhome.htm>). 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.

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Contents

	<i>Page</i>
Introduction.....	1
Wages in the Phoenix-Mesa, AZ, MSA	2
Tables:	
A-1. Hourly earnings for selected occupations, all workers, all industries	4
A-2. Hourly earnings for selected occupations, all workers, private industry and State and local government	7
A-3. Hourly earnings for selected occupations, full-time and part-time workers, all industries	11
A-4. Weekly and annual earnings and hours for selected occupations, full-time workers only, all industries	15
B-1. Mean hourly earnings by occupational group and levels, all industries, private industry, State and local government, full-time and part-time workers.....	18
B-2. Mean hourly earnings for selected occupations and levels, all industries, private industry, State and local government, full-time and part-time workers.....	22
C-1. Mean hourly earnings by occupational group and selected characteristics, all industries	26
C-2. Mean hourly earnings by occupational group and industry division, private industry, all workers	27
C-3. Mean hourly earnings by occupational group and establishment employment size, private industry, all workers	28
C-4. Number of workers represented by occupational group	29
Appendixes:	
A. Technical Note	30
Appendix table 1. Number of establishments studied.....	34
Appendix table 2. Relative standard errors	35
Appendix table 3. Average work levels.....	38
B. Occupational Classifications.....	41
C. Generic Leveling Criteria	49
D. Evaluating Your Firm’s Jobs	55

Introduction

This survey of occupational pay was conducted in the Phoenix-Mesa, AZ, Metropolitan Statistical Area (MSA). The MSA includes Maricopa and Pinal Counties, AZ.

This bulletin consists primarily of tables whose data are analyzed in the initial textual section. Tabulations provide information on earnings of workers in a variety of occupations and at a wide range of work levels. Also contained in this bulletin is information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS design and products

The Bureau of Labor Statistic's (BLS) new National Compensation Survey (NCS) is designed to provide data on the levels and rates of change of occupational wages and employee benefits for localities, broad geographic regions, and the nation as a whole. One output of the NCS will be the Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits. This bulletin is limited to data on wages and salaries. These data are similar to those released under the Occupational Compensation Survey (OCS), which has been discontinued.

Due to the limited amount of time available to initiate this first phase of the new program, a number of companies were unable to provide complete data before the publication deadline. As a result, some surveys have a high nonresponse rate for the all industries or the private industry iterations. Such instances are noted in the bulletin table footnotes.

NCS more extensive than OCS

The wage data in this bulletin differ from those in previous Occupational Compensation Surveys by providing broader coverage of occupations and establishments within the survey area.

Occupations surveyed for this bulletin were selected using probability techniques from a list of all those present in each establishment. Previous OCS bulletins were limited to a preselected list of occupations, which represented a small subset of all occupations in the economy. Information in the new bulletin is published for a variety of occupation-based data. This new approach includes data on broad occupational classifications such as white-collar workers, major occupational groups such as sales workers, and individual occupations such as cashiers.

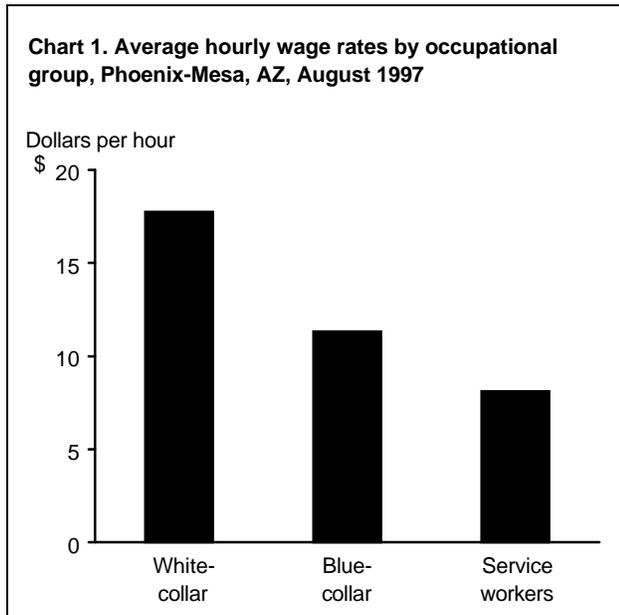
In tables containing work levels within occupational series, the work levels are derived from generic standards that *apply to all* occupational groups. The job levels in the OCS bulletins were based on narrowly-defined descriptions that were not comparable across specific occupations.

Occupational data in this bulletin are also tabulated for other classifications such as industry group, full-time versus part-time workers, union versus nonunion status, time versus incentive status, and establishment employment size. Not all of these series were generated by the OCS program.

The establishments surveyed for this bulletin were limited to those with 50 or more employees. Eventually, NCS will be expanded to cover those now-excluded establishments. Then, virtually all workers in the civilian economy will be surveyed, excluding only agriculture, private households, and employees of the Federal Government.

Wages in the Phoenix-Mesa, AZ, Metropolitan Statistical Area

Straight-time wages in the Phoenix-Mesa, AZ, Metropolitan Statistical Area averaged \$14.02 per hour during August 1997. White-collar workers had an average wage of \$17.72 per hour. Blue-collar workers averaged \$11.32 per hour, while service workers had average earnings of \$8.12 per hour. (All comparisons in this analysis cover hourly rates for both full- and part-time workers, unless otherwise noted.)



Within each of these occupational groups, average hourly wages for individual occupations varied. For example, white-collar occupations included accountants and auditors at \$19.70 per hour, registered nurses at \$18.38, and secretaries at \$11.88. Among occupations in the blue-collar category, truck drivers averaged \$12.62 per hour while stock handlers and baggers averaged \$7.83. Finally, service occupations included janitors and cleaners at \$7.69 per hour and waiters and waitresses at \$2.43 per hour (excluding tips). Table A-1 presents earnings data for 113 detailed occupations; data for other detailed occupations surveyed could not be reported separately due to concerns about the confidentiality of survey respondents and the reliability of the data.

Survey results show that private industry workers in Phoenix-Mesa, AZ, earned \$13.44 per hour, while surveyed State and local government workers averaged \$17.19. Table A-2 reports the average hourly rate for white-collar occupations as \$17.41 in private industry and \$19.01 in State and local government. Blue-collar occupations showed an average hourly rate of \$11.09 in private industry and \$14.76 in State and local government. Service occupations within private industry averaged \$7.24 per hour while those found in State and local government averaged \$12.82.

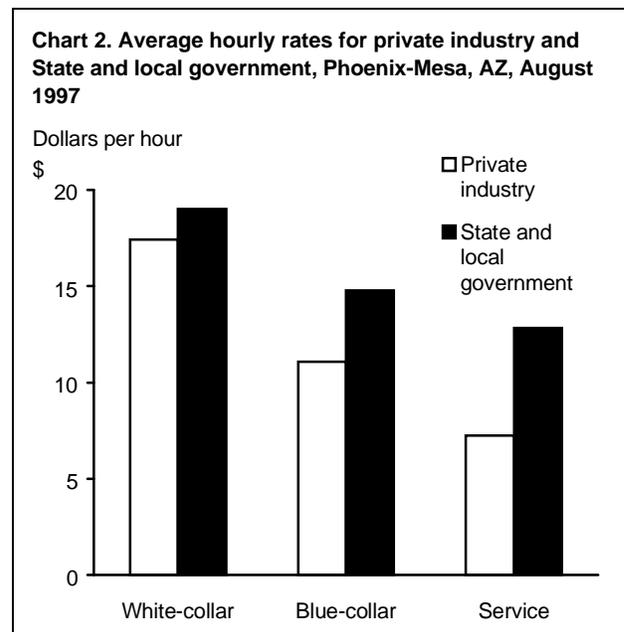
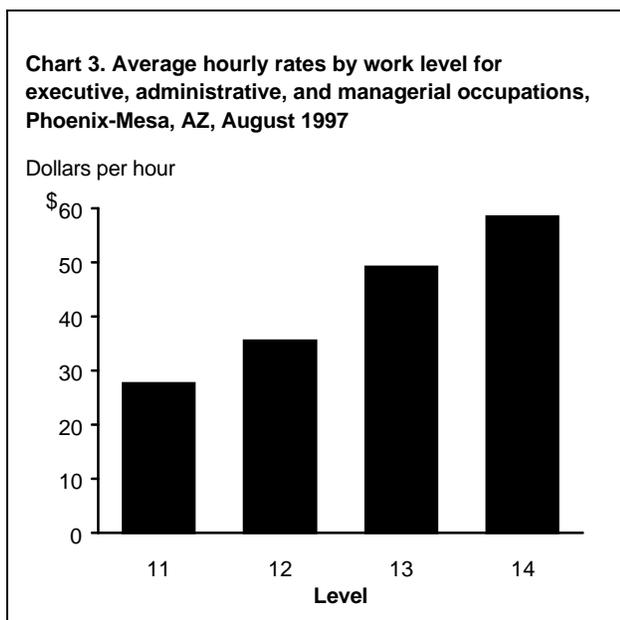


Table A-3 presents data for workers considered by the survey respondents to be either full-time or part-time. Average wages for full-time workers, all occupations, were \$14.76 per hour, compared with an average of \$8.05 per hour for part-time workers.

Data for specific work levels within major occupational groups are reported in table B-1. Occasionally, wage estimates for lower levels of work within major occupational groups are greater than estimates for higher levels. This can occur due to the mix of specific occupations (and industries) represented by the broad group as well as by the

variability of the estimate. Some levels within a group may not be published because no workers were identified at that level or because there were not enough data to guarantee confidentiality and reliability.

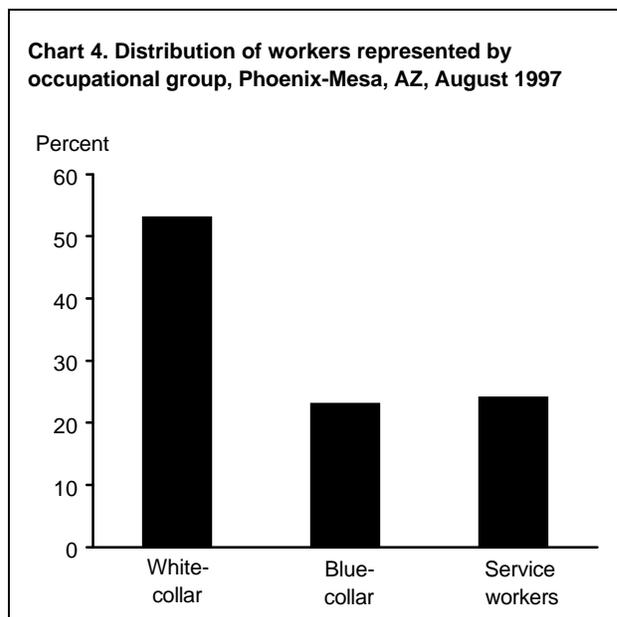
Work levels for all major groups span several levels, with professional specialty occupations and executive, administrative, and managerial occupations typically starting and ending at higher work levels than the other groups. Published data for executive, administrative, and managerial occupations ranged from level 5 to level 14. As illustrated in Chart 3, the average hourly rate was \$27.66 for level 11, \$35.52 for level 12, \$49.19 for level 13, and \$58.42 for level 14.



Surveyed union workers had an average hourly rate of \$15.67, as reported in table C-1. Wages for nonunion workers averaged \$13.83. Time workers, whose wages were based solely on an hourly rate or a salary, averaged \$13.86 per hour, while incentive workers, those whose wages were at least partially based on productivity payments, averaged \$18.31.

Table C-2 shows wage data for specific industry divisions within private industry. In the private sector, hourly wages averaged \$15.32 in all goods-producing industries, \$15.46 in manufacturing, and \$15.93 in finance, insurance, and real estate. Data for other industry divisions did not meet publication criteria.

In Phoenix-Mesa, AZ, a total of 797,610 workers were represented by the survey, with 421,628 classified in white-collar occupations, or 53 percent. Table C-4 reports that blue-collar occupations included 186,115 workers, or 23 percent, and service occupations employed 189,867 workers, or 24 percent.



Data are also presented in appendix table 1 on the number of establishments studied by industry group and employment size. The relative standard errors of published mean hourly earnings for all industries, private industry, and State and local government are available in appendix table 2. The average work levels for published occupational groups and selected occupations are presented in appendix table 3.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Phoenix-Mesa, AZ, August 1997

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$14.02	\$5.98	\$7.60	\$11.07	\$16.86	\$25.00
All occupations excluding sales	14.02	6.00	7.60	11.10	17.04	25.03
White-collar occupations	17.72	7.67	9.80	14.42	21.79	31.06
White-collar occupations excluding sales	18.32	8.07	10.19	15.24	22.40	31.37
Professional specialty and technical occupations	22.21	11.42	15.05	19.22	25.70	33.66
Professional specialty occupations	23.18	13.70	16.92	21.13	28.04	34.35
Engineers, architects, and surveyors	30.47	19.69	24.38	29.81	33.95	42.60
Electrical and electronic engineers	31.82	25.43	29.01	32.22	34.20	37.48
Engineers, N.E.C.	32.56	22.34	25.66	29.81	36.15	49.52
Mathematical and computer scientists	24.54	15.39	17.98	22.57	30.29	35.62
Computer systems analysts and scientists	27.63	16.67	20.19	29.00	35.23	38.94
Natural scientists	—	—	—	—	—	—
Health related occupations	23.04	14.59	16.33	18.99	22.25	36.44
Physicians	41.94	15.38	16.73	40.47	57.69	65.31
Registered nurses	18.38	14.59	16.15	18.43	20.50	21.90
Physical therapists	26.04	20.05	20.28	24.16	29.77	35.00
Teachers, college and university	25.74	14.42	17.09	25.64	29.54	41.65
Teachers, except college and university	21.78	15.50	17.66	21.26	24.77	29.40
Elementary school teachers	20.88	15.50	17.09	19.63	23.29	28.86
Secondary school teachers	23.50	16.60	18.95	23.98	26.67	31.60
Teachers, N.E.C.	19.13	11.33	11.33	17.37	25.58	31.18
Librarians, archivists, and curators	20.74	14.69	16.36	19.85	24.44	29.10
Librarians	20.74	14.69	16.36	19.85	24.44	29.10
Social scientists and urban planners	20.23	13.31	15.78	19.39	24.67	28.59
Psychologists	20.63	13.31	15.78	19.58	25.00	29.24
Social, recreation, and religious workers	14.99	9.20	10.84	15.07	19.19	20.00
Social workers	14.25	9.09	10.84	13.70	18.50	19.19
Lawyers and judges	26.68	21.56	22.27	24.60	26.51	33.32
Lawyers	26.68	21.56	22.27	24.60	26.51	33.32
Writers, authors, entertainers, athletes, and professionals, N.E.C.	11.61	2.13	2.13	7.25	22.64	27.63
Technical occupations	20.04	9.50	12.16	15.05	19.97	28.85
Radiological technicians	15.39	12.24	13.44	15.00	17.00	18.56
Licensed practical nurses	12.43	9.19	11.08	12.48	14.00	14.98
Health technologists and technicians, N.E.C.	11.51	5.87	9.22	11.02	12.51	17.50
Electrical and electronic technicians	16.64	12.95	13.87	15.92	18.75	22.32
Engineering technicians, N.E.C.	18.55	13.65	16.27	18.94	21.63	22.73
Drafters	13.51	9.84	10.06	14.23	15.00	15.77
Computer programmers	24.63	16.35	17.70	23.62	29.81	33.67
Legal assistants	14.25	9.50	9.99	10.44	18.93	21.54
Technical and related occupations, N.E.C.	15.86	9.06	12.61	14.37	17.00	25.91
Executive, administrative, and managerial occupations ...	27.07	14.00	18.40	24.05	31.73	42.03
Executives, administrators, and managers	30.60	17.00	21.10	27.36	35.56	46.49
Administrators and officials, public administration	28.95	18.21	22.18	28.09	31.62	44.23
Financial managers	28.53	18.05	22.04	27.50	32.07	37.65
Personnel and labor relations managers	26.79	17.00	18.27	28.17	33.30	47.59
Managers., marketing, advertising and public relations	32.14	15.63	22.30	29.81	35.56	42.74
Administrators, education and related fields	32.50	12.49	20.91	27.01	42.03	72.60
Managers, medicine and health	29.66	18.23	23.31	24.79	31.80	60.00
Managers, service organizations, N.E.C.	30.44	14.44	14.81	24.81	43.27	51.49
Managers and administrators, N.E.C.	31.90	17.88	23.00	28.90	38.94	44.91
Management related occupations	20.25	12.33	14.81	19.23	25.10	29.65
Accountants and auditors	19.70	12.98	15.14	20.01	22.60	26.91
Other financial officers	23.72	16.35	18.83	22.26	28.87	33.00
Personnel, training, and labor relations specialists	17.43	12.25	14.66	17.42	20.77	22.05
Purchasing agents and buyers, N.E.C.	18.69	13.46	15.14	16.88	20.45	30.14
Management related occupations, N.E.C.	20.74	12.10	12.97	20.97	27.35	29.27
Sales occupations	13.99	5.75	7.60	10.81	14.67	24.16
Supervisors, sales occupations	16.03	9.52	11.20	14.20	18.08	23.67
Sales occupations, other business services	15.42	8.25	11.39	16.35	17.31	20.75
Sales representatives, mining, manufacturing, and wholesale	18.00	5.77	14.76	17.56	18.62	33.41

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Phoenix-Mesa, AZ, August 1997 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Sales occupations (-Continued)						
Sales workers, other commodities	\$14.56	\$5.95	\$7.38	\$10.60	\$16.50	\$31.16
Cashiers	8.72	5.25	5.78	8.00	11.69	12.72
Sales support occupations, N.E.C.	10.79	7.00	8.27	11.54	13.56	14.67
Administrative support occupations, including clerical	10.92	7.26	8.35	10.00	12.63	16.15
Supervisors, general office	17.66	12.98	15.00	17.93	21.29	21.90
Supervisors, financial records processing	15.30	11.20	11.54	15.06	18.27	20.00
Supervisors, distribution, scheduling, and adjusting clerks	14.30	10.56	10.56	13.02	15.38	20.19
Computer operators	14.37	9.46	12.31	14.00	16.67	19.26
Secretaries	11.88	8.89	9.96	11.25	13.35	16.21
Stenographers	12.13	8.61	10.64	12.09	13.56	15.57
Typists	9.79	8.07	8.42	9.07	10.81	13.22
Transportation ticket and reservation agents	10.28	7.26	7.70	8.65	12.50	17.88
Receptionists	8.65	7.00	7.26	8.62	10.00	10.00
Information clerks, N.E.C.	10.32	7.69	8.28	9.25	12.02	13.36
Records clerks, N.E.C.	9.92	7.20	7.83	9.00	10.61	15.00
Bookkeepers, accounting and auditing clerks	10.05	7.76	8.50	9.75	11.17	13.27
Payroll and timekeeping clerks	12.08	9.10	9.79	12.50	12.98	15.39
Dispatchers	9.59	6.56	7.25	9.27	11.03	11.72
Traffic, shipping and receiving clerks	10.80	7.48	8.10	10.28	13.50	14.67
Stock and inventory clerks	11.34	8.00	8.50	10.28	12.00	19.57
Insurance adjusters, examiners, & investigators ..	16.01	9.25	10.93	15.06	19.86	24.64
Investigators and adjusters except insurance	10.84	7.75	8.61	9.81	12.98	15.29
Bill and account collectors	10.42	8.17	8.89	9.98	11.25	13.24
General office clerks	9.18	6.76	7.21	8.31	10.12	13.19
Bank tellers	8.95	7.16	7.55	9.00	9.62	10.85
Data entry keyers	8.78	7.00	8.00	8.84	9.69	10.67
Teachers' aides	7.13	5.43	6.29	7.11	7.58	8.25
Administrative support occupations, N.E.C.	10.19	7.30	8.50	10.00	11.70	13.34
Blue-collar occupations						
Precision production, craft, and repair occupations	11.32	5.80	7.50	10.50	14.54	17.77
Automobile mechanics	14.49	8.36	10.61	14.38	17.18	20.40
Bus, truck, and stationary engine mechanics	20.02	11.52	15.54	18.48	25.00	28.53
Machinery maintenance occupations	15.55	11.00	12.85	16.00	18.52	18.87
Mechanics and repairers, N.E.C.	14.35	10.72	11.77	13.00	17.58	18.11
Carpenters	14.57	8.93	12.00	15.61	17.02	18.89
Electricians	13.31	10.00	11.00	13.50	15.00	16.00
Painters, construction and maintenance	13.04	8.00	10.00	12.50	16.50	17.33
Construction trades, N.E.C.	10.06	6.50	8.50	10.00	11.00	11.89
Supervisors, production occupations	14.18	9.23	10.63	13.90	16.50	19.62
Electrical and electronic equipment assemblers ..	18.79	15.84	16.64	17.53	22.52	22.98
Butchers and meat cutters	11.64	7.64	9.98	11.21	13.75	15.69
Machine operators, assemblers, and inspectors	12.38	7.50	8.00	14.90	16.20	16.38
Packaging and filling machine operators	9.64	5.90	7.40	9.61	11.40	13.09
Miscellaneous machine operators, N.E.C.	9.74	7.00	8.45	9.45	11.36	11.84
Welders and cutters	9.89	7.40	7.95	9.68	11.24	13.09
Assemblers	14.35	10.44	11.57	14.50	17.99	17.99
Production inspectors, checkers and examiners ..	8.19	5.50	6.10	7.90	10.08	11.31
Transportation and material moving occupations	10.62	7.00	9.54	11.10	12.14	13.25
Truck drivers	11.61	6.00	8.00	11.16	14.89	16.32
Bus drivers	12.62	8.50	10.65	12.26	15.86	16.32
Industrial truck and tractor equipment operators ..	12.38	9.20	9.97	12.44	15.33	15.33
Handlers, equipment cleaners, helpers, and laborers	10.86	6.75	8.50	11.11	13.60	14.67
Groundskeepers and gardeners except farm	8.07	5.15	5.78	7.00	9.54	12.72
Helpers, construction trades	7.02	6.00	6.21	6.53	7.50	9.69
Production helpers	7.58	6.00	6.50	7.00	7.60	10.50
Stock handlers and baggers	7.76	5.50	6.00	7.35	9.25	11.56
Machine feeders and offbearers	7.83	4.90	5.15	7.50	10.31	10.74
Freight, stock, and material handlers, N.E.C.	10.19	6.50	6.70	9.94	11.58	16.74
Hand packers and packagers	9.03	5.98	6.00	8.27	11.02	15.78
Laborers except construction, N.E.C.	7.54	4.75	5.00	6.50	9.25	9.90
	7.07	5.15	5.25	5.95	7.50	11.10

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Phoenix-Mesa, AZ, August 1997 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations	\$8.12	\$4.75	\$5.75	\$7.00	\$9.05	\$13.75
Protective service occupations	10.29	6.25	6.90	8.00	11.77	17.37
Firefighting occupations	13.24	7.91	11.24	15.07	15.87	16.68
Police and detectives, public service	19.07	15.41	16.50	19.11	22.15	22.15
Protective service occupations, N.E.C.	9.22	6.60	7.20	8.55	10.09	14.95
Food service occupations	6.18	2.13	4.75	5.50	7.50	10.12
Supervisors, food preparation and service occupations	10.98	7.00	7.50	11.18	13.95	15.87
Bartenders	4.63	3.50	4.25	4.38	5.50	6.25
Waiters and waitresses	2.43	2.13	2.13	2.13	2.32	3.00
Cooks	7.75	6.00	6.35	7.50	8.50	10.12
Food counter, fountain, and related occupations	5.73	5.00	5.15	5.35	6.00	7.75
Kitchen workers, food preparation	7.35	5.00	5.50	6.34	9.80	10.15
Waiters'/Waitresses' assistants	4.66	3.10	3.85	5.15	5.15	5.50
Food preparation occupations, N.E.C.	6.09	5.00	5.15	5.50	6.00	7.64
Health service occupations	8.03	6.50	7.00	7.86	8.85	9.89
Health aides, except nursing	8.32	6.16	6.82	8.03	8.94	10.90
Nursing aides, orderlies and attendants	7.94	6.50	7.00	7.78	8.70	9.78
Cleaning and building service occupations	7.70	5.50	5.77	6.50	8.35	12.48
Supervisors, cleaning & building service workers	11.33	7.69	7.69	9.00	15.02	18.38
Maids and housemen	5.95	5.00	5.50	5.77	6.35	7.00
Janitors and cleaners	7.69	5.50	6.00	6.50	8.70	12.01
Personal service occupations	9.45	5.15	6.50	7.27	11.35	15.17
Attendants, amusement and recreation facilities ..	7.98	5.15	5.15	8.40	10.12	10.93
Welfare service aides	7.96	6.65	6.65	7.00	9.46	10.34
Early childhood teachers' assistants	7.17	6.60	6.76	7.09	7.71	7.91
Child care workers, N.E.C.	7.95	5.25	5.62	6.53	10.97	13.48
Service occupations, N.E.C.	6.81	5.00	5.50	6.00	7.98	9.80

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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

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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Phoenix-Mesa, AZ, August 1997

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$13.44	\$5.60	\$7.35	\$10.50	\$16.00	\$24.00	\$17.19	\$7.63	\$10.48	\$15.78	\$21.43	\$27.63
All occupations excluding sales	13.39	5.51	7.30	10.50	16.04	23.99	17.23	7.58	10.48	15.86	21.55	27.63
White-collar occupations	17.41	7.50	9.50	13.55	20.94	31.11	19.01	8.31	11.65	17.43	23.98	30.22
White-collar occupations excluding sales	18.09	8.02	9.93	14.52	21.90	31.73	19.11	8.31	11.73	17.45	24.03	30.24
Professional specialty and technical occupations	22.52	10.50	14.16	18.67	26.33	35.52	21.49	14.68	16.71	20.39	25.16	29.54
Professional specialty occupations	23.80	12.74	16.48	21.00	29.81	36.92	22.20	15.45	17.56	21.27	25.75	30.24
Engineers, architects, and surveyors	31.14	20.15	25.25	30.00	34.52	43.56	21.59	18.28	18.28	18.58	25.31	27.63
Electrical and electronic engineers	31.82	25.43	29.01	32.22	34.20	37.48	-	-	-	-	-	-
Engineers, N.E.C.	32.82	22.50	26.06	29.81	36.59	49.76	-	-	-	-	-	-
Mathematical and computer scientists	25.10	15.82	18.22	23.22	31.50	36.06	-	-	-	-	-	-
Computer systems analysts and scientists	29.44	18.80	24.02	29.46	35.52	40.00	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	22.75	14.44	16.21	18.74	21.89	31.90	-	-	-	-	-	-
Physicians	42.65	15.38	16.73	48.08	57.69	70.14	-	-	-	-	-	-
Registered nurses	18.39	14.59	16.15	18.43	20.53	21.90	-	-	-	-	-	-
Physical therapists	26.04	20.05	20.28	24.16	29.77	35.00	-	-	-	-	-	-
Teachers, college and university	23.52	14.29	17.80	21.63	27.44	31.86	-	-	-	-	-	-
Teachers, except college and university	21.49	12.00	14.68	21.66	25.70	31.25	21.79	15.57	17.66	21.18	24.64	29.27
Elementary school teachers	-	-	-	-	-	-	20.88	15.50	17.09	19.63	23.29	28.86
Secondary school teachers	-	-	-	-	-	-	23.49	16.60	18.95	23.98	26.67	31.60
Teachers, N.E.C.	21.86	11.60	14.88	22.38	27.40	31.59	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	21.14	14.70	16.66	20.19	24.44	29.32
Librarians	-	-	-	-	-	-	21.14	14.70	16.66	20.19	24.44	29.32
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	13.97	8.84	10.47	12.76	18.50	19.19	17.51	13.70	15.07	16.29	21.43	21.43
Social workers	13.97	8.84	10.47	12.76	18.50	19.19	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	11.45	2.13	2.13	7.25	22.69	27.63	-	-	-	-	-	-
Technical occupations	20.57	9.36	12.31	15.04	20.58	29.81	15.09	9.99	10.44	15.16	18.75	20.76
Radiological technicians	15.39	12.24	13.44	15.00	17.00	18.56	-	-	-	-	-	-
Licensed practical nurses	12.44	9.17	11.07	12.50	14.00	15.00	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	11.51	5.87	9.22	11.02	12.51	17.50	-	-	-	-	-	-
Electrical and electronic technicians	16.18	12.21	13.55	15.38	18.75	21.07	-	-	-	-	-	-
Engineering technicians, N.E.C.	18.65	13.65	16.38	19.02	21.77	22.73	-	-	-	-	-	-
Computer programmers	24.63	16.35	17.70	23.62	29.81	33.67	-	-	-	-	-	-
Technical and related occupations, N.E.C.	16.02	9.06	12.51	14.37	17.41	26.35	-	-	-	-	-	-
Executive, administrative, and managerial occupations	26.93	14.81	18.83	23.99	31.25	40.74	27.58	12.46	17.45	24.89	33.58	42.04
Executives, administrators, and managers	30.13	15.85	21.63	27.50	35.46	44.23	32.53	17.97	20.91	27.01	42.03	47.59
Administrators and officials, public administration	-	-	-	-	-	-	28.95	18.21	22.18	28.09	31.62	44.23
Financial managers	30.22	21.63	23.74	27.50	30.87	55.29	-	-	-	-	-	-
Personnel and labor relations managers	23.51	15.90	17.00	21.10	29.81	33.30	-	-	-	-	-	-
Managers, marketing, advertising and public relations	32.14	15.63	22.30	29.81	35.56	42.74	-	-	-	-	-	-
Administrators, education and related fields	-	-	-	-	-	-	36.30	20.91	20.91	27.01	42.03	72.60
Managers, medicine and health	30.22	18.76	23.31	24.79	33.73	60.00	-	-	-	-	-	-
Managers, service organizations, N.E.C.	31.43	14.44	14.81	34.52	43.27	51.49	-	-	-	-	-	-
Managers and administrators, N.E.C.	31.82	17.88	23.00	28.90	38.94	44.91	-	-	-	-	-	-
Management related occupations	20.49	12.50	15.63	20.01	24.88	28.85	19.44	12.10	12.43	14.81	27.51	34.49
Accountants and auditors	18.42	13.13	15.14	19.12	20.71	23.99	-	-	-	-	-	-
Other financial officers	23.12	16.35	18.83	22.21	25.43	32.84	-	-	-	-	-	-
Personnel, training, and labor relations specialists	17.43	12.25	14.66	17.42	20.77	22.05	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Phoenix-Mesa, AZ, August 1997 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
White-collar occupations (-Continued)													
Executive, administrative, and managerial occupations (-Continued)													
Management related occupations (-Continued)													
Purchasing agents and buyers, N.E.C.	\$18.69	\$13.46	\$15.14	\$16.88	\$20.45	\$30.14	—	—	—	—	—	—	—
Management related occupations, N.E.C.	21.15	11.68	18.40	21.79	27.16	28.85	\$20.02	\$12.10	\$12.46	\$15.09	\$27.51	\$34.49	
Sales occupations	14.02	5.75	7.50	10.75	14.67	25.24	—	—	—	—	—	—	—
Supervisors, sales occupations	16.74	9.00	11.00	14.18	22.50	34.46	—	—	—	—	—	—	—
Sales occupations, other business services	15.42	8.25	11.39	16.35	17.31	20.75	—	—	—	—	—	—	—
Sales representatives, mining, manufacturing, and wholesale	18.00	5.77	14.76	17.56	18.62	33.41	—	—	—	—	—	—	—
Sales workers, other commodities	14.56	5.95	7.38	10.60	16.50	31.16	—	—	—	—	—	—	—
Cashiers	8.72	5.25	5.78	8.00	11.69	12.72	—	—	—	—	—	—	—
Sales support occupations, N.E.C.	10.79	7.00	8.27	11.54	13.56	14.67	—	—	—	—	—	—	—
Administrative support occupations, including clerical	11.01	7.45	8.49	10.00	12.75	16.24	10.48	7.09	7.71	9.84	12.10	15.41	
Supervisors, general office	17.23	11.97	14.81	17.40	20.66	21.54	—	—	—	—	—	—	—
Supervisors, financial records processing	16.63	10.96	13.95	16.83	19.23	20.00	—	—	—	—	—	—	—
Supervisors, distribution, scheduling, and adjusting clerks	14.30	10.56	10.56	13.02	15.38	20.19	—	—	—	—	—	—	—
Secretaries	12.20	8.65	9.90	11.78	13.91	16.77	10.73	9.35	10.17	10.19	11.23	12.54	
Stenographers	12.13	8.61	10.64	12.09	13.56	15.57	—	—	—	—	—	—	—
Transportation ticket and reservation agents	10.28	7.26	7.70	8.65	12.50	17.88	—	—	—	—	—	—	—
Receptionists	8.65	7.00	7.26	8.62	10.00	10.00	—	—	—	—	—	—	—
Information clerks, N.E.C.	10.32	7.69	8.28	9.25	12.02	13.36	—	—	—	—	—	—	—
Records clerks, N.E.C.	10.53	7.40	8.07	9.90	12.75	15.69	—	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	9.96	7.76	8.50	9.75	11.11	13.13	—	—	—	—	—	—	—
Payroll and timekeeping clerks	12.12	9.10	9.75	12.50	12.98	15.39	—	—	—	—	—	—	—
Traffic, shipping and receiving clerks	10.80	7.48	8.10	10.28	13.50	14.67	—	—	—	—	—	—	—
Stock and inventory clerks	10.95	8.00	8.39	10.25	11.10	19.57	—	—	—	—	—	—	—
Insurance adjusters, examiners, & investigators	16.01	9.25	10.93	15.06	19.86	24.64	—	—	—	—	—	—	—
Investigators and adjusters except insurance	10.65	7.75	8.57	9.55	12.25	15.38	—	—	—	—	—	—	—
Bill and account collectors	10.50	8.05	8.75	10.00	11.25	13.61	—	—	—	—	—	—	—
General office clerks	9.64	6.50	7.28	8.49	10.86	14.95	8.52	6.77	7.15	7.92	9.10	11.41	
Bank tellers	8.95	7.16	7.55	9.00	9.62	10.85	—	—	—	—	—	—	—
Data entry keyers	8.78	7.00	8.00	8.84	9.69	10.67	—	—	—	—	—	—	—
Teachers' aides	—	—	—	—	—	—	7.06	5.43	6.29	7.11	7.58	8.25	
Administrative support occupations, N.E.C.	9.82	7.15	8.32	9.66	11.26	12.43	—	—	—	—	—	—	—
Blue-collar occupations	11.09	5.75	7.30	10.25	14.08	17.18	14.76	8.10	10.94	15.14	18.27	20.61	
Precision production, craft, and repair occupations	14.20	8.25	10.50	14.00	16.84	20.32	17.64	11.40	16.44	18.27	18.97	22.52	
Machinery maintenance occupations	13.82	10.72	11.47	11.77	17.22	18.11	—	—	—	—	—	—	—
Mechanics and repairers, N.E.C.	14.08	8.75	11.00	15.00	16.37	19.02	—	—	—	—	—	—	—
Carpenters	13.31	10.00	11.00	13.50	15.00	16.00	—	—	—	—	—	—	—
Electricians	12.96	8.00	10.00	12.50	16.50	17.25	—	—	—	—	—	—	—
Painters, construction and maintenance	10.06	6.50	8.50	10.00	11.00	11.89	—	—	—	—	—	—	—
Supervisors, production occupations	18.22	14.54	16.17	17.18	20.62	22.98	—	—	—	—	—	—	—
Electrical and electronic equipment assemblers	11.64	7.64	9.98	11.21	13.75	15.69	—	—	—	—	—	—	—
Butchers and meat cutters	12.38	7.50	8.00	14.90	16.20	16.38	—	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	9.60	5.90	7.40	9.60	11.36	13.09	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Phoenix-Mesa, AZ, August 1997 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
Blue-collar occupations (-Continued)													
Machine operators, assemblers, and inspectors (-Continued)													
Packaging and filling machine operators	\$9.74	\$7.00	\$8.45	\$9.45	\$11.36	\$11.84	-	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	9.89	7.40	7.95	9.68	11.24	13.09	-	-	-	-	-	-	-
Assemblers	8.19	5.50	6.10	7.90	10.08	11.31	-	-	-	-	-	-	-
Production inspectors, checkers and examiners	10.62	7.00	9.54	11.10	12.14	13.25	-	-	-	-	-	-	-
Transportation and material moving occupations	11.39	5.51	7.50	11.11	15.01	16.32	\$12.90	\$9.60	\$10.48	\$12.04	\$14.86	\$16.19	
Truck drivers	12.59	8.50	10.65	12.00	16.32	16.32	-	-	-	-	-	-	-
Industrial truck and tractor equipment operators	10.86	6.75	8.50	11.11	13.60	14.67	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.97	5.15	5.75	6.87	9.48	12.20	9.84	6.50	6.50	9.41	12.88	14.15	
Helpers, construction trades	7.58	6.00	6.50	7.00	7.60	10.50	-	-	-	-	-	-	-
Production helpers	7.76	5.50	6.00	7.35	9.25	11.56	-	-	-	-	-	-	-
Stock handlers and baggers	7.62	4.90	5.15	7.00	9.77	10.74	-	-	-	-	-	-	-
Machine feeders and offbearers	10.19	6.50	6.70	9.94	11.58	16.74	-	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	9.03	5.98	6.00	8.27	11.02	15.78	-	-	-	-	-	-	-
Hand packers and packagers	7.54	4.75	5.00	6.50	9.25	9.90	-	-	-	-	-	-	-
Laborers except construction, N.E.C.	6.87	5.15	5.25	5.80	7.42	9.49	-	-	-	-	-	-	-
Service occupations	7.24	4.38	5.50	6.65	8.03	10.58	12.82	6.76	9.01	11.48	15.92	21.87	
Protective service occupations	-	-	-	-	-	-	15.62	10.40	11.26	15.57	18.25	22.15	
Firefighting occupations	-	-	-	-	-	-	15.10	11.77	14.87	15.86	16.42	16.68	
Police and detectives, public service ..	-	-	-	-	-	-	19.14	15.40	16.50	19.21	22.15	22.15	
Protective service occupations, N.E.C.	-	-	-	-	-	-	9.22	6.60	7.20	8.55	10.09	14.95	
Food service occupations	5.97	2.13	4.75	5.50	7.25	9.75	11.16	6.00	9.75	11.68	12.82	14.32	
Supervisors, food preparation and service occupations	10.42	6.50	7.13	7.50	13.82	16.35	-	-	-	-	-	-	-
Bartenders	4.63	3.50	4.25	4.38	5.50	6.25	-	-	-	-	-	-	-
Waiters and waitresses	2.43	2.13	2.13	2.13	2.32	3.00	-	-	-	-	-	-	-
Cooks	7.75	6.00	6.35	7.50	8.50	10.12	-	-	-	-	-	-	-
Food counter, fountain, and related occupations	5.73	5.00	5.15	5.35	6.00	7.75	-	-	-	-	-	-	-
Kitchen workers, food preparation	7.47	5.00	5.50	6.75	9.80	10.15	-	-	-	-	-	-	-
Waiters'/Waitresses' assistants	4.66	3.10	3.85	5.15	5.15	5.50	-	-	-	-	-	-	-
Food preparation occupations, N.E.C.	6.09	5.00	5.15	5.50	6.00	7.64	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Phoenix-Mesa, AZ, August 1997 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Health service occupations	\$7.98	\$6.50	\$7.00	\$7.85	\$8.70	\$9.72	-	-	-	-	-	-
Health aides, except nursing	8.32	6.16	6.82	8.03	8.94	10.90	-	-	-	-	-	-
Nursing aides, orderlies and attendants	7.87	6.50	7.00	7.75	8.55	9.57	-	-	-	-	-	-
Cleaning and building service occupations	7.52	5.25	5.75	6.26	7.94	13.52	\$8.49	\$6.00	\$6.76	\$7.38	\$9.53	\$12.01
Supervisors, cleaning & building service workers	10.15	7.60	7.69	7.69	13.00	19.23	-	-	-	-	-	-
Maids and housemen	5.95	5.00	5.50	5.77	6.35	7.00	-	-	-	-	-	-
Janitors and cleaners	7.66	5.50	5.75	6.30	8.25	13.52	7.80	6.00	6.76	7.38	9.04	10.20
Personal service occupations	9.70	5.15	6.01	7.12	12.52	16.98	8.22	6.53	6.60	7.76	9.46	10.14
Attendants, amusement and recreation facilities	-	-	-	-	-	-	7.89	6.04	6.34	7.96	8.61	9.96
Child care workers, N.E.C.	-	-	-	-	-	-	6.86	6.00	6.53	6.53	6.91	8.53
Service occupations, N.E.C.	6.77	5.00	5.50	6.00	7.80	9.80	-	-	-	-	-	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

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

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Phoenix-Mesa, AZ, August 1997

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$14.76	\$6.35	\$8.25	\$11.78	\$17.68	\$26.32	\$8.05	\$4.75	\$5.25	\$6.50	\$8.50	\$13.28
All occupations excluding sales	14.70	6.30	8.25	11.77	17.84	26.17	8.08	4.75	5.25	6.50	8.50	15.00
White-collar occupations	18.51	8.24	10.44	15.11	22.40	31.83	10.21	5.15	6.50	8.27	12.00	19.14
White-collar occupations excluding sales	18.90	8.44	10.67	15.70	23.08	32.10	11.23	5.43	7.00	8.50	14.18	21.16
Professional specialty and technical occupations	22.81	12.27	15.38	19.46	26.32	33.81	15.41	2.13	7.25	16.00	20.79	25.00
Professional specialty occupations	23.93	14.73	17.31	21.69	28.75	34.93	16.07	2.13	7.00	18.00	21.42	25.27
Engineers, architects, and surveyors	30.47	19.69	24.38	29.81	33.95	42.60	-	-	-	-	-	-
Electrical and electronic engineers	31.82	25.43	29.01	32.22	34.20	37.48	-	-	-	-	-	-
Engineers, N.E.C.	32.56	22.34	25.66	29.81	36.15	49.52	-	-	-	-	-	-
Mathematical and computer scientists	24.54	15.39	17.98	22.57	30.29	35.62	-	-	-	-	-	-
Computer systems analysts and scientists	27.63	16.67	20.19	29.00	35.23	38.94	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	23.10	14.59	16.21	18.71	22.60	36.74	22.68	14.15	17.89	20.20	21.89	35.00
Physicians	40.82	15.38	16.73	39.22	57.02	68.27	-	-	-	-	-	-
Registered nurses	18.01	14.44	15.88	18.00	20.02	21.85	20.02	15.94	18.25	20.20	21.79	22.10
Teachers, college and university	26.41	14.23	17.80	25.64	27.63	43.09	23.62	16.41	17.09	20.61	31.31	32.00
Teachers, except college and university	22.10	15.59	17.66	21.76	25.37	29.42	17.18	11.33	11.88	18.56	18.81	23.33
Elementary school teachers	21.13	15.57	17.09	20.37	23.33	28.93	17.61	11.88	17.66	18.81	18.81	19.02
Secondary school teachers	23.50	16.60	18.95	23.98	26.67	31.60	-	-	-	-	-	-
Teachers, N.E.C.	22.02	12.00	15.20	22.38	28.60	31.59	-	-	-	-	-	-
Librarians, archivists, and curators	20.74	14.69	16.36	19.85	24.44	29.10	-	-	-	-	-	-
Librarians	20.74	14.69	16.36	19.85	24.44	29.10	-	-	-	-	-	-
Social scientists and urban planners	19.67	13.31	15.73	19.20	20.15	29.24	-	-	-	-	-	-
Social, recreation, and religious workers	14.78	9.09	10.84	14.94	18.50	19.19	-	-	-	-	-	-
Social workers	14.15	8.84	10.84	13.62	18.50	19.19	-	-	-	-	-	-
Lawyers and judges	26.68	21.56	22.27	24.60	26.51	33.32	-	-	-	-	-	-
Lawyers	26.68	21.56	22.27	24.60	26.51	33.32	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	20.66	11.05	12.90	22.78	26.06	30.51	-	-	-	-	-	-
Technical occupations	20.43	9.83	12.41	15.30	20.25	29.09	12.47	5.49	8.00	11.75	14.77	21.62
Licensed practical nurses	12.64	9.67	11.50	12.73	14.00	15.08	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	12.23	8.44	9.37	11.11	12.76	21.77	9.26	5.49	5.49	11.00	12.00	13.59
Electrical and electronic technicians	16.64	12.95	13.87	15.92	18.75	22.32	-	-	-	-	-	-
Engineering technicians, N.E.C.	18.55	13.65	16.27	18.94	21.63	22.73	-	-	-	-	-	-
Drafters	13.51	9.84	10.06	14.23	15.00	15.77	-	-	-	-	-	-
Computer programmers	24.63	16.35	17.70	23.62	29.81	33.67	-	-	-	-	-	-
Legal assistants	14.25	9.50	9.99	10.44	18.93	21.54	-	-	-	-	-	-
Technical and related occupations, N.E.C.	16.02	9.06	12.75	14.37	17.06	25.91	-	-	-	-	-	-
Executive, administrative, and managerial occupations	27.11	13.94	18.46	24.05	31.76	42.03	-	-	-	-	-	-
Executives, administrators, and managers	30.66	17.45	21.15	27.46	35.56	46.75	-	-	-	-	-	-
Administrators and officials, public administration	29.16	19.70	22.18	28.09	31.62	44.23	-	-	-	-	-	-
Financial managers	28.53	18.05	22.04	27.50	32.07	37.65	-	-	-	-	-	-
Personnel and labor relations managers	28.29	15.90	18.27	28.17	33.30	47.59	-	-	-	-	-	-
Managers, marketing, advertising and public relations	32.14	15.63	22.30	29.81	35.56	42.74	-	-	-	-	-	-
Administrators, education and related fields	32.50	12.49	20.91	27.01	42.03	72.60	-	-	-	-	-	-
Managers, medicine and health	29.66	18.23	23.31	24.79	31.80	60.00	-	-	-	-	-	-
Managers, service organizations, N.E.C.	30.44	14.44	14.81	24.81	43.27	51.49	-	-	-	-	-	-
Managers and administrators, N.E.C.	31.90	17.88	23.00	28.90	38.94	44.91	-	-	-	-	-	-
Management related occupations	20.22	12.32	14.81	19.12	25.10	29.83	-	-	-	-	-	-
Accountants and auditors	19.70	12.98	15.14	20.01	22.60	26.91	-	-	-	-	-	-
Other financial officers	23.72	16.35	18.83	22.26	28.87	33.00	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Phoenix-Mesa, AZ, August 1997 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
White-collar occupations (-Continued)												
Executive, administrative, and managerial occupations (-Continued)												
Management related occupations (-Continued)												
Personnel, training, and labor relations specialists	\$17.43	\$12.25	\$14.66	\$17.42	\$20.77	\$22.05	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	18.69	13.46	15.14	16.88	20.45	30.14	-	-	-	-	-	-
Management related occupations, N.E.C.	20.67	12.10	12.88	20.19	27.50	29.27	-	-	-	-	-	-
Sales occupations	15.62	7.00	8.80	12.02	16.35	29.19	\$7.91	\$5.15	\$5.50	\$7.00	\$9.65	\$12.72
Supervisors, sales occupations	16.37	9.50	11.29	14.34	21.44	34.46	-	-	-	-	-	-
Sales occupations, other business services	15.42	8.25	11.39	16.35	17.31	20.75	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	18.00	5.77	14.76	17.56	18.62	33.41	-	-	-	-	-	-
Sales workers, other commodities	16.82	6.85	9.50	12.00	24.17	33.30	8.08	5.15	6.00	7.20	9.40	11.96
Cashiers	9.42	5.78	7.25	8.85	12.72	12.72	7.68	5.15	5.25	6.01	10.04	12.72
Sales support occupations, N.E.C.	11.82	9.41	10.28	12.02	13.56	14.67	-	-	-	-	-	-
Administrative support occupations, including clerical	11.24	7.50	8.57	10.39	13.02	16.24	8.21	6.27	6.94	8.00	8.93	10.45
Supervisors, general office	17.66	12.98	15.00	17.93	21.29	21.90	-	-	-	-	-	-
Supervisors, financial records processing	15.30	11.20	11.54	15.06	18.27	20.00	-	-	-	-	-	-
Supervisors, distribution, scheduling, and adjusting clerks	14.30	10.56	10.56	13.02	15.38	20.19	-	-	-	-	-	-
Secretaries	11.90	8.85	9.90	11.26	13.46	16.28	-	-	-	-	-	-
Stenographers	12.26	8.72	10.64	12.09	13.56	15.04	-	-	-	-	-	-
Typists	9.79	8.07	8.42	9.07	10.81	13.22	-	-	-	-	-	-
Transportation ticket and reservation agents	10.34	7.26	7.73	8.65	12.50	17.88	-	-	-	-	-	-
Receptionists	8.74	7.04	7.84	9.00	10.00	10.00	-	-	-	-	-	-
Information clerks, N.E.C.	10.32	7.69	8.28	9.25	12.02	13.36	-	-	-	-	-	-
Order clerks	11.57	7.50	7.50	11.26	15.38	15.80	-	-	-	-	-	-
Records clerks, N.E.C.	9.94	7.20	7.83	9.00	10.61	15.00	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	9.98	7.75	8.50	9.75	11.17	13.22	-	-	-	-	-	-
Payroll and timekeeping clerks	12.08	9.10	9.79	12.50	12.98	15.39	-	-	-	-	-	-
Dispatchers	9.84	6.56	7.25	10.34	11.03	13.72	-	-	-	-	-	-
Traffic, shipping and receiving clerks	10.80	7.48	8.10	10.28	13.50	14.67	-	-	-	-	-	-
Stock and inventory clerks	11.34	8.00	8.50	10.28	12.00	19.57	-	-	-	-	-	-
Insurance adjusters, examiners, & investigators	16.01	9.25	10.93	15.06	19.86	24.64	-	-	-	-	-	-
Investigators and adjusters except insurance	10.90	8.11	8.66	9.87	13.08	15.29	-	-	-	-	-	-
Bill and account collectors	10.70	8.75	9.41	10.02	11.25	13.40	-	-	-	-	-	-
General office clerks	9.51	7.00	7.50	8.34	10.64	13.82	7.32	4.25	6.56	7.00	8.00	10.00
Data entry keyers	8.83	6.95	8.00	9.00	9.81	10.67	-	-	-	-	-	-
Teachers' aides	-	-	-	-	-	-	7.03	5.43	6.29	7.11	7.46	8.04
Administrative support occupations, N.E.C.	11.01	8.50	9.13	10.88	12.12	14.69	7.88	6.25	6.87	8.00	9.00	10.00
Blue-collar occupations	11.66	6.00	8.00	10.92	14.85	18.00	6.38	4.90	5.15	5.30	6.56	9.32
Precision production, craft, and repair occupations	14.53	8.45	10.68	14.46	17.18	20.40	11.07	6.75	8.25	9.93	15.00	16.38
Automobile mechanics	20.02	11.52	15.54	18.48	25.00	28.53	-	-	-	-	-	-
Bus, truck, and stationary engine mechanics	15.55	11.00	12.85	16.00	18.52	18.87	-	-	-	-	-	-
Machinery maintenance occupations	14.35	10.72	11.77	13.00	17.58	18.11	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	14.60	8.93	12.11	15.61	17.14	18.89	-	-	-	-	-	-
Carpenters	13.31	10.00	11.00	13.50	15.00	16.00	-	-	-	-	-	-
Electricians	13.03	8.00	10.00	12.50	16.50	17.33	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Phoenix-Mesa, AZ, August 1997 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Blue-collar occupations (-Continued)												
Precision production, craft, and repair occupations (-Continued)												
Painters, construction and maintenance	\$10.06	\$6.50	\$8.50	\$10.00	\$11.00	\$11.89	-	-	-	-	-	-
Construction trades, N.E.C.	14.18	9.23	10.63	13.90	16.50	19.62	-	-	-	-	-	-
Supervisors, production occupations ..	18.79	15.84	16.64	17.53	22.52	22.98	-	-	-	-	-	-
Electrical and electronic equipment assemblers	11.64	7.64	9.98	11.21	13.75	15.69	-	-	-	-	-	-
Butchers and meat cutters	12.40	7.50	8.00	14.90	16.20	16.20	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	9.65	5.90	7.40	9.62	11.44	13.09	-	-	-	-	-	-
Packaging and filling machine operators	9.74	7.00	8.45	9.45	11.36	11.84	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	9.89	7.40	7.95	9.68	11.24	13.09	-	-	-	-	-	-
Welders and cutters	14.35	10.44	11.57	14.50	17.99	17.99	-	-	-	-	-	-
Assemblers	8.20	5.50	6.07	7.98	10.08	11.31	-	-	-	-	-	-
Production inspectors, checkers and examiners	10.62	7.00	9.54	11.10	12.14	13.25	-	-	-	-	-	-
Transportation and material moving occupations	12.47	6.90	9.90	12.08	15.33	16.32	\$6.68	\$4.75	\$5.15	\$6.00	\$6.50	\$9.89
Truck drivers	12.62	8.50	10.65	12.26	15.86	16.32	-	-	-	-	-	-
Industrial truck and tractor equipment operators	10.86	6.75	8.50	11.11	13.60	14.67	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.54	5.45	6.00	7.50	10.00	13.07	5.80	4.90	5.15	5.15	6.16	6.87
Helpers, construction trades	7.58	6.00	6.50	7.00	7.60	10.50	-	-	-	-	-	-
Production helpers	7.76	5.50	6.00	7.35	9.25	11.56	-	-	-	-	-	-
Stock handlers and baggers	9.58	7.30	8.50	9.55	10.74	11.25	5.73	4.90	4.90	5.15	6.00	6.87
Machine feeders and offbearers	10.21	6.50	6.70	10.95	11.58	17.00	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	9.33	5.92	6.00	8.65	11.78	15.78	-	-	-	-	-	-
Hand packers and packagers	7.52	4.75	5.00	6.40	9.25	9.90	-	-	-	-	-	-
Laborers except construction, N.E.C.	7.54	5.25	5.50	6.18	8.69	12.10	-	-	-	-	-	-
Service occupations	8.61	5.00	6.00	7.50	10.00	14.51	6.18	4.35	5.15	5.75	6.76	8.00
Protective service occupations	10.55	6.25	7.00	8.25	12.28	17.88	7.84	5.50	6.00	6.75	7.50	10.94
Firefighting occupations	14.14	9.90	12.00	15.55	16.42	16.68	-	-	-	-	-	-
Police and detectives, public service ..	19.14	15.40	16.50	19.21	22.15	22.15	-	-	-	-	-	-
Guards and police except public service	-	-	-	-	-	-	7.52	5.75	6.00	6.60	7.40	8.50
Food service occupations	6.64	2.13	4.94	6.10	8.32	11.35	5.11	2.32	4.75	5.15	5.75	6.60
Supervisors, food preparation and service occupations	11.37	7.03	7.50	11.54	14.32	15.87	-	-	-	-	-	-
Waiters and waitresses	2.38	2.13	2.13	2.13	2.15	2.37	2.56	2.13	2.13	2.13	3.00	3.00
Cooks	7.96	6.00	6.50	7.75	8.50	10.12	-	-	-	-	-	-
Food counter, fountain, and related occupations	5.90	2.29	5.00	5.50	7.27	9.86	5.64	5.15	5.15	5.30	5.90	6.74
Kitchen workers, food preparation	8.53	6.00	6.50	8.75	9.85	10.96	6.24	4.95	5.15	5.53	6.34	9.80
Waiters'/Waitresses' assistants	4.58	3.10	3.50	4.94	5.15	5.50	4.95	4.25	4.75	5.15	5.15	5.50
Food preparation occupations, N.E.C.	6.58	5.15	5.25	5.75	6.50	11.60	5.33	4.75	5.15	5.25	5.50	6.00
Health service occupations	8.00	6.50	7.00	7.84	8.80	9.71	8.23	6.50	7.25	8.00	9.13	10.00
Health aides, except nursing	8.24	6.16	6.77	7.93	8.94	10.90	-	-	-	-	-	-
Nursing aides, orderlies and attendants	7.95	6.50	7.00	7.77	8.80	9.69	-	-	-	-	-	-
Cleaning and building service occupations	7.92	5.50	5.98	6.76	8.90	13.52	6.00	4.75	5.56	6.00	6.20	7.00
Supervisors, cleaning & building service workers	11.33	7.69	7.69	9.00	15.02	18.38	-	-	-	-	-	-
Maids and housemen	5.95	5.00	5.50	5.77	6.35	7.00	-	-	-	-	-	-
Janitors and cleaners	7.98	5.50	6.00	6.76	9.25	13.52	6.00	4.75	5.56	6.00	6.20	7.00
Personal service occupations	10.31	4.75	6.65	9.45	12.83	17.30	7.65	5.25	6.19	6.65	7.09	10.30

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Phoenix-Mesa, AZ, August 1997 — Continued

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Personal service occupations (-Continued)												
Welfare service aides	\$8.50	\$6.65	\$7.00	\$8.56	\$9.61	\$10.76	—	—	—	—	—	—
Child care workers, N.E.C.	—	—	—	—	—	—	\$6.22	\$5.25	\$5.25	\$6.19	\$6.81	\$7.08
Service occupations, N.E.C.	—	—	—	—	—	—	6.25	5.00	5.50	6.00	6.50	7.98

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Phoenix-Mesa, AZ, August 1997

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	39.7	\$586	\$464	2,026	\$29,902	\$24,003
All occupations excluding sales	39.6	582	463	2,020	29,701	23,920
White-collar occupations	39.9	738	602	2,014	37,279	30,264
White-collar occupations excluding sales	39.8	752	622	2,002	37,848	31,200
Professional specialty and technical occupations	39.1	893	775	1,882	42,920	37,170
Professional specialty occupations	39.6	948	845	1,837	43,964	38,480
Engineers, architects, and surveyors	40.3	1,228	1,192	1,991	60,674	61,818
Electrical and electronic engineers	40.0	1,273	1,289	2,080	66,183	67,018
Engineers, N.E.C.	40.0	1,302	1,192	2,080	67,729	62,005
Mathematical and computer scientists	41.0	1,007	865	2,133	52,358	44,990
Computer systems analysts and scientists	41.6	1,148	1,148	2,161	59,693	59,675
Natural scientists	-	-	-	-	-	-
Health related occupations	39.3	909	723	2,031	46,906	37,586
Physicians	41.7	1,701	1,569	2,167	88,448	81,578
Registered nurses	38.5	692	685	2,000	36,007	35,630
Teachers, college and university	39.6	1,045	1,026	1,639	43,273	39,787
Teachers, except college and university	38.3	846	825	1,504	33,235	31,473
Elementary school teachers	38.2	807	760	1,462	30,894	29,659
Secondary school teachers	38.8	912	900	1,548	36,388	35,896
Teachers, N.E.C.	39.1	861	871	2,033	44,758	45,282
Librarians, archivists, and curators	40.0	830	794	1,852	38,402	36,608
Librarians	40.0	830	794	1,852	38,402	36,608
Social scientists and urban planners	40.2	790	768	1,991	39,177	39,936
Social, recreation, and religious workers	40.0	591	598	2,080	30,744	31,075
Social workers	40.0	566	545	2,080	29,440	28,330
Lawyers and judges	46.0	1,228	1,118	2,394	63,875	58,136
Lawyers	46.0	1,228	1,118	2,394	63,875	58,136
Writers, authors, entertainers, athletes, and professionals, N.E.C.	40.0	826	911	1,695	35,022	38,501
Technical occupations	38.2	779	628	1,984	40,522	32,635
Licensed practical nurses	39.4	498	504	2,049	25,893	26,229
Health technologists and technicians, N.E.C.	38.7	473	440	2,011	24,595	22,880
Electrical and electronic technicians	40.1	668	637	2,087	34,736	33,114
Engineering technicians, N.E.C.	40.0	742	758	2,080	38,586	39,395
Drafters	42.4	573	600	2,204	29,777	31,200
Computer programmers	43.8	1,078	1,012	2,276	56,043	52,645
Legal assistants	39.8	567	418	2,069	29,484	21,715
Technical and related occupations, N.E.C.	40.0	641	575	2,080	33,316	29,890
Executive, administrative, and managerial occupations ...	41.1	1,115	996	2,129	57,719	50,989
Executives, administrators, and managers	41.6	1,277	1,156	2,149	65,896	60,008
Administrators and officials, public administration	42.5	1,238	1,265	2,208	64,382	65,770
Financial managers	41.8	1,193	1,154	2,175	62,059	60,008
Personnel and labor relations managers	40.9	1,156	1,127	2,126	60,133	58,594
Managers., marketing, advertising and public relations	42.4	1,363	1,292	2,206	70,899	67,205
Administrators, education and related fields	40.4	1,313	1,080	2,002	65,056	45,377
Managers, medicine and health	41.4	1,229	989	2,155	63,910	51,418
Managers, service organizations, N.E.C.	40.3	1,226	992	2,095	63,777	51,605
Managers and administrators, N.E.C.	42.1	1,342	1,288	2,187	69,774	66,997
Management related occupations	40.2	813	767	2,091	42,287	39,878
Accountants and auditors	40.2	791	800	2,088	41,133	41,621
Other financial officers	40.1	951	904	2,084	49,436	47,008
Personnel, training, and labor relations specialists	41.2	718	708	2,143	37,344	36,804
Purchasing agents and buyers, N.E.C.	39.6	740	675	2,061	38,504	35,110
Management related occupations, N.E.C.	40.5	838	808	2,108	43,574	41,995
Sales occupations	40.5	633	481	2,107	32,908	25,002
Supervisors, sales occupations	40.5	662	574	2,104	34,426	29,827
Sales occupations, other business services	40.8	630	654	2,124	32,746	34,008
Sales representatives, mining, manufacturing, and wholesale	40.0	720	702	2,080	37,445	36,525
Sales workers, other commodities	40.9	689	453	2,129	35,818	23,566
Cashiers	39.4	371	338	2,049	19,300	17,555
Sales support occupations, N.E.C.	40.0	473	481	2,080	24,590	25,002
Administrative support occupations, including clerical	39.7	446	414	2,057	23,125	21,424

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Phoenix-Mesa, AZ, August 1997 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Supervisors, general office	39.9	\$705	\$717	2,075	\$36,654	\$37,294
Supervisors, financial records processing	39.7	608	608	2,065	31,596	31,637
Supervisors, distribution, scheduling, and adjusting clerks	40.0	572	521	2,080	29,749	27,082
Secretaries	39.5	470	448	2,055	24,462	23,283
Stenographers	40.0	490	484	2,080	25,501	25,147
Typists	39.7	389	363	2,063	20,208	18,866
Transportation ticket and reservation agents	40.0	414	346	2,081	21,525	17,992
Receptionists	40.0	350	360	2,080	18,185	18,720
Information clerks, N.E.C.	39.7	410	374	2,065	21,321	19,422
Order clerks	40.0	463	450	2,080	24,063	23,421
Records clerks, N.E.C.	39.8	395	362	2,016	20,042	18,253
Bookkeepers, accounting and auditing clerks	40.0	399	390	2,080	20,768	20,280
Payroll and timekeeping clerks	40.0	483	500	2,080	25,134	26,000
Dispatchers	40.0	393	414	2,080	20,458	21,507
Traffic, shipping and receiving clerks	40.0	432	411	2,080	22,464	21,382
Stock and inventory clerks	40.2	455	411	2,088	23,680	21,382
Insurance adjusters, examiners, & investigators ..	38.3	613	580	1,990	31,872	30,179
Investigators and adjusters except insurance	38.7	422	388	2,014	21,949	20,197
Bill and account collectors	40.0	428	401	2,080	22,257	20,842
General office clerks	39.6	377	334	2,052	19,516	17,347
Data entry keyers	39.1	346	340	2,035	17,968	17,680
Administrative support occupations, N.E.C.	40.0	440	436	2,078	22,886	22,672
Blue-collar occupations						
Precision production, craft, and repair occupations	40.0	467	436	2,074	24,182	22,464
Automobile mechanics	40.1	583	579	2,087	30,320	30,118
Bus, truck, and stationary engine mechanics	40.0	801	739	2,080	41,633	38,438
Machinery maintenance occupations	40.0	622	640	2,080	32,353	33,280
Mechanics and repairers, N.E.C.	40.0	574	520	2,080	29,842	27,040
Carpenters	40.0	584	624	2,080	30,367	32,469
Electricians	40.0	533	540	2,080	27,691	28,080
Painters, construction and maintenance	40.0	521	500	2,080	27,100	26,000
Construction trades, N.E.C.	40.0	402	400	2,080	20,916	20,800
Supervisors, production occupations	40.0	567	556	2,080	29,485	28,912
Electrical and electronic equipment assemblers ..	40.3	757	713	2,097	39,388	37,066
Butchers and meat cutters	40.0	465	448	2,080	24,203	23,317
Machine operators, assemblers, and inspectors	40.0	496	596	2,080	25,800	30,992
Packaging and filling machine operators	40.0	386	385	2,079	20,066	20,010
Miscellaneous machine operators, N.E.C.	40.0	390	378	2,080	20,257	19,656
Welders and cutters	40.0	395	387	2,080	20,562	20,134
Assemblers	40.6	582	580	2,111	30,284	30,160
Production inspectors, checkers and examiners ..	39.8	326	314	2,069	16,953	16,328
Transportation and material moving occupations	40.0	425	444	2,080	22,098	23,088
Truck drivers	39.8	496	483	1,996	24,894	24,960
Industrial truck and tractor equipment operators ..	40.4	509	488	2,099	26,479	25,376
Handlers, equipment cleaners, helpers, and laborers	40.0	435	444	2,080	22,596	23,109
Helpers, construction trades	40.0	341	300	2,079	17,747	15,600
Production helpers	40.0	303	280	2,080	15,767	14,560
Stock handlers and baggers	40.0	310	294	2,080	16,141	15,288
Machine feeders and offbearers	40.0	383	382	2,080	19,919	19,864
Freight, stock, and material handlers, N.E.C.	40.0	408	438	2,080	21,230	22,776
Hand packers and packagers	40.0	373	346	2,080	19,405	17,992
Laborers except construction, N.E.C.	39.9	299	256	2,072	15,574	13,312
Service occupations	40.0	301	247	2,080	15,678	12,854
Protective service occupations	38.7	334	290	1,996	17,183	14,997
Firefighting occupations	41.0	432	320	2,102	22,170	16,640
Police and detectives, public service	52.9	748	809	2,702	38,194	41,772
Food service occupations	40.0	766	768	2,080	39,817	39,957
Supervisors, food preparation and service occupations	38.0	252	231	1,949	12,937	11,830
Waiters and waitresses	38.9	443	456	1,849	21,022	20,235
	36.6	87	85	1,901	4,524	4,430

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Phoenix-Mesa, AZ, August 1997 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
Service occupations (-Continued)						
Food service occupations (-Continued)						
Cooks	39.3	\$312	\$300	2,042	\$16,248	\$15,600
Food counter, fountain, and related occupations	39.5	233	218	2,053	12,120	11,357
Kitchen workers, food preparation	39.8	339	350	2,047	17,460	18,200
Waiters/Waitresses' assistants	38.0	174	190	1,976	9,051	9,880
Food preparation occupations, N.E.C.	36.0	237	210	1,875	12,341	10,920
Health service occupations	39.3	314	309	2,027	16,216	15,933
Health aides, except nursing	40.0	330	317	2,080	17,143	16,494
Nursing aides, orderlies and attendants	39.2	311	306	2,016	16,023	15,725
Cleaning and building service occupations	39.6	314	270	2,055	16,281	14,061
Supervisors, cleaning & building service workers	40.0	453	360	2,080	23,566	18,720
Maids and housemen	38.5	229	230	2,002	11,905	11,960
Janitors and cleaners	39.8	318	270	2,065	16,482	14,061
Personal service occupations	33.2	342	300	1,724	17,769	15,587
Welfare service aides	40.0	340	342	2,080	17,678	17,805

¹ Earnings are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position—one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown.

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. Individual occupations are classified into one of nine major occupational groups.

⁴ 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. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, August 1997

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$14.02	\$13.44	\$17.19	\$14.76	\$8.05
All occupations excluding sales	14.02	13.39	17.23	14.70	8.08
White-collar occupations	17.72	17.41	19.01	18.51	10.21
Level 1	6.48	6.30	—	6.84	6.23
Level 2	8.73	8.90	7.87	9.05	7.79
Level 3	8.97	9.01	8.68	9.25	7.97
Level 4	10.98	11.06	10.12	11.05	10.13
Level 5	13.00	13.04	12.73	13.08	11.30
Level 6	14.36	14.42	13.89	14.45	10.53
Level 7	17.22	17.80	15.22	17.26	14.64
Level 8	21.05	21.14	20.89	21.22	18.75
Level 9	21.65	21.60	21.75	21.63	22.17
Level 10	26.02	25.71	26.78	26.65	20.95
Level 11	31.79	34.00	24.43	31.84	26.63
Level 12	35.56	35.91	32.21	35.56	—
Level 13	43.71	47.99	35.04	43.95	—
Level 14	59.28	60.08	—	59.28	—
Not able to be leveled	24.69	—	—	37.93	—
White-collar occupations excluding sales	18.32	18.09	19.11	18.90	11.23
Level 1	6.99	6.64	—	—	6.24
Level 2	8.77	8.95	7.87	9.11	7.79
Level 3	9.21	9.32	8.68	9.31	8.50
Level 4	10.39	10.43	10.12	10.42	9.99
Level 5	12.99	13.03	12.71	13.04	11.46
Level 6	13.64	13.58	14.16	13.73	10.53
Level 7	16.91	17.45	15.22	16.93	15.32
Level 8	19.97	19.36	20.89	20.06	18.75
Level 9	21.68	21.64	21.75	21.66	22.17
Level 10	25.94	25.60	26.78	26.57	20.95
Level 11	31.95	34.34	24.43	32.01	26.63
Level 12	35.21	35.54	32.21	35.21	—
Level 13	43.71	47.99	35.04	43.95	—
Level 14	59.28	60.08	—	59.28	—
Not able to be leveled	24.69	—	—	37.93	—
Professional specialty and technical occupations	22.21	22.52	21.49	22.81	15.41
Professional specialty occupations	23.18	23.80	22.20	23.93	16.07
Level 5	14.48	14.48	—	15.22	—
Level 6	15.77	15.63	—	15.86	—
Level 7	20.68	21.56	16.94	20.70	—
Level 8	20.20	19.08	20.95	20.39	18.58
Level 9	21.44	20.27	22.64	21.39	22.17
Level 10	25.63	25.28	26.27	26.41	—
Level 11	27.63	29.07	21.05	27.66	26.63
Level 12	34.44	35.16	—	34.44	—
Level 13	42.45	47.02	—	42.61	—
Not able to be leveled	6.43	4.86	—	14.39	—
Engineers, architects, and surveyors	30.47	31.14	21.59	30.47	—
Level 7	28.49	—	—	28.49	—
Level 9	22.79	23.27	—	22.79	—
Level 11	30.54	30.54	—	30.54	—
Level 12	34.50	35.17	—	34.50	—
Level 13	44.44	44.44	—	44.44	—
Mathematical and computer scientists	24.54	25.10	—	24.54	—
Level 9	18.01	—	—	18.01	—
Level 11	31.50	31.50	—	31.50	—
Natural scientists	—	—	—	—	—
Health related occupations	23.04	22.75	—	23.10	22.68
Level 8	19.19	18.77	—	19.00	—
Level 9	20.57	20.57	—	20.02	22.18
Level 11	25.73	26.09	—	25.24	—
Teachers, college and university	25.74	23.52	—	26.41	23.62
Level 11	25.18	—	—	25.12	—
Teachers, except college and university	21.78	21.49	21.79	22.10	17.18

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, August 1997 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Teachers, except college and university (-Continued)					
Level 6	\$13.58	\$13.58	—	—	—
Level 8	20.47	—	\$20.48	\$20.87	\$17.17
Level 9	23.23	21.33	23.30	23.24	—
Librarians, archivists, and curators	20.74	—	21.14	20.74	—
Social scientists and urban planners	20.23	—	—	19.67	—
Social, religious, and recreation workers	14.99	13.97	17.51	14.78	—
Lawyers and judges	26.68	—	—	26.68	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.					
Not able to be leveled	11.61	11.45	—	20.66	—
Level 3	3.54	3.54	—	—	—
Technical occupations					
Level 3	20.04	20.57	15.09	20.43	12.47
Level 4	8.93	8.93	—	8.93	—
Level 5	10.27	10.33	—	10.45	—
Level 6	14.87	14.63	—	15.07	12.72
Level 7	13.95	13.68	—	14.10	—
Level 8	16.34	16.35	—	16.55	—
Level 9	18.52	18.26	—	18.54	—
Executive, administrative, and managerial occupations ...					
Level 5	27.07	26.93	27.58	27.11	—
Level 6	16.94	17.10	—	16.94	—
Level 7	14.34	14.35	—	14.34	—
Level 8	16.07	15.67	16.99	16.08	—
Level 9	21.12	21.08	—	21.17	—
Level 10	21.53	22.13	18.44	21.53	—
Level 11	25.65	24.50	—	25.65	—
Level 12	27.66	28.71	25.52	27.66	—
Level 13	35.52	35.69	34.01	35.52	—
Level 14	49.19	—	—	49.19	—
Not able to be leveled	58.42	58.42	—	58.42	—
Executives, administrators, and managers					
Level 7	30.60	30.13	32.53	30.66	—
Level 8	16.44	14.24	—	16.45	—
Level 9	22.44	22.41	—	22.69	—
Level 10	21.91	22.00	20.86	21.91	—
Level 11	24.50	24.50	—	24.50	—
Level 12	27.26	28.69	24.26	27.26	—
Level 13	36.51	36.82	34.01	36.51	—
Level 14	49.19	—	—	49.19	—
Not able to be leveled	58.77	58.77	—	58.77	—
Management related occupations					
Level 5	20.25	20.49	19.44	20.22	—
Level 6	16.94	17.10	—	16.94	—
Level 7	14.30	14.30	—	14.30	—
Level 8	15.72	17.99	—	15.72	—
Level 9	19.14	19.14	—	18.80	—
Level 10	21.16	22.28	—	21.16	—
Level 11	30.38	28.81	—	30.38	—
Sales occupations					
Level 1	13.99	14.02	—	15.62	7.91
Level 3	6.12	6.12	—	—	—
Level 4	8.44	8.44	—	9.06	7.60
Level 5	12.24	12.24	—	12.51	10.28
Level 6	13.07	13.10	—	13.32	—
Level 7	19.10	20.20	—	19.10	—
Level 8	21.52	21.52	—	21.87	—
Level 9	30.29	30.29	—	30.29	—
Administrative support occupations, including clerical					
Level 1	10.92	11.01	10.48	11.24	8.21
Level 2	6.99	6.64	—	—	6.24
Level 3	8.78	8.96	7.87	9.11	7.82
Level 4	9.22	9.35	8.68	9.34	8.50
Level 5	10.43	10.47	10.13	10.44	10.40
Level 6	11.83	11.95	11.05	11.84	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, August 1997 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Administrative support occupations, including clerical (-Continued)					
Level 6	\$12.97	\$13.08	\$12.03	\$13.04	—
Level 7	15.12	15.73	13.90	15.12	—
Level 8	18.76	18.63	—	18.76	—
Level 9	20.41	20.41	—	20.41	—
Blue-collar occupations					
Level 1	6.23	6.11	—	6.49	5.46
Level 2	8.01	8.01	8.06	8.13	6.53
Level 3	9.32	9.22	11.30	9.32	9.31
Level 4	10.81	10.80	11.08	10.83	—
Level 5	13.11	13.06	13.75	13.18	—
Level 6	16.75	16.69	—	16.75	—
Level 7	17.36	16.92	19.24	17.38	—
Level 8	17.47	17.39	—	17.47	—
Level 9	21.26	—	—	21.26	—
Precision production, craft, and repair occupations	14.49	14.20	17.64	14.53	11.07
Level 2	9.06	9.06	—	9.09	—
Level 3	9.89	9.89	—	9.89	—
Level 4	10.06	10.03	—	10.06	—
Level 5	13.22	13.15	14.15	13.32	—
Level 6	16.78	16.70	—	16.78	—
Level 7	17.46	17.03	19.41	17.48	—
Level 8	17.17	17.08	—	17.17	—
Level 9	21.26	—	—	21.26	—
Machine operators, assemblers, and inspectors	9.64	9.60	—	9.65	—
Level 1	6.57	6.57	—	6.57	—
Level 2	7.79	7.79	—	7.79	—
Level 3	8.67	8.67	—	8.68	—
Level 4	10.43	10.43	—	10.43	—
Level 5	12.11	12.11	—	12.11	—
Level 6	15.13	15.13	—	15.13	—
Level 7	15.33	—	—	15.33	—
Transportation and material moving occupations	11.61	11.39	12.90	12.47	6.68
Level 2	8.34	—	—	—	—
Level 3	9.91	9.40	—	9.86	—
Level 4	11.99	12.04	—	12.28	—
Level 5	14.50	—	—	14.61	—
Handlers, equipment cleaners, helpers, and laborers	8.07	7.97	9.84	8.54	5.80
Level 1	6.08	5.89	—	6.34	5.41
Level 2	7.78	7.78	—	8.03	6.11
Level 3	9.58	9.57	—	9.60	9.25
Level 4	12.24	12.23	—	12.24	—
Level 5	12.03	—	—	12.03	—
Service occupations					
Level 1	5.53	5.44	6.84	5.58	5.44
Level 2	6.75	6.74	6.94	6.89	6.14
Level 3	6.43	6.30	8.42	6.63	5.81
Level 4	9.62	9.46	10.46	9.49	10.75
Level 5	10.83	9.84	11.89	10.86	—
Level 6	14.76	14.17	15.49	14.67	—
Level 7	15.54	11.90	17.37	16.08	—
Level 8	14.02	—	—	14.02	—
Protective service occupations	10.29	—	15.62	10.55	7.84
Level 3	7.68	7.55	9.58	7.53	—
Level 4	9.73	—	—	9.73	—
Level 5	11.71	—	13.32	—	—
Level 6	15.90	—	15.74	15.74	—
Level 7	16.52	—	18.27	17.46	—
Food service occupations	6.18	5.97	11.16	6.64	5.11
Level 1	5.09	5.07	—	4.97	5.22

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, August 1997 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations (-Continued)					
Food service occupations (-Continued)					
Level 2	\$5.85	\$5.85	—	\$6.08	\$5.47
Level 3	4.93	4.93	—	5.09	4.52
Level 4	7.28	7.28	—	7.33	—
Level 5	10.44	10.40	—	10.44	—
Health service occupations					
Level 2	8.03	7.98	—	8.00	8.23
Level 3	7.44	7.45	—	7.45	—
Level 4	7.95	7.94	—	8.00	—
Level 5	8.66	8.66	—	—	—
Cleaning and building service occupations					
Level 1	7.70	7.52	\$8.49	7.92	6.00
Level 2	6.14	6.05	—	6.21	5.88
Level 3	6.87	6.81	—	6.89	—
Level 4	8.65	8.54	—	8.65	—
Level 5	9.46	—	—	9.48	—
Personal service occupations					
Level 1	9.45	9.70	8.22	10.31	7.65
Level 2	4.70	—	—	—	—
Level 3	6.52	—	6.86	—	6.66
Level 4	7.22	7.32	—	7.78	6.74
Level 5	14.49	14.66	—	14.38	—
Level 6	9.71	9.72	—	9.77	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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 Each occupation for which wage 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 ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

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

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, August 1997

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations:					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Electrical and electronic engineers	\$31.82	\$31.82	—	\$31.82	—
Engineers, N.E.C.	32.56	32.82	—	32.56	—
Level 11	31.27	31.27	—	31.27	—
Computer systems analysts and scientists	27.63	29.44	—	27.63	—
Level 11	31.50	31.50	—	31.50	—
Physicians	41.94	42.65	—	40.82	—
Registered nurses	18.38	18.39	—	18.01	\$20.02
Level 8	18.43	18.47	—	17.99	—
Level 9	19.36	19.36	—	19.01	—
Physical therapists	26.04	26.04	—	—	—
Elementary school teachers	20.88	—	\$20.88	21.13	17.61
Level 8	20.00	—	20.00	20.27	—
Level 9	22.55	—	—	22.55	—
Secondary school teachers	23.50	—	23.49	23.50	—
Level 9	24.83	—	24.89	24.83	—
Teachers, N.E.C.	19.13	21.86	—	22.02	—
Level 6	13.58	13.58	—	—	—
Librarians	20.74	—	21.14	20.74	—
Psychologists	20.63	—	—	—	—
Social workers	14.25	13.97	—	14.15	—
Lawyers	26.68	—	—	26.68	—
Technical occupations:					
Radiological technicians	15.39	15.39	—	—	—
Licensed practical nurses	12.43	12.44	—	12.64	—
Level 5	13.25	13.25	—	13.35	—
Level 6	13.37	13.37	—	13.37	—
Health technologists and technicians, N.E.C.	11.51	11.51	—	12.23	9.26
Level 4	10.29	10.29	—	10.90	—
Electrical and electronic technicians	16.64	16.18	—	16.64	—
Level 8	19.83	—	—	19.83	—
Engineering technicians, N.E.C.	18.55	18.65	—	18.55	—
Drafters	13.51	—	—	13.51	—
Computer programmers	24.63	24.63	—	24.63	—
Legal assistants	14.25	—	—	14.25	—
Technical and related occupations, N.E.C.	15.86	16.02	—	16.02	—
Level 7	15.87	15.65	—	15.87	—
Executive, administrative, and managerial occupations:					
Administrators and officials, public administration	28.95	—	28.95	29.16	—
Financial managers	28.53	30.22	—	28.53	—
Level 11	26.02	—	—	26.02	—
Personnel and labor relations managers	26.79	23.51	—	28.29	—
Managers., marketing, advertising and public relations	32.14	32.14	—	32.14	—
Administrators, education and related fields	32.50	—	36.30	32.50	—
Managers, medicine and health	29.66	30.22	—	29.66	—
Managers, service organizations, N.E.C.	30.44	31.43	—	30.44	—
Managers and administrators, N.E.C.	31.90	31.82	—	31.90	—
Level 8	23.76	23.78	—	23.76	—
Level 9	20.80	20.80	—	20.80	—
Level 11	30.20	30.22	—	30.20	—
Level 12	39.48	39.48	—	39.48	—
Accountants and auditors	19.70	18.42	—	19.70	—
Level 9	21.62	21.62	—	21.62	—
Other financial officers	23.72	23.12	—	23.72	—
Personnel, training, and labor relations specialists	17.43	17.43	—	17.43	—
Level 9	18.17	18.17	—	18.17	—
Purchasing agents and buyers, N.E.C.	18.69	18.69	—	18.69	—
Management related occupations, N.E.C.	20.74	21.15	20.02	20.67	—
Level 9	23.46	22.70	—	23.46	—
Level 11	30.11	—	—	30.11	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, August 1997
— Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Sales occupations:					
Supervisors, sales occupations	\$16.03	\$16.74	—	\$16.37	—
Level 5	12.67	12.54	—	—	—
Sales occupations, other business services	15.42	15.42	—	15.42	—
Sales representatives, mining, manufacturing, and wholesale	18.00	18.00	—	18.00	—
Sales workers, other commodities	14.56	14.56	—	16.82	\$8.08
Level 3	8.84	8.84	—	—	—
Level 4	9.69	9.69	—	10.05	—
Cashiers	8.72	8.72	—	9.42	7.68
Level 1	6.07	6.07	—	—	—
Level 3	8.23	8.23	—	8.75	7.53
Level 4	11.68	11.68	—	11.67	11.72
Sales support occupations, N.E.C.	10.79	10.79	—	11.82	—
Level 4	12.06	12.06	—	12.06	—
Administrative support occupations, including clerical:					
Supervisors, general office	17.66	17.23	—	17.66	—
Level 8	19.36	—	—	19.36	—
Supervisors, financial records processing	15.30	16.63	—	15.30	—
Level 7	14.16	16.57	—	14.16	—
Supervisors, distribution, scheduling, and adjusting clerks	14.30	14.30	—	14.30	—
Computer operators	14.37	—	—	—	—
Secretaries	11.88	12.20	\$10.73	11.90	—
Level 3	10.38	10.38	—	10.20	—
Level 4	11.04	11.13	—	11.04	—
Level 5	11.40	11.94	10.36	11.40	—
Level 6	11.98	—	—	11.98	—
Level 7	16.59	16.68	—	16.59	—
Stenographers	12.13	12.13	—	12.26	—
Typists	9.79	—	—	9.79	—
Transportation ticket and reservation agents	10.28	10.28	—	10.34	—
Receptionists	8.65	8.65	—	8.74	—
Information clerks, N.E.C.	10.32	10.32	—	10.32	—
Order clerks	—	—	—	11.57	—
Records clerks, N.E.C.	9.92	10.53	—	9.94	—
Level 3	8.58	8.98	—	8.59	—
Bookkeepers, accounting and auditing clerks	10.05	9.96	—	9.98	—
Level 4	9.98	9.98	—	9.72	—
Level 5	10.61	10.55	—	10.66	—
Payroll and timekeeping clerks	12.08	12.12	—	12.08	—
Dispatchers	9.59	—	—	9.84	—
Traffic, shipping and receiving clerks	10.80	10.80	—	10.80	—
Level 3	10.04	10.04	—	10.04	—
Stock and inventory clerks	11.34	10.95	—	11.34	—
Level 4	11.56	—	—	11.56	—
Insurance adjusters, examiners, & investigators ..	16.01	16.01	—	16.01	—
Investigators and adjusters except insurance	10.84	10.65	—	10.90	—
Level 3	8.06	8.06	—	8.06	—
Level 4	10.06	10.06	—	10.06	—
Level 5	11.92	—	—	11.92	—
Bill and account collectors	10.42	10.50	—	10.70	—
General office clerks	9.18	9.64	8.52	9.51	7.32
Level 1	6.99	—	—	—	—
Level 2	7.88	8.27	—	7.96	—
Level 3	10.01	10.66	9.24	9.99	—
Level 4	9.25	10.11	—	9.50	—
Bank tellers	8.95	8.95	—	—	—
Data entry keyers	8.78	8.78	—	8.83	—
Level 2	8.32	8.32	—	8.24	—
Level 3	9.31	9.31	—	9.31	—
Teachers' aides	7.13	—	7.06	—	7.03
Administrative support occupations, N.E.C.	10.19	9.82	—	11.01	7.88
Level 2	8.91	8.91	—	—	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, August 1997
— Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Administrative support occupations, including clerical: (-Continued)					
Administrative support occupations, N.E.C. (-Continued)					
Level 4	\$10.94	\$10.46	—	\$11.00	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Automobile mechanics	20.02	—	—	20.02	—
Bus, truck, and stationary engine mechanics	15.55	—	—	15.55	—
Machinery maintenance occupations	14.35	13.82	—	14.35	—
Level 5	13.39	—	—	13.39	—
Mechanics and repairers, N.E.C.	14.57	14.08	—	14.60	—
Level 7	16.97	—	—	16.97	—
Carpenters	13.31	13.31	—	13.31	—
Electricians	13.04	12.96	—	13.03	—
Level 7	16.80	16.55	—	16.95	—
Painters, construction and maintenance	10.06	10.06	—	10.06	—
Construction trades, N.E.C.	14.18	—	—	14.18	—
Supervisors, production occupations	18.79	18.22	—	18.79	—
Level 7	18.70	—	—	18.70	—
Electrical and electronic equipment assemblers ..	11.64	11.64	—	11.64	—
Butchers and meat cutters	12.38	12.38	—	12.40	—
Machine operators, assemblers, and inspectors:					
Packaging and filling machine operators	9.74	9.74	—	9.74	—
Miscellaneous machine operators, N.E.C.	9.89	9.89	—	9.89	—
Level 3	9.86	9.86	—	9.86	—
Level 4	10.35	10.35	—	10.35	—
Welders and cutters	14.35	—	—	14.35	—
Assemblers	8.19	8.19	—	8.20	—
Level 2	8.00	8.00	—	8.01	—
Level 3	7.35	7.35	—	7.32	—
Level 4	9.95	9.95	—	9.95	—
Production inspectors, checkers and examiners ..	10.62	10.62	—	10.62	—
Transportation and material moving occupations:					
Truck drivers	12.62	12.59	—	12.62	—
Level 3	11.10	—	—	11.10	—
Bus drivers	12.38	—	—	—	—
Industrial truck and tractor equipment operators ..	10.86	10.86	—	10.86	—
Handlers, equipment cleaners, helpers, and laborers:					
Groundskeepers and gardeners except farm	7.02	—	—	—	—
Helpers, construction trades	7.58	7.58	—	7.58	—
Production helpers	7.76	7.76	—	7.76	—
Level 1	6.62	6.62	—	6.62	—
Stock handlers and baggers	7.83	7.62	—	9.58	\$5.73
Level 1	5.45	5.45	—	—	5.40
Level 3	8.47	8.47	—	8.38	—
Machine feeders and offbearers	10.19	10.19	—	10.21	—
Freight, stock, and material handlers, N.E.C.	9.03	9.03	—	9.33	—
Level 1	6.31	6.31	—	—	—
Hand packers and packagers	7.54	7.54	—	7.52	—
Laborers except construction, N.E.C.	7.07	6.87	—	7.54	—
Level 1	5.72	5.62	—	5.87	—
Level 2	8.37	8.09	—	8.53	—
Service occupations:					
Protective service occupations:					
Firefighting occupations	13.24	—	\$15.10	14.14	—
Police and detectives, public service	19.07	—	19.14	19.14	—
Level 6	17.76	—	—	—	—
Level 7	19.34	—	19.34	19.34	—
Guards and police except public service	—	—	—	—	7.52
Level 3	7.69	7.55	—	7.51	—
Protective service occupations, N.E.C.	9.22	—	9.22	—	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, August 1997 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations: (-Continued)					
Food service occupations:					
Supervisors, food preparation and service occupations	\$10.98	\$10.42	—	\$11.37	—
Level 5	10.57	—	—	10.57	—
Bartenders	4.63	4.63	—	—	—
Waiters and waitresses	2.43	2.43	—	2.38	\$2.56
Level 3	2.27	2.27	—	2.18	2.46
Cooks	7.75	7.75	—	7.96	—
Level 3	7.39	7.39	—	7.43	—
Level 4	8.03	8.03	—	8.03	—
Food counter, fountain, and related occupations	5.73	5.73	—	5.90	5.64
Level 1	5.55	5.55	—	—	—
Kitchen workers, food preparation	7.35	7.47	—	8.53	6.24
Level 2	7.91	7.91	—	—	—
Level 3	8.30	8.30	—	—	—
Waiters/Waitresses' assistants	4.66	4.66	—	4.58	4.95
Level 1	4.51	4.51	—	4.49	—
Food preparation occupations, N.E.C.	6.09	6.09	—	6.58	5.33
Level 1	5.42	5.42	—	5.62	5.19
Level 2	5.81	5.81	—	5.99	—
Health service occupations:					
Health aides, except nursing	8.32	8.32	—	8.24	—
Level 3	8.47	8.47	—	—	—
Nursing aides, orderlies and attendants	7.94	7.87	—	7.95	—
Level 2	7.47	7.49	—	7.49	—
Level 3	7.85	7.83	—	7.93	—
Cleaning and building service occupations:					
Supervisors, cleaning & building service workers	11.33	10.15	—	11.33	—
Maids and housemen	5.95	5.95	—	5.95	—
Level 1	5.84	5.84	—	5.84	—
Janitors and cleaners	7.69	7.66	\$7.80	7.98	6.00
Level 1	6.24	6.12	—	6.38	5.88
Level 2	6.87	6.80	—	6.89	—
Level 3	8.93	8.88	—	8.93	—
Level 4	9.51	—	—	—	—
Personal service occupations:					
Attendants, amusement and recreation facilities ..	7.98	—	7.89	—	—
Welfare service aides	7.96	—	—	8.50	—
Early childhood teachers' assistants	7.17	—	—	—	—
Child care workers, N.E.C.	7.95	—	6.86	—	6.22
Service occupations, N.E.C.	6.81	6.77	—	—	6.25

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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 Each occupation for which wage 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 ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

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

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Phoenix-Mesa, AZ, August 1997

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$14.76	\$8.05	\$15.67	\$13.83	\$13.86	\$18.31
All occupations excluding sales	14.70	8.08	16.05	13.80	14.02	14.25
White-collar occupations	18.51	10.21	20.59	17.55	17.59	20.41
White-collar excluding sales	18.90	11.23	25.02	18.02	18.34	16.24
Professional specialty and technical occupations	22.81	15.41	43.42	21.21	22.22	—
Professional specialty occupations	23.93	16.07	—	23.29	23.18	—
Technical occupations	20.43	12.47	55.66	16.18	20.06	—
Executive, administrative, and managerial occupations ...	27.11	—	—	27.11	27.04	—
Sales occupations	15.62	7.91	12.35	14.27	11.19	21.39
Administrative support including clerical occupations	11.24	8.21	12.84	10.80	10.86	—
Blue-collar occupations	11.66	6.38	12.99	10.85	11.20	14.96
Precision production, craft, and repair occupations	14.53	11.07	14.85	14.40	14.28	19.43
Machine operators, assemblers, and inspectors	9.65	—	12.35	9.18	9.63	—
Transportation and material moving occupations	12.47	6.68	14.40	9.20	11.53	—
Handlers, equipment cleaners, helpers, and laborers	8.54	5.80	9.55	7.65	8.07	—
Service occupations	8.61	6.18	15.54	7.45	8.12	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. Individual occupations are classified into one of nine major occupational groups.

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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², Phoenix-Mesa, AZ, August 1997

Occupational group ³	All private industries	Goods-producing industries ⁴				Service-producing industries ⁵				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All occupations	\$13.44	\$15.32	—	—	\$15.46	—	—	—	\$15.93	—
All occupations excluding sales	13.39	15.15	—	—	15.33	—	—	—	15.01	—
White-collar occupations	17.41	23.76	—	—	24.48	—	—	—	16.54	—
White-collar excluding sales	18.09	23.78	—	—	24.59	—	—	—	15.59	—
Professional specialty and technical occupations	22.52	26.63	—	—	27.40	—	—	—	20.73	—
Professional specialty occupations	23.80	30.79	—	—	31.22	—	—	—	—	—
Technical occupations	20.57	17.84	—	—	17.97	—	—	—	22.28	—
Executive, administrative, and managerial occupations	26.93	28.18	—	—	28.48	—	—	—	25.26	—
Sales occupations	14.02	23.33	—	—	22.44	—	—	—	26.98	—
Administrative support, including clerical occupations	11.01	12.49	—	—	12.44	—	—	—	11.66	—
Blue-collar occupations	11.09	10.98	—	—	10.29	—	—	—	—	—
Precision production, craft, and repair occupations	14.20	13.15	—	—	13.43	—	—	—	—	—
Machine operators, assemblers, and inspectors	9.60	9.88	—	—	9.67	—	—	—	—	—
Transportation and material moving occupations	11.39	12.74	—	—	12.00	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.97	8.12	—	—	7.65	—	—	—	—	—
Service occupations	7.24	10.47	—	—	9.34	—	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. 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. Individual occupations are classified into one of nine

major occupational groups.

⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Phoenix-Mesa, AZ, August 1997

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$13.44	\$12.32	\$13.63	\$12.30	\$14.98
All occupations excluding sales	13.39	11.49	13.71	12.18	15.17
White-collar occupations	17.41	18.53	17.26	15.84	18.38
White-collar excluding sales	18.09	17.91	18.11	16.67	19.06
Professional specialty and technical occupations	22.52	21.94	22.57	17.26	25.13
Professional specialty occupations	23.80	26.52	23.68	19.37	25.75
Technical occupations	20.57	19.86	20.69	13.68	24.07
Executive, administrative, and managerial occupations ...	26.93	25.20	27.21	25.91	28.74
Sales occupations	14.02	20.66	12.82	13.27	11.92
Administrative support, including clerical occupations	11.01	11.99	10.88	10.82	10.92
Blue-collar occupations	11.09	10.70	11.16	10.58	12.08
Precision production, craft, and repair occupations	14.20	14.78	14.11	13.61	14.95
Machine operators, assemblers, and inspectors	9.60	7.29	9.88	9.60	10.18
Transportation and material moving occupations	11.39	11.28	11.44	9.18	13.40
Handlers, equipment cleaners, helpers, and laborers	7.97	7.07	8.12	7.83	8.97
Service occupations	7.24	5.77	7.62	7.33	7.94

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. 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. Individual occupations are classified into one of nine major occupational groups.

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

Table C-4. Number of workers¹ represented by occupational group, Phoenix-Mesa, AZ, August 1997

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	797,610	660,216	137,394
All occupations excluding sales	737,654	601,401	136,253
White-collar occupations	421,628	329,432	92,196
White-collar excluding sales	361,672	270,617	91,055
Professional specialty and technical occupations	145,366	95,837	49,529
Professional specialty occupations	104,280	58,374	45,906
Technical occupations	41,086	37,463	3,623
Executive, administrative, and managerial occupations ...	63,146	49,385	13,762
Sales occupations	59,956	58,815	—
Administrative support including clerical occupations	153,160	125,396	27,764
Blue-collar occupations	186,115	174,033	12,082
Precision production, craft, and repair occupations	68,339	62,602	5,736
Machine operators, assemblers, and inspectors	45,995	45,816	—
Transportation and material moving occupations	21,375	17,730	3,645
Handlers, equipment cleaners, helpers, and laborers	50,406	47,884	2,522
Service occupations	189,867	156,751	33,116

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of

nine major occupational groups.

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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. While 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, which was based on the type of data to be produced, had to be developed before data collection could begin.

Survey scope

This survey of the Phoenix-Mesa, AZ, Metropolitan Statistical Area 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 was an economic unit which 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 was usually at a single physical location. For State and local governments, an establishment was defined as all locations of a government entity.

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

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from the State unemployment insurance reports for the Phoenix-Mesa, AZ, Metropolitan Statistical Area. The reference month for the public sector is June 1994. 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 reference month for the private sector is June 1995. 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 re-

moved, and addresses, employment levels, industry classification, and other information were updated.

Sample design

The sample for this survey area was selected using a two stage stratified design with probability proportional to 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 which were not selected for collection. See appendix table 1 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Collection was the responsibility of the field economists, working out of the Regional Office, who visited each establishment surveyed.

Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs.
2. Classification of jobs into occupations based on the Census of Population system.
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive.
4. Determination of the level of work of each job.

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

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

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

The number of jobs collected in each establishment was based on an establishment's employment size as shown in the following schedule:

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

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

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

- 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

A complete list of all individual occupations, classified by the MOG to which they belong, is contained in appendix B.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms.

Then the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of Terms" section on the following page for more detail.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

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 which written description best matched the job. Within each occupation, the points for 9 factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents average work levels for published occupational groups and selected occupations. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a

leveled job and a guide to help data users evaluate jobs in their firm.

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. Detailed research continues in the area. The results of this research will be published by BLS in the future.

Collection period

The survey was collected from June 1997 through January 1998. The average payroll reference month was August 1997. For each establishment in the survey, the data reflect the establishment's practices on the day of collection.

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
- On-call pay

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 (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)

In order to calculate earnings for various time periods (hourly, weekly, and annual), data on work schedules were

also 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 and the example for more details on the leveling process.)

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

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

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

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

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

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

Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment/occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe.

Weights were used to aggregate the individual establishment/occupations into the various data series. Of the establishments surveyed, 28.7 percent (representing 226,736 employees) refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar “cells” were adjusted to account for the missing data. This technique assumes that the mean value of the nonrespondents equals the mean value of the respondents at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells which were additionally defined by major occupation group and job level.

Establishments which were determined to be out of business or outside the scope of the survey (4.6 percent of the total sample) 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.

Estimation

The wage series in the tables are computed by combining the wages for individual establishment/occupations. Before being combined, individual wage rates are weighted by: number of workers; the sample weight adjusted for nonresponding establishments and other factors; and the occupation work schedule, varying depending on whether hourly, weekly, or annual rates are being calculated.

Not all series that were calculated 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 publishing a series that could have revealed information about a specific establishment.

The number of workers estimates 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 only to indicate the relative importance of the occupational groups studied.

Data reliability

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

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

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. Appendix table 2 contains RSE data for selected series in this bulletin. RSE data for all series in this bulletin are available on the Internet web site and by request to the BLS National Office.

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose table A-1 shows that mean hourly earnings for all workers was \$12.79 per hour, and appendix table 2 shows a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (\$12.79 plus and minus 1.645 times 3.6 percent times \$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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, Phoenix-Mesa, AZ, August 1997

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	3,440	279	60	219	126	93
Private industry	3,270	251	58	193	122	71
Goods-producing industries	719	62	9	53	31	22
Mining	8	2	—	2	1	1
Construction	335	15	5	10	10	—
Manufacturing	376	45	4	41	20	21
Service-producing industries	2,551	189	49	140	91	49
Transportation and public utilities	99	13	3	10	3	7
Wholesale and retail trade	1,260	59	20	39	28	11
Finance, insurance and real estate	171	17	3	14	6	8
Services	1,022	100	23	77	54	23
State and local government	170	28	2	26	4	22

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

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Phoenix-Mesa, AZ, August 1997

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	2.2%	2.5%	3.6%
All occupations excluding sales	2.3	2.6	3.6
White-collar occupations	2.2	2.4	4.6
White-collar occupations excluding sales	2.2	2.5	4.7
Professional specialty and technical occupations	2.8	3.7	3.6
Professional specialty occupations	3.1	4.5	3.4
Engineers, architects, and surveyors	3.2	3.2	9.3
Electrical and electronic engineers	2.2	2.2	-
Engineers, N.E.C.	4.4	4.5	-
Mathematical and computer scientists	6.5	6.7	-
Computer systems analysts and scientists	7.2	5.8	-
Natural scientists	-	-	-
Health related occupations	4.7	4.9	-
Physicians	13.9	15.7	-
Registered nurses	1.1	1.1	-
Physical therapists	8.0	8.0	-
Teachers, college and university	11.5	7.8	-
Teachers, except college and university	4.1	8.0	4.3
Elementary school teachers	5.3	-	5.4
Secondary school teachers	3.2	-	3.3
Teachers, N.E.C.	11.8	10.0	-
Librarians, archivists, and curators	9.6	-	9.9
Librarians	9.6	-	9.9
Social scientists and urban planners	9.2	-	-
Psychologists	9.9	-	-
Social, recreation, and religious workers	11.1	15.4	6.6
Social workers	12.8	15.4	-
Lawyers and judges	8.6	-	-
Lawyers	8.6	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	38.4	39.2	-
Technical occupations	6.3	6.6	11.4
Radiological technicians	5.9	5.9	-
Licensed practical nurses	3.2	3.3	-
Health technologists and technicians, N.E.C.	9.6	9.6	-
Electrical and electronic technicians	4.5	4.6	-
Engineering technicians, N.E.C.	5.2	5.2	-
Drafters	5.8	-	-
Computer programmers	4.5	4.5	-
Legal assistants	17.7	-	-
Technical and related occupations, N.E.C.	8.3	9.1	-
Executive, administrative, and managerial occupations ...	3.8	3.4	12.5
Executives, administrators, and managers	4.4	4.0	14.8
Administrators and officials, public administration	9.2	-	9.2
Financial managers	8.8	8.6	-
Personnel and labor relations managers	13.6	10.2	-
Managers., marketing, advertising and public relations	7.7	7.7	-
Administrators, education and related fields	20.2	-	21.6
Managers, medicine and health	13.4	14.5	-
Managers, service organizations, N.E.C.	16.2	17.1	-
Managers and administrators, N.E.C.	5.7	5.8	-
Management related occupations	3.9	3.1	13.2
Accountants and auditors	6.8	5.6	-
Other financial officers	5.4	4.8	-
Personnel, training, and labor relations specialists	5.6	5.6	-
Purchasing agents and buyers, N.E.C.	8.2	8.2	-
Management related occupations, N.E.C.	8.0	6.2	19.3
Sales occupations	8.5	8.7	-
Supervisors, sales occupations	13.0	14.4	-
Sales occupations, other business services	6.0	6.0	-

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Phoenix-Mesa, AZ, August 1997 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Sales occupations (-Continued)			
Sales representatives, mining, manufacturing, and wholesale	8.8%	8.8%	-
Sales workers, other commodities	19.0	19.0	-
Cashiers	7.1	7.1	-
Sales support occupations, N.E.C.	6.7	6.7	-
Administrative support occupations, including clerical	1.8	2.0	4.7%
Supervisors, general office	4.6	4.6	-
Supervisors, financial records processing	7.4	4.3	-
Supervisors, distribution, scheduling, and adjusting clerks	11.2	11.2	-
Computer operators	9.6	-	-
Secretaries	3.1	3.5	2.5
Stenographers	1.5	1.5	-
Typists	6.3	-	-
Transportation ticket and reservation agents	9.4	9.4	-
Receptionists	4.7	4.7	-
Information clerks, N.E.C.	7.6	7.6	-
Records clerks, N.E.C.	7.9	9.5	-
Bookkeepers, accounting and auditing clerks	3.7	3.7	-
Payroll and timekeeping clerks	7.0	7.1	-
Dispatchers	9.2	-	-
Traffic, shipping and receiving clerks	8.6	8.6	-
Stock and inventory clerks	10.3	10.6	-
Insurance adjusters, examiners, & investigators ..	12.7	12.7	-
Investigators and adjusters except insurance	5.0	5.1	-
Bill and account collectors	5.2	6.0	-
General office clerks	5.4	7.8	5.2
Bank tellers	3.4	3.4	-
Data entry keyers	3.2	3.2	-
Teachers' aides	4.4	-	4.3
Administrative support occupations, N.E.C.	4.1	3.9	-
Blue-collar occupations			
Precision production, craft, and repair occupations	2.5	2.6	7.1
Automobile mechanics	2.9	3.0	5.6
Bus, truck, and stationary engine mechanics	4.0	-	-
Machinery maintenance occupations	6.7	-	-
Mechanics and repairers, N.E.C.	8.3	8.2	-
Carpenters	6.0	6.9	-
Electricians	5.0	5.0	-
Painters, construction and maintenance	11.5	11.5	-
Construction trades, N.E.C.	8.5	8.5	-
Supervisors, production occupations	11.7	-	-
Electrical and electronic equipment assemblers ..	4.1	3.7	-
Butchers and meat cutters	8.5	8.5	-
Machine operators, assemblers, and inspectors	15.7	15.7	-
Packaging and filling machine operators	3.5	3.5	-
Miscellaneous machine operators, N.E.C.	7.2	7.2	-
Welders and cutters	3.7	3.7	-
Assemblers	8.9	-	-
Production inspectors, checkers and examiners ..	6.5	6.5	-
Transportation and material moving occupations	7.5	7.5	-
Truck drivers	7.2	8.5	6.4
Bus drivers	4.5	4.8	-
Industrial truck and tractor equipment operators ..	5.5	-	-
Handlers, equipment cleaners, helpers, and laborers	10.5	10.5	-
Groundskeepers and gardeners except farm	4.6	4.9	15.7
Helpers, construction trades	7.0	-	-
Production helpers	9.3	9.3	-
Stock handlers and baggers	7.9	7.9	-
Machine feeders and offbearers	6.6	7.3	-
Freight, stock, and material handlers, N.E.C.	12.6	12.6	-
	12.2	12.2	-

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Phoenix-Mesa, AZ, August 1997 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
Blue-collar occupations (-Continued)			
Handlers, equipment cleaners, helpers, and laborers (-Continued)			
Hand packers and packagers	13.4%	13.4%	—
Laborers except construction, N.E.C.	9.1	9.2	—
Service occupations	3.0	2.8	4.6%
Protective service occupations	12.8	—	5.5
Firefighting occupations	11.4	—	2.8
Police and detectives, public service	1.5	—	1.4
Protective service occupations, N.E.C.	12.0	—	12.0
Food service occupations	4.2	4.3	2.4
Supervisors, food preparation and service occupations	6.2	9.1	—
Bartenders	8.5	8.5	—
Waiters and waitresses	4.3	4.3	—
Cooks	3.9	3.9	—
Food counter, fountain, and related occupations	4.8	4.8	—
Kitchen workers, food preparation	9.0	9.7	—
Waiters/Waitresses' assistants	6.5	6.5	—
Food preparation occupations, N.E.C.	7.2	7.2	—
Health service occupations	2.2	2.2	—
Health aides, except nursing	5.4	5.4	—
Nursing aides, orderlies and attendants	2.1	2.0	—
Cleaning and building service occupations	6.4	7.5	8.7
Supervisors, cleaning & building service workers	12.5	13.5	—
Maids and housemen	1.8	1.8	—
Janitors and cleaners	7.7	9.6	5.8
Personal service occupations	7.8	9.3	8.1
Attendants, amusement and recreation facilities ..	12.9	—	10.5
Welfare service aides	9.5	—	—
Early childhood teachers' assistants	2.5	—	—
Child care workers, N.E.C.	20.8	—	1.8
Service occupations, N.E.C.	8.5	8.8	—

¹ The relative standard error is the standard error expressed as a percent of the estimate. Hourly earnings for these occupations are presented in Tables A-1 and A-2. Reliable relative standard errors could not be determined for all occupations.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

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

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Phoenix-Mesa, AZ, August 1997

Occupation ¹	All workers	Full-time workers	Part-time workers
All occupations	5	6	3
All occupations excluding sales	5	6	3
White-collar occupations	6	7	5
White-collar occupations excluding sales	7	7	5
Professional specialty and technical occupations	8	8	8
Professional specialty occupations	9	9	9
Engineers, architects, and surveyors	10	10	—
Electrical and electronic engineers	10	10	—
Engineers, N.E.C.	11	11	—
Mathematical and computer scientists	10	10	—
Computer systems analysts and scientists	10	10	—
Natural scientists	—	—	—
Health related occupations	9	9	8
Physicians	12	12	—
Registered nurses	8	8	8
Physical therapists	9	—	—
Teachers, college and university	12	12	11
Teachers, except college and university	8	8	8
Elementary school teachers	8	8	8
Secondary school teachers	8	8	—
Teachers, N.E.C.	7	6	—
Librarians, archivists, and curators	8	8	—
Librarians	8	8	—
Social scientists and urban planners	10	10	—
Psychologists	10	—	—
Social, recreation, and religious workers	7	7	—
Social workers	8	7	—
Lawyers and judges	11	11	—
Lawyers	11	11	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	7	8	—
Technical occupations	7	7	6
Radiological technicians	6	—	—
Licensed practical nurses	5	5	—
Health technologists and technicians, N.E.C.	4	4	5
Electrical and electronic technicians	7	7	—
Engineering technicians, N.E.C.	7	7	—
Drafters	6	6	—
Computer programmers	9	9	—
Legal assistants	5	5	—
Technical and related occupations, N.E.C.	7	7	—
Executive, administrative, and managerial occupations	10	10	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	10	10	—
Financial managers	11	11	—
Personnel and labor relations managers	11	11	—
Managers, marketing, advertising and public relations	10	10	—
Administrators, education and related fields	11	11	—
Managers, medicine and health	11	11	—
Managers, service organizations, N.E.C.	11	11	—
Managers and administrators, N.E.C.	11	11	—
Management related occupations	8	8	—
Accountants and auditors	8	8	—
Other financial officers	8	8	—
Personnel, training, and labor relations specialists	8	8	—
Purchasing agents and buyers, N.E.C.	7	7	—
Management related occupations, N.E.C.	8	8	—
Sales occupations	4	5	3
Supervisors, sales occupations	6	6	—
Sales occupations, other business services	6	6	—
Sales representatives, mining, manufacturing, and wholesale	8	8	—
Sales workers, other commodities	5	5	3
Cashiers	3	3	3
Sales support occupations, N.E.C.	4	4	—
Administrative support occupations, including clerical	4	4	3
Supervisors, general office	7	7	—
Supervisors, financial records processing	7	7	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Phoenix-Mesa, AZ, August 1997 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Supervisors, distribution, scheduling, and adjusting clerks	6	6	—
Computer operators	6	—	—
Secretaries	5	5	—
Stenographers	5	5	—
Typists	3	3	—
Transportation ticket and reservation agents	4	4	—
Receptionists	3	3	—
Information clerks, N.E.C.	4	4	—
Order clerks	—	3	—
Records clerks, N.E.C.	3	3	—
Bookkeepers, accounting and auditing clerks	4	4	—
Payroll and timekeeping clerks	5	5	—
Dispatchers	3	3	—
Traffic, shipping and receiving clerks	3	3	—
Stock and inventory clerks	4	4	—
Insurance adjusters, examiners, & investigators	5	5	—
Investigators and adjusters except insurance	4	5	—
Bill and account collectors	5	5	—
General office clerks	3	3	2
Bank tellers	3	—	—
Data entry keyers	2	2	—
Teachers' aides	2	—	2
Administrative support occupations, N.E.C.	4	5	2
Blue-collar occupations	4	4	2
Precision production, craft, and repair occupations	6	6	5
Automobile mechanics	6	6	—
Bus, truck, and stationary engine mechanics	6	6	—
Machinery maintenance occupations	5	5	—
Mechanics and repairers, N.E.C.	6	6	—
Carpenters	6	6	—
Electricians	5	5	—
Painters, construction and maintenance	4	4	—
Construction trades, N.E.C.	6	6	—
Supervisors, production occupations	7	7	—
Electrical and electronic equipment assemblers	4	4	—
Butchers and meat cutters	5	5	—
Machine operators, assemblers, and inspectors	3	3	—
Packaging and filling machine operators	3	3	—
Miscellaneous machine operators, N.E.C.	3	3	—
Welders and cutters	6	6	—
Assemblers	3	3	—
Production inspectors, checkers and examiners	4	4	—
Transportation and material moving occupations	3	4	2
Truck drivers	4	4	—
Bus drivers	4	—	—
Industrial truck and tractor equipment operators	4	4	—
Handlers, equipment cleaners, helpers, and laborers	2	2	2
Groundskeepers and gardeners except farm	2	—	—
Helpers, construction trades	2	2	—
Production helpers	2	2	—
Stock handlers and baggers	2	3	2
Machine feeders and offbearers	3	3	—
Freight, stock, and material handlers, N.E.C.	2	3	—
Hand packers and packagers	2	2	—
Laborers except construction, N.E.C.	2	2	—
Service occupations	3	3	2
Protective service occupations	4	4	3
Firefighting occupations	7	7	—
Police and detectives, public service	7	7	—
Guards and police except public service	—	—	3
Protective service occupations, N.E.C.	2	—	—
Food service occupations	3	3	2
Supervisors, food preparation and service occupations	6	6	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Phoenix-Mesa, AZ, August 1997 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
Service occupations (-Continued)			
Food service occupations (-Continued)			
Bartenders	3	—	—
Waiters and waitresses	3	3	3
Cooks	3	3	—
Food counter, fountain, and related occupations	2	2	2
Kitchen workers, food preparation	2	2	2
Waiters/Waitresses' assistants	2	1	2
Food preparation occupations, N.E.C.	2	2	2
Health service occupations	3	3	4
Health aides, except nursing	3	3	—
Nursing aides, orderlies and attendants	3	3	—
Cleaning and building service occupations	2	2	2
Supervisors, cleaning & building service workers	5	5	—
Maids and housemen	1	1	—
Janitors and cleaners	2	2	2
Personal service occupations	3	4	2
Attendants, amusement and recreation facilities	3	—	—
Welfare service aides	3	4	—
Early childhood teachers' assistants	2	—	—
Child care workers, N.E.C.	3	—	2
Service occupations, N.E.C.	2	—	3

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. The occupations titled authors, musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Appendix B. Occupational Classifications

NOTE: The 4-digit code before each occupation title is used to classify it into one of three major groups. **White-collar** workers include those classified in Major groups A through D. **Blue-collar** workers include those classified in Major groups E through H. **Service** workers are classified in Major group K.

Major group A:

PROFESSIONAL SPECIALTY AND TECHNICAL OCCUPATIONS

PROFESSIONAL SPECIALTY OCCUPATIONS

ENGINEERS, ARCHITECTS, AND SURVEYORS

- A043 Architects
- A044 Aerospace Engineers
- A045 Metallurgical and Materials Engineers
- A046 Mining Engineers
- A047 Petroleum Engineers
- A048 Chemical Engineers
- A049 Nuclear Engineers
- A053 Civil Engineers
- A054 Agricultural Engineers
- A055 Electrical and Electronic Engineers
- A056 Industrial Engineers
- A057 Mechanical Engineers
- A058 Marine Engineers and Naval Architects
- A059 Engineers, n.e.c.¹
- A063 Surveyors and Mapping Scientists

MATHEMATICAL AND COMPUTER SCIENTISTS

- A064 Computer Systems Analysts and Scientists
- A065 Operations and Systems Researchers and Analysts
- A066 Actuaries
- A067 Statisticians
- A068 Mathematical Scientists, n.e.c.

NATURAL SCIENTISTS

- A069 Physicists and Astronomers
- A073 Chemists, Except Biochemists
- A074 Atmospheric and Space Scientists
- A075 Geologists and Geodesists
- A076 Physical Scientists, n.e.c.
- A077 Agricultural and Food Scientists
- A078 Biological and Life Scientists
- A079 Forestry and Conservation Scientists
- A083 Medical Scientists

HEALTH RELATED OCCUPATIONS

- A084 Physicians
- A085 Dentists
- A086 Veterinarians
- A087 Optometrists
- A088 Podiatrists
- A089 Health Diagnosing Practitioners, n.e.c.
- A095 Registered Nurses
- A096 Pharmacists
- A097 Dietitians
- A098 Respiratory Therapists
- A099 Occupational Therapists
- A103 Physical Therapists
- A104 Speech Therapists
- A105 Therapists, n.e.c.
- A106 Physicians' Assistants

TEACHERS, COLLEGE AND UNIVERSITY

- A113 Earth, Environmental and Marine Science Teachers

¹ n.e.c. in an occupation title means not elsewhere classified.

A114 Biological Science Teachers
A115 Chemistry Teachers
A116 Physics Teachers
A117 Natural Science Teachers, n.e.c.
A118 Psychology Teachers
A119 Economics Teachers
A123 History Teachers
A124 Political Science Teachers
A125 Sociology Teachers
A126 Social Science Teachers, n.e.c.
A127 Engineering Teachers
A128 Mathematical Science Teachers
A129 Computer Science Teachers
A133 Medical Science Teachers
A134 Health Specialties Teachers
A135 Business, Commerce and Marketing Teachers
A136 Agriculture and Forestry Teachers
A137 Art, Drama, and Music Teachers
A138 Physical Education Teachers
A139 Education Teachers
A143 English Teachers
A144 Foreign Language Teachers
A145 Law Teachers
A146 Social Work Teachers
A147 Theology Teachers
A148 Trade and Industrial Teachers
A149 Home Economics Teachers
A153 Teachers, Post Secondary, n.e.c.
A154 Post Secondary Teachers, Subject not specified

TEACHERS, EXCEPT COLLEGE AND UNIVERSITY

A155 Prekindergarten and Kindergarten Teachers
A156 Elementary School Teachers
A157 Secondary School Teachers
A158 Teachers, Special Education
A159 Teachers, n.e.c.
A160 Substitute Teachers
A163 Vocational and Educational Counselors

LIBRARIANS, ARCHIVISTS AND CURATORS

A164 Librarians
A165 Archivists and Curators

SOCIAL SCIENTISTS AND URBAN PLANNERS

A166 Economists
A167 Psychologists
A168 Sociologists
A169 Social Scientists, n.e.c.
A173 Urban Planners

SOCIAL, RECREATION, AND RELIGIOUS WORKERS

A174 Social Workers
A175 Recreation Workers
A176 Clergy
A177 Religious Workers, n.e.c.

LAWYERS AND JUDGES

A178 Lawyers
A179 Judges

WRITERS, AUTHORS, ENTERTAINERS, ATHLETES AND PROFESSIONALS, N.E.C.

A183 Authors
A184 Technical Writers
A185 Designers
A186 Musicians and Composers
A187 Actors and Directors
A188 Painters, Sculptors, Craft-Artists, and Artist Print-Makers
A189 Photographers
A193 Dancers
A194 Artists, Performers, and Related Workers, n.e.c.
A195 Editors and Reporters
A197 Public Relations Specialists
A198 Announcers
A199 Athletes
A999 Professional Occupations, n.e.c.

TECHNICAL OCCUPATIONS

HEALTH TECHNOLOGISTS AND TECHNICIANS

A203 Clinical Laboratory Technologists and Technicians
A204 Dental Hygienists
A205 Health Record Technologists and Technicians
A206 Radiologic Technicians
A207 Licensed Practical Nurses
A208 Health Technologists and Technicians, n.e.c.

ENGINEERING AND RELATED TECHNOLOGISTS AND TECHNICIANS

A213 Electrical and Electronic Technicians
A214 Industrial Engineering Technicians
A215 Mechanical Engineering Technicians
A216 Engineering Technicians, n.e.c.
A217 Drafters
A218 Surveying and Mapping Technicians

SCIENCE TECHNICIANS

- A223 Biological Technicians
- A224 Chemical Technicians
- A225 Science Technicians, n.e.c.

MISCELLANEOUS TECHNICIANS

- A226 Airplane Pilots and Navigators
- A227 Air Traffic Controllers
- A228 Broadcast Equipment Operators
- A229 Computer Programmers
- A233 Tool Programmers, Numerical Control
- A234 Legal Assistants
- A235 Technical and Related Occupations, n.e.c.

Major group B:

EXECUTIVE, ADMINISTRATIVE, AND MANAGERIAL OCCUPATIONS

EXECUTIVES, ADMINISTRATORS, AND MANAGERS

- B003 Legislators
- B004 Chief Executives and General Administrators, Public Administration
- B005 Administrators and Officials, Public Administration
- B007 Financial Managers
- B008 Personnel and Labor Relations Managers
- B009 Purchasing Managers
- B013 Managers; Marketing, Advertising and Public Relations
- B014 Administrators, Education and Related Fields
- B015 Managers, Medicine and Health
- B016 Postmasters and Mail Superintendents
- B017 Managers, Food Serving and Lodging Establishments
- B018 Managers, Properties and Real Estate
- B019 Funeral Directors
- B021 Managers, Service Organizations, n.e.c.
- B022 Managers and Administrators, n.e.c.

MANAGEMENT RELATED OCCUPATIONS

- B023 Accountants and Auditors
- B024 Underwriters
- B025 Other Financial Officers
- B026 Management Analysts
- B027 Personnel, Training, and Labor Relations Specialists

- B028 Purchasing Agents and Buyers, Farm Products
- B029 Buyers, Wholesale and Retail Trade, Except Farm Products
- B033 Purchasing Agents and Buyers, n.e.c.
- B034 Business and Promotion Agents
- B035 Construction Inspectors
- B036 Inspectors and Compliance Officers, Except Construction
- B037 Management Related Occupations, n.e.c.

Major group C:

SALES OCCUPATIONS

- C243 Supervisors: Sales Occupations

FINANCE AND BUSINESS SERVICES, SALES REPRESENTATIVES

- C253 Insurance Sales Occupations
- C254 Real Estate Sales Occupations
- C255 Securities and Financial Services Sales Occupations
- C256 Advertising and Related Sales Occupations
- C257 Sales Occupations, Other Business Services

SALES REPRESENTATIVES, COMMODITIES EXCEPT RETAIL

- C258 Sales Engineers
- C259 Sales Representatives; Mining, Manufacturing, and Wholesale

RETAIL AND PERSONAL SERVICES SALES WORKERS

- C263 Sales Workers, Motor Vehicles and Boats
- C264 Sales Workers, Apparel
- C265 Sales Workers, Shoes
- C266 Sales Workers, Furniture and Home Furnishings
- C267 Sales Workers, Radio, TV, Hi-Fi, and Appliances
- C268 Sales Workers, Hardware and Building Supplies
- C269 Sales Workers, Parts
- C274 Sales Workers, Other Commodities
- C275 Sales Counter Clerks
- C276 Cashiers
- C277 Street and Door-To-Door Sales Workers
- C278 News Vendors

SALES RELATED OCCUPATIONS

- C283 Demonstrators, Promoters, and Models, Sales
- C284 Auctioneers
- C285 Sales Support Occupations, n.e.c.

Major group D:

**ADMINISTRATIVE SUPPORT OCCUPATIONS,
INCLUDING CLERICAL**

SUPERVISORS, CLERICAL AND ADMINISTRATIVE
SUPPORT

- D303 Supervisors: General Office
- D304 Supervisors: Computer Equipment Operators
- D305 Supervisors: Financial Records Processing
- D306 Chief Communications Operators
- D307 Supervisors: Distribution, Scheduling, and
Adjusting Clerks

COMPUTER EQUIPMENT OPERATORS

- D308 Computer Operators
- D309 Peripheral Equipment Operators

SECRETARIES, STENOGRAPHERS, AND TYPISTS

- D313 Secretaries
- D314 Stenographers
- D315 Typists

INFORMATION CLERKS

- D316 Interviewers
- D317 Hotel Clerks
- D318 Transportation Ticket and Reservation Agents
- D319 Receptionists
- D323 Information Clerks, n.e.c.

RECORDS PROCESSING CLERKS, EXCEPT
FINANCIAL

- D325 Classified-Ad Clerks
- D326 Correspondence Clerks
- D327 Order Clerks
- D328 Personnel Clerks, Except Payroll and Time-
keeping
- D329 Library Clerks
- D335 File Clerks
- D336 Records Clerks, n.e.c.

FINANCIAL RECORDS PROCESSING CLERKS

- D337 Bookkeepers, Accounting and Auditing Clerks

- D338 Payroll and Timekeeping Clerks
- D339 Billing Clerks
- D343 Cost and Rate Clerks
- D344 Billing, Posting, and Calculating Machine
Operators

DUPLICATING, MAIL, AND OTHER OFFICE
MACHINE OPERATORS

- D345 Duplicating Machine Operators
- D346 Mail Preparing and Paper Handling Machine
Operators
- D347 Office Machine Operators, n.e.c.

COMMUNICATIONS EQUIPMENT OPERATORS

- D348 Telephone Operators
- D353 Communications Equipment Operators, n.e.c.

MAIL AND MESSAGE DISTRIBUTING
OCCUPATIONS

- D356 Mail Clerks, Except Postal Service
- D357 Messengers

MATERIAL RECORDING, SCHEDULING, AND
DISTRIBUTING CLERKS

- D359 Dispatchers
- D363 Production Coordinators
- D364 Traffic, Shipping, and Receiving Clerks
- D365 Stock and Inventory Clerks
- D366 Meter Readers
- D368 Weighers, Measurers, Checkers, and Samplers
- D373 Expeditors
- D374 Material Recording, Scheduling, and Distrib-
uting Clerks, n.e.c.

ADJUSTERS AND INVESTIGATORS

- D375 Insurance Adjusters, Examiners, and Investi-
gators
- D376 Investigators and Adjusters, Except Insurance
- D377 Eligibility Clerks, Social Welfare
- D378 Bill and Account Collectors

MISCELLANEOUS ADMINISTRATIVE SUPPORT
OCCUPATIONS

- D379 General Office Clerks
- D383 Bank Tellers
- D384 Proofreaders
- D385 Data Entry Keyers
- D386 Statistical Clerks
- D387 Teachers' Aides

D389 Administrative Support Occupations, n.e.c.

Major group E:

PRECISION PRODUCTION, CRAFT, AND REPAIR OCCUPATIONS

MECHANICS AND REPAIRERS

- E503 Supervisors: Mechanics and Repairers
- E505 Automobile Mechanics
- E506 Automobile Mechanic Apprentices
- E507 Bus, Truck, and Stationary Engine Mechanics
- E508 Aircraft Engine Mechanics
- E509 Small Engine Repairers
- E514 Automobile Body and Related Repairers
- E515 Aircraft Mechanics, Except Engine
- E516 Heavy Equipment Mechanic
- E517 Farm Equipment Mechanics
- E518 Industrial Machinery Repairers
- E519 Machinery Maintenance Occupations
- E523 Electronic Repairers, Communications and Industrial Equipment
- E525 Data Processing Equipment Repairers
- E526 Household Appliance and Power Tool Repairers
- E527 Telephone Line Installers and Repairers
- E529 Telephone Installers and Repairers
- E534 Heating, Air Conditioning, and Refrigeration Mechanics
- E535 Camera, Watch, and Musical Instrument Repairers
- E536 Locksmiths and Safe Repairers
- E538 Office Machine Repairers
- E539 Mechanical Controls and Valve Repairers
- E543 Elevator Installers and Repairers
- E544 Millwrights
- E547 Mechanics and Repairers, n.e.c.

SUPERVISORS, CONSTRUCTION TRADES

- E553 Supervisors: Brickmasons, Stonemasons, and Tilesetters
- E554 Supervisors: Carpenters and Related Workers
- E555 Supervisors: Electricians and Power Transmission Installers
- E556 Supervisors: Painters, Paperhangers, and Plasterers
- E557 Supervisors: Plumbers, Pipefitters, and Steamfitters
- E558 Supervisors: Construction Trades, n.e.c.

CONSTRUCTION TRADES OCCUPATIONS

- E563 Brickmasons and Stonemasons
- E564 Brickmason and Stonemason Apprentices
- E565 Tile Setters, Hard and Soft
- E566 Carpet Installers
- E567 Carpenters
- E569 Carpenter Apprentices
- E573 Drywall Installers
- E575 Electricians
- E576 Electrician Apprentices
- E577 Electrical Power Installers and Repairers
- E579 Painters, Construction and Maintenance
- E583 Paperhangers
- E584 Plasterers
- E585 Plumbers, Pipefitters, and Steamfitters
- E587 Plumber, Pipefitter, and Steamfitter Apprentices
- E588 Concrete and Terrazzo Finishers
- E589 Glaziers
- E593 Insulation Workers
- E594 Paving, Surfacing, and Tamping Equipment Operators
- E595 Roofers
- E596 Sheetmetal Duct Installers
- E597 Structural Metal Workers
- E598 Drillers, Earth
- E599 Construction Trades, n.e.c.

EXTRACTIVE OCCUPATIONS

- E613 Supervisors: Extractive Occupations
- E614 Drillers, Oil Well
- E615 Explosives Workers
- E616 Mining Machine Operators
- E617 Mining Occupations, n.e.c.

PRECISION PRODUCTION OCCUPATIONS

- E628 Supervisors: Production Occupations

PRECISION METAL WORKING OCCUPATIONS

- E634 Tool and Die Makers
- E635 Tool and Die Maker Apprentices
- E636 Precision Assemblers, Metal
- E637 Machinists
- E639 Machinist Apprentices
- E643 Boilermakers
- E644 Precision Grinders, Filers, and Tool Sharpeners
- E645 Patternmakers and Modelmakers, Metal
- E646 Layout Workers

E647 Precious Stones and Metals Workers
E649 Engravers, Metal
E653 Sheet Metal Workers
E654 Sheet Metal Worker Apprentices

PRECISION WOODWORKING OCCUPATIONS

E656 Patternmakers and Modelmakers, Wood
E657 Cabinet Makers and Bench Carpenters
E658 Furniture and Wood Finishers

PRECISION TEXTILE, APPAREL, AND FURNISHINGS MACHINE WORKERS

E666 Dressmakers
E667 Tailors
E668 Upholsterers
E669 Shoe Repairers

PRECISION WORKERS, ASSORTED MATERIALS

E675 Hand Molders and Shapers, Except Jewelers
E676 Patternmakers, Layout Workers, and Cutters
E677 Optical Goods Workers
E678 Dental Laboratory and Medical Appliance Technicians
E679 Bookbinders
E683 Electrical and Electronic Equipment Assemblers
E684 Miscellaneous Precision Workers, n.e.c.

PRECISION FOOD PRODUCTION OCCUPATIONS

E685 Precision Food Production Occupations, n.e.c.
E686 Butchers and Meat Cutters
E687 Bakers
E688 Food Batchmakers

PRECISION INSPECTORS, TESTERS, AND RELATED WORKERS

E689 Inspectors, Testers, and Graders
E690 Precision Inspectors, Testers, and Related Workers, n.e.c.
E693 Adjusters and Calibrators

PLANT AND SYSTEM OPERATORS

E694 Water and Sewage Treatment Plant Operators
E695 Power Plant Operators
E696 Stationary Engineers
E699 Miscellaneous Plant and System Operators, n.e.c.

Major group F:

MACHINE OPERATORS, ASSEMBLERS, AND INSPECTORS

METALWORKING AND PLASTIC WORKING MACHINE OPERATORS

F703 Lathe and Turning-Machine Set-Up Operators
F704 Lathe and Turning-Machine Operators
F705 Milling and Planing Machine Operators
F706 Punching and Stamping Press Operators
F707 Rolling Machine Operators
F708 Drilling and Boring Machine Operators
F709 Grinding, Abrading, Buffing, and Polishing Machine Operators
F713 Forging Machine Operators
F714 Numerical Control Machine Operators
F717 Fabricating Machine Operators, n.e.c.
F719 Molding and Casting Machine Operators
F723 Metal Plating Machine Operators
F724 Heat Treating Equipment Operators

WOODWORKING MACHINE OPERATORS

F726 Wood Lathe, Routing, and Planing Machine Operators
F727 Sawing Machine Operators
F728 Shaping and Joining Machine Operators
F729 Nailing and Tacking Machine Operators

PRINTING MACHINE OPERATORS

F734 Printing Press Operators
F735 Photoengravers and Lithographers
F736 Typesetters and Compositors

TEXTILE, APPAREL, AND FURNISHINGS MACHINE OPERATORS

F738 Winding and Twisting Machine Operators
F739 Knitting, Looping, Taping, and Weaving Machine Operators
F743 Textile Cutting Machine Operators
F744 Textile Sewing Machine Operators
F745 Shoe Machine Operators
F747 Pressing Machine Operators
F748 Laundering and Dry Cleaning Machine Operators

MACHINE OPERATORS, ASSORTED MATERIALS

F753 Cementing and Gluing Machine Operators

F754 Packaging and Filling Machine Operators
 F755 Extruding and Forming Machine Operators
 F756 Mixing and Blending Machine Operators
 F757 Separating, Filtering, and Clarifying Machine Operators
 F758 Compressing and Compacting Machine Operators
 F759 Painting and Paint Spraying Machine Operators
 F763 Roasting and Baking Machine Operators, Food
 F764 Washing, Cleaning, and Pickling Machine Operators
 F765 Folding Machine Operators
 F766 Furnace, Kiln, and Oven Operators, Except Food
 F768 Crushing and Grinding Machine Operators
 F769 Slicing and Cutting Machine Operators
 F773 Motion Picture Projectionists
 F774 Photographic Process Machine Operators
 F777 Miscellaneous Machine Operators, n.e.c.

FABRICATORS, ASSEMBLERS, AND HAND WORKING OCCUPATIONS

F783 Welders and Cutters
 F784 Solderers and Braziers
 F785 Assemblers
 F786 Hand Cutting and Trimming Occupations
 F787 Hand Molding, Casting, and Forming Occupations
 F789 Hand Painting, Coating, and Decorating Occupations
 F793 Hand Engraving and Printing Occupations
 F795 Miscellaneous Hand Working Occupations, n.e.c.

PRODUCTION INSPECTORS, TESTERS, SAMPLERS, AND WEIGHERS

F796 Production Inspectors, Checkers, and Examiners
 F797 Production Testers
 F798 Production Samplers and Weighers
 F799 Graders and Sorters, Except Agricultural
 F800 Hand Inspectors, n.e.c.

Major group G:

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

MOTOR VEHICLE OPERATORS

G803 Supervisors: Motor Vehicle Operators
 G804 Truck Drivers

G806 Driver-Sales Workers
 G808 Bus Drivers
 G809 Taxicab Drivers and Chauffeurs
 G813 Parking Lot Attendants
 G814 Motor Transportation Occupations, n.e.c.

RAILROAD TRANSPORTATION OCCUPATIONS

G823 Railroad Conductors and Yardmasters
 G824 Locomotive Operating Occupations
 G825 Railroad Brake, Signal, and Switch Operators
 G826 Rail Vehicle Operators, n.e.c.

WATER TRANSPORTATION OCCUPATIONS

G828 Ship Captains and Mates, Except Fishing Boats
 G829 Sailors and Deckhands
 G833 Marine Engineers
 G834 Bridge, Lock, and Lighthouse Tenders

MATERIAL MOVING EQUIPMENT OPERATORS

G843 Supervisors: Material Moving Equipment Operators
 G844 Operating Engineers
 G845 Longshore Equipment Operators
 G848 Hoist and Winch Operators
 G849 Crane and Tower Operators
 G853 Excavating and Loading Machine Operators
 G855 Grader, Dozer, and Scraper Operators
 G856 Industrial Truck and Tractor Equipment Operators
 G859 Miscellaneous Material Moving Equipment Operators, n.e.c.

Major group H:

HANDLERS, EQUIPMENT CLEANERS, HELPERS, AND LABORERS

FARM, FISHING AND FORESTRY OCCUPATIONS - NONFARM SECTOR

H483 Marine Life Cultivation Workers
 H484 Nursery Workers
 H485 Supervisors, Agriculture-Related Workers
 H486 Groundskeepers and Gardeners, Except Farm
 H487 Animal Caretakers, Except Farm
 H489 Inspectors, Agricultural Products
 H494 Supervisors, Forestry and Logging Workers
 H495 Forestry Workers, Except Logging
 H496 Timber Cutting and Logging Occupations
 H497 Captains and Other Officers, Fishing Vessels
 H498 Fishers, Hunters, and Trappers

HELPERS, HANDLERS, AND LABORERS

- H864 Supervisors: Handlers, Equipment Cleaners, and Laborers, n.e.c.
- H865 Helpers, Mechanics and Repairers
- H866 Helpers, Construction Trades
- H867 Helpers, Surveyor
- H868 Helpers, Extractive Occupations
- H869 Construction Laborers
- H874 Production Helpers
- H875 Garbage Collectors
- H876 Stevedores
- H877 Stock Handlers and Baggers
- H878 Machine Feeders and Offbearers
- H883 Freight, Stock, and Material Handlers, n.e.c.
- H885 Garage and Service Station Related Occupations
- H887 Vehicle Washers and Equipment Cleaners
- H888 Hand Packers and Packagers
- H889 Laborers, Except Construction, n.e.c.

Major group K:

SERVICE OCCUPATIONS, EXCEPT PRIVATE HOUSEHOLD

PROTECTIVE SERVICE OCCUPATIONS

- K413 Supervisors: Firefighting and Fire Prevention Occupations
- K414 Supervisors: Police and Detectives
- K415 Supervisors: Guards
- K416 Fire Inspection and Fire Prevention Occupations
- K417 Firefighting Occupations
- K418 Police and Detectives, Public Service
- K423 Sheriffs, Bailiffs, and Other Law Enforcement Officers
- K424 Correctional Institution Officers
- K425 Crossing Guards
- K426 Guards and Police, Except Public Service
- K427 Protective Service Occupations, n.e.c.

FOOD SERVICE OCCUPATIONS

- K433 Supervisors: Food Preparation and Service Occupations
- K434 Bartenders
- K435 Waiters and Waitresses
- K436 Cooks
- K438 Food Counter, Fountain, and Related Occupation
- K439 Kitchen Workers, Food Preparation
- K443 Waiters'/Waitresses' Assistants
- K444 Food Preparation Occupations, n.e.c.

HEALTH SERVICE OCCUPATIONS

- K445 Dental Assistants
- K446 Health Aides, Except Nursing
- K447 Nursing Aides, Orderlies, and Attendants

CLEANING AND BUILDING SERVICE OCCUPATIONS

- K448 Supervisors: Cleaning and Building Service Workers
- K449 Maids and Housemen
- K453 Janitors and Cleaners
- K454 Elevator Operators
- K455 Pest Control Occupations

PERSONAL SERVICE OCCUPATIONS

- K456 Supervisors: Personal Service Occupations
- K457 Barbers
- K458 Hairdressers and Cosmetologists
- K459 Attendants, Amusement and Recreation Facilities
- K461 Guides
- K462 Ushers
- K463 Public Transportation Attendants
- K464 Baggage Porters and Bellhops
- K465 Welfare Service Aides
- K467 Early Childhood Teacher's Assistants
- K468 Child Care Workers, n.e.c.
- K469 Service Occupations, n.e.c.

Appendix C. Generic Leveling Criteria

Below are the 10 criteria for the generic leveling of occupations. The description of each level within a factor is included. An example of using these criteria for leveling a job follows in appendix D.

KNOWLEDGE measures the nature and extent of information or facts which the workers must understand to do acceptable work (e.g., steps, procedures, practices, rules, policies, theories, principles, and concepts) and the nature and extent of the skills needed to apply those knowledge's. To be used as a basis for selecting a level under this factor, a knowledge must be required and applied.

1. Knowledge of simple, routine, or repetitive tasks or operations which typically includes following step-by-step instructions and requires little or no previous training or experience;

OR

Skill to operate simple equipment or equipment which operates repetitively, requiring little or no previous training or experience;

OR

Equivalent knowledge and skill.

2. Knowledge of basic or commonly-used rules, procedures, or operations which typically requires some previous training or experience;

OR

Basic skill to operate equipment requiring some previous training or experience, such as keyboard equipment;

OR

Equivalent knowledge and skill.

3. Knowledge of a body of standardized rules, procedures, operations, goods, services, tools, or equipment requiring considerable training and experience to perform the full range of standard clerical assignments and resolve recurring problems;

OR

Skill, acquired through considerable training and experience, to operate and adjust varied equipment for purposes such as performing numerous standardized tests or operations;

OR

Equivalent knowledge and skill.

4. Knowledge of an extensive body of rules, procedures, operations, products or services requiring extended training and experience to perform a wide variety of interrelated or nonstandard procedural assignments and resolve a wide range of problems;

OR

Practical knowledge of standard procedures in a technical field, requiring extended training or experience, to perform such work as: adapting equipment when this requires considering the functioning characteristics of equipment; interpreting results of tests based on previous experience and observations (rather than directly reading instruments or other measures); or extracting information from various sources when this requires considering the applicability of information and the characteristics and quality of the sources;

OR

Comprehensive knowledge of a blue-collar skill, usually acquired through a formal apprenticeship;

OR

Equivalent knowledge and skill;

5. Knowledge (such as would be acquired through a pertinent baccalaureate educational program or its equivalent in experience, training, or independent study) of basic principles, concepts, and methodology of a professional or administrative occupation, and skill in applying this knowledge in carrying out elementary assignments, operations, or procedures;

OR

In addition to the practical knowledge of standard procedures in Level 4, practical knowledge of technical methods to perform assignments such as carrying out limited projects which involve use of specialized, complicated techniques;

OR

Advanced knowledge of a blue-collar skill to solve unusually complex problems;

OR

Equivalent knowledge and skill.

6. Knowledge of the principles, concepts, and methodology of a professional or administrative occupation as described at Level 5 which has been either: (a) supplemented by skill gained through job experience to permit independent performance of recurring assignments, or (b) supplemented by expanded professional or administrative knowl-

edge gained through relevant graduate study or experience, which has provided skill in carrying out assignments, operations, and procedures in the occupation which are significantly more difficult and complex than those covered by Level 5;

OR

Practical knowledge of a wide range of technical methods, principles, and practices similar to a narrow area of a professional field, and skill in applying this knowledge to such assignments as the design and planning of difficult, but well-precedented projects;

OR

Equivalent knowledge and skill.

7. Knowledge of a wide range of concepts, principles, and practices in a professional or administrative occupation, such as would be gained through extended graduate study or experience, and skill in applying this knowledge to difficult and complex work assignments;

OR

A comprehensive, intensive, practical knowledge of a technical field and skill in applying this knowledge to the development of new methods, approaches, or procedures;

OR

Equivalent knowledge and skill.

8. Mastery of a professional or administrative field to:

Apply experimental theories and new developments to problems not susceptible to treatment by accepted methods

OR

Make decisions or recommendations significantly changing, interpreting, or developing important policies or programs;

OR

Equivalent knowledge and skill

9 . Mastery of a professional field to generate and develop new hypotheses and theories;

OR

Equivalent knowledge and skill.

SUPERVISION RECEIVED covers the nature and extent of direct or indirect controls exercised by the supervisor, the employee's responsibility and the review of completed work. Controls are exercised by the supervisor in the way assignments are made, instructions are given to the employee, priorities and deadlines are set, and objectives and boundaries are defined. Responsibility of the employee depends upon the extent to which the employee is expected to develop the sequence and timing of various aspects of the work, to modify or recommend modification of instructions, and to participate in establishing priorities and defining objectives. The degree of review of completed work depends upon the nature and extent of the review, e.g., close and detailed review of each phase of the assignment; detailed review of the finished assignment;

spot-check of finished work for accuracy; or review only for adherence to policy.

1. For both one-of-a-kind and repetitive tasks the supervisor makes specific assignments that are accompanied by clear, detailed, and specific instructions.

The employee works as instructed and consults with the supervisor as needed on all matters not specifically covered in the original instructions or guidelines.

For all positions the work is closely controlled. For some positions, the control is through the structured nature of the work itself; for others, it may be controlled by the circumstances in which it is performed. In some situations, the supervisor maintains control through review of the work which may include checking progress or reviewing completed work for accuracy, adequacy, and adherence to instructions and established procedures.

2. The supervisor provides continuing or individual assignments by indicating generally what is to be done, limitations, quality and quantity expected, deadlines, and priority of assignments. The supervisor provides additional, specific instructions for new, difficult, or unusual assignments including suggested work methods or advice on source material available.

The employee uses initiative in carrying out recurring assignments independently without specific instruction, but refers deviations, problems, and unfamiliar situations not covered by instructions to the supervisor for decision or help.

The supervisor assures that finished work and methods used are technically accurate and in compliance with instructions or established procedures. Review of the work increases with more difficult assignments if the employee has not previously performed similar assignments.

3. The supervisor makes assignments by defining objectives, priorities, and deadlines; and assists employee with unusual situations which do not have clear precedents.

The employee plans and carries out the successive steps and handles problems and deviations in the work assignment in accordance with instructions, policies, previous training, or accepted practices in the occupation.

Completed work is usually evaluated for technical soundness, appropriateness, and conformity to policy and requirements. The methods used in arriving at the end results are not usually reviewed in detail.

4. The supervisor sets the overall objectives and resources available. The employee and supervisor, in consultation, develop the deadlines, projects, and work to be done. At this level, the employee, having developed expertise in the line of work, is responsible for planning and carrying out the assignment; resolving most of the conflicts which arise; coordinating the work with others as necessary; and interpreting policy on own initiative in terms of established objectives. In some assignments, the

employee also determines the approach to be taken and the methodology to be used. The employee keeps the supervisor informed of progress, potentially controversial matters, or far-reaching implications.

Completed work is reviewed only from an overall standpoint in terms of feasibility, compatibility with other work, or effectiveness in meeting requirements or expected results.

5. The supervisor provides administrative direction with assignments in terms of broadly defined missions or functions.

The employee has responsibility for planning, designing, and carrying out programs, projects, studies, or other work independently.

Results of the work are considered as technically authoritative and are normally accepted without significant change. If the work should be reviewed, the review concerns such matters as fulfillment of program objectives, effect of advice and influence of the overall program, or the contribution to the advancement of technology. Recommendations for new projects and alteration of objectives are usually evaluated for such considerations as availability of funds and other resources, broad program goals or priorities.

GUIDELINES covers the nature of guidelines and the judgment needed to apply them. Guides used include, for example: desk manuals, established procedures and policies, traditional practices, and reference materials such as dictionaries, style manuals, engineering handbooks, and the pharmacopoeia.

Individual jobs in different occupations vary in the specificity, applicability and availability of the guidelines for performance of assignments. Consequently, the constraints and judgmental demands placed upon employees also vary. For example, the existence of specific instructions, procedures, and policies may limit the opportunity of the employee to make or recommend decisions or actions. However, in the absence of procedures or under broadly stated objectives, employees in some occupations may use considerable judgment in researching literature and developing new methods.

Guidelines should not be confused with the knowledge's described under Factor 1, Knowledge. Guidelines either provide reference data or impose certain constraints on the use of knowledge's. For example, in the field of medical technology, for a particular diagnosis there may be three or four standardized tests set forth in a technical manual. A medical technologist is expected to know these diagnostic tests. However, in a given laboratory the policy may be to use only one of the tests; or the policy may state specifically under what conditions one or the other of these tests may be used.

1. Specific, detailed guidelines covering all important aspects of the assignment are provided to the employee.

The employee works in strict adherence to the guidelines; deviations must be authorized by the supervisor.

2. Procedures for doing the work have been established and a number of specific guidelines are available.

The number and similarity of guidelines and work situations requires the employee to use judgment in locating and selecting the most appropriate guidelines, references, and procedures for application, and in making minor deviations to adapt the guidelines in specific cases. At this level, the employee may also determine which of several established alternatives to use. Situations to which the existing guidelines cannot be applied or significant proposed deviations from the guidelines are referred to the supervisor.

3. Guidelines are available, but are not completely applicable to the work or have gaps in specificity.

The employee uses judgment in interpreting and adapting guidelines such as policies, regulations, precedents, and work directions for application to specific cases or problems. The employee analyzes results and recommends changes.

4. Administrative policies and precedents are applicable but are stated in general terms. Guidelines for performing the work are scarce or of limited use.

The employee uses initiative and resourcefulness in deviating from traditional methods or researching trends and patterns to develop new methods, criteria, or proposed new policies.

5. Guidelines are broadly stated and nonspecific, e.g., broad policy statements and basic legislation which require extensive interpretation.

The employee must use judgment and ingenuity in interpreting the intent of the guides that do exist and in developing applications to specific areas of work. Frequently, the employee is recognized as a technical authority in the development and interpretation of guidelines.

COMPLEXITY covers the nature, number, variety, and intricacy of tasks, steps, processes, or methods in the work performed; the difficulty in identifying what needs to be done; and the difficulty and originality involved in performing the work.

1. The work consists of tasks that are clear-cut and directly related.

There is little or no choice to be made in deciding what needs to be done.

Actions to be taken or responses to be made are readily discernible. The work is quickly mastered.

2. The work consists of duties that involve related steps, processes, or methods.

The decision regarding what needs to be done involves various choices requiring the employee to recognize the existence of and differences among a few easily recognizable situations.

Actions to be taken or responses to be made differ in such things as the source of information, the kind of transactions or entries, or other differences of a factual nature.

3. The work includes various duties involving different and unrelated processes and methods.

The decision regarding what needs to be done depends upon the analysis of the subject, phase, or issues involved in each assignment, and the chosen course of action may have to be selected from many alternatives.

The work involves conditions and elements that must be identified and analyzed to discern interrelationships.

4. The work typically includes varied duties requiring many different and unrelated processes and methods such as those relating to well-established aspects of an administrative or professional field.

Decisions regarding what needs to be done include the assessment of unusual circumstances, variations in approach, and incomplete or conflicting data.

The work requires making many decisions concerning such things as the interpreting of considerable data, planning of the work, or refining the methods and techniques to be used.

5. The work includes varied duties requiring many different and unrelated processes and methods applied to a broad range of activities or substantial depth of analysis, typically for an administrative or professional field.

Decisions regarding what needs to be done include major areas of uncertainty in approach, methodology, or interpretation and evaluation processes resulting from such elements as continuing changes in program, technological developments, unknown phenomena, or conflicting requirements.

The work requires originating new techniques, establishing criteria, or developing new information.

6. The work consists of broad functions and processes of an administrative or professional field. Assignments are characterized by breadth and intensity of effort and involve several phases being pursued concurrently or sequentially with the support of others within or outside of the organization.

Decisions regarding what needs to be done include largely undefined issues and elements, requiring extensive probing and analysis to determine the nature and scope of the problems.

The work requires continuing efforts to establish concepts, theories, or programs, or to resolve unyielding problems.

SCOPE AND EFFECT covers the relationship between the nature of the work, i.e., the purpose, breadth, and depth of the assignment, and the effect of work products or services both within and outside the organization.

Effect measures such things as whether the work output facilitates the work of others, provides timely services of a personal nature, or impacts on the adequacy of research conclusions. The concept of effect alone does not provide sufficient information to properly understand and evaluate the impact of the position. The scope of the work completes the picture, allowing consistent evaluations. Only the effect of properly performed work is to be considered.

1. The work involves the performance of specific, routine operations that include a few separate tasks or procedures.

The work product or service is required to facilitate the work of others; however, it has little impact beyond the immediate organizational unit or beyond the timely provision of limited services to others.

2. The work involves the execution of specific rules, regulations, or procedures and typically comprises a complete segment of an assignment or project of broader scope.

The work product or service affects the accuracy, reliability, or acceptability of further processes or services.

3. The work involves treating a variety of conventional problems, questions, or situations in conformance with established criteria.

The work product or service affects the design or operation of systems, programs, or equipment; the adequacy of such activities as field investigations, testing operations, or research conclusions; or the social, physical, and economic well-being of persons.

4. The work involves establishing criteria; formulating projects; assessing program effectiveness; or investigating or analyzing variety of unusual conditions, problems, or questions.

The work product or service affects a wide range of establishment activities, major activities of industrial concerns, or the operation of other organizations.

5. The work involves isolating and defining unknown conditions, resolving critical problems, or developing new theories.

The work product or service affects the work of other experts, the development of major aspects of administrative or scientific programs or missions, or the well-being of substantial numbers of people.

6. The work involves planning, developing, and carrying out vital administrative or scientific programs.

The programs are essential to the missions of the overall organization or affect large numbers of people on a long-term or continuing basis.

PERSONAL CONTACT includes face-to-face contacts and telephone and radio dialogue with persons not in the supervisory chain. (NOTE: Personal contacts with supervisors are covered under Factor 2, Supervision Received.) Levels described under this factor are based on what is required to make the initial contact, the difficulty of communicating with those contacted, and the setting in which the contact takes place (e.g., the degree to which the employee and those contacted recognize their relative roles and authorities).

Above the lowest level, points should be credited under this factor only for contacts which are essential for successful performance of the work and which have a demonstrable impact on the difficulty and responsibility of the work performed.

The relationship of Factors 6 (Personal Contacts) and 7 (Purpose of Contacts) presumes that the same contacts will be evaluated for both factors. Therefore, use the personal contacts which serve as the basis for the level selected for Factor 7 as the basis for selecting a level for Factor 6.

1. The personal contacts are with employees within the immediate organization, office, project, or work unit, and in related or support units;

AND/OR

The contacts are with members of the general public in very highly structured situations (e.g., the purpose of the contact and the question of with whom to deal are relatively clear). Typical of contacts at this level are purchases of admission tickets at a ticket window.

2. The personal contacts are with employees in the same overall organization, but outside the immediate organization. People contacted generally are engaged in different functions, missions, and kinds of work, e.g., representatives from various levels within the overall organizations such as headquarters, district offices, or local offices, plants, stores, or other operating units in the immediate installation.

AND/OR

The contacts are with members of the general public, as individuals or groups, in a moderately structured setting (e.g., the contacts are generally established on a routine basis, usually at the employee's work place; the exact purpose of the contact may be unclear at first to one or more of the parties; and one or more of the parties may be uninformed concerning the role and authority of other participants).

3. The personal contacts are with individuals or groups from outside the employing establishment in a moderately unstructured setting (e.g., the contacts are not established on a routine basis; the purpose and extent of each contact is different and the role and authority of each party is identified and developed during the course of the contact). Typical of contacts at this level are those with persons in

their capacities as attorneys; contractors; or representatives of professional organizations, the news media, or public action groups.

4. The personal contacts are with high-ranking officials from outside the employing establishment at national or international levels in highly unstructured settings (e.g., contacts are characterized by problems such as: the officials may be relatively inaccessible; arrangements may have to be made for accompanying staff members; appointments may have to be made well in advance; each party may be very unclear as to the role and authority of the other; and each contact may be conducted under different ground rules). Typical of contacts at this level are those with presidents of large national or international firms, nationally recognized representatives of the news media, presidents of national unions, members of Congress, leading representatives of foreign governments, State governors, or mayors of large cities.

PURPOSE OF CONTACTS ranges from factual exchanges of information to situations involving significant or controversial issues and differing viewpoints, goals, or objectives. The personal contacts which serve as the basis for the level selected for this factor must be the same as the contacts which are the basis for the level selected for Factor 6.

1. The purpose is to obtain, clarify, or give facts or information regardless of the nature of those facts, i.e., the facts or information may range from easily understood to highly technical.

2. The purpose is to plan, coordinate, or advise on work efforts or to resolve operating problems by influencing or motivating individuals or groups who are working toward mutual goals and who have basically cooperative attitudes.

3. The purpose is to influence, motivate, convince, or question persons or groups. Those contacted may be hesitant or skeptical, so the employee must be skillful in approaching the individual or group in order to obtain the desired response.

OR

The purpose is to interrogate or control persons or groups who may be fearful, uncooperative, or dangerous. Therefore, the employee must be skillful in approaching the individual or group in order to obtain the desired effect, such as, gaining compliance with established policies and regulations by persuasion or negotiation, or gaining information by establishing rapport with a suspicious informant.

4. The purpose is to justify, defend, negotiate, or settle matters involving significant or controversial issues. Work at this level usually involves active participation in conferences, meetings, hearings, or presentations involving problems or issues of considerable consequence or

importance. The persons contacted typically have diverse viewpoints, goals, or objectives requiring the employee to achieve a common understanding of the problem and a satisfactory solution by convincing them, arriving at a compromise, or developing suitable alternatives.

PHYSICAL DEMANDS covers the requirements and physical demands placed on the employee by the work assignment. This includes physical characteristics and abilities (e.g., specific agility and dexterity requirements) and the physical exertion involved in the work (e.g., climbing, lifting, pushing, balancing, stooping, kneeling, crouching, crawling, or reaching). To some extent the frequency or intensity of physical exertion must also be considered, e.g., a job requiring prolonged standing involves more physical exertion than a job requiring intermittent standing.

1. The work is sedentary. Typically, the employee may sit comfortably to do the work. However, there may be some walking; standing; bending; carrying of light items such as papers, books, small parts; driving an automobile, etc. No special physical demands are required to perform the work.

2. The work requires some physical exertion such as long periods of standing; walking over rough, uneven, or rocky surfaces; recurring bending, crouching, stooping, stretching, reaching, or similar activities; recurring lifting of moderately heavy items such as personal computers and record boxes. The work may require specific, but common, physical characteristics and abilities such as above-average agility and dexterity.

3. The work requires considerable and strenuous physical exertion such as frequent climbing of tall ladders, lifting heavy objects over 50 pounds, crouching or crawling in restricted areas and defending oneself or others against physical attack.

WORK ENVIRONMENT considers the risks and discomforts in the employee's physical surroundings or the nature of the work assignment and the safety regulations required. Although the use of safety precautions can practically eliminate a certain danger or discomfort, such situations typically place additional demands upon the employee in carrying out safety regulations and techniques.

1. The work environment involves everyday risks or discomforts which require normal safety precautions typical

of such places as offices, meeting and training rooms, libraries, and residences or commercial vehicles, e.g., use of safe work practices with office equipment, avoidance of trips and falls, observance of fire regulations and traffic signals, etc. The work area is adequately lighted, heated, and ventilated.

2. The work involves moderate risks or discomforts which require special safety precautions, e.g., working around moving parts, carts, or machines; with contagious diseases or irritant chemicals; etc. Employees may be required to use protective clothing or gear such as masks, gowns, coats, boots, goggles, gloves, or shields.

3. The work environment involves high risks with exposure to potentially dangerous situations or unusual environmental stress which require a range of safety and other precautions, e.g., working at great heights under extreme outdoor weather conditions, subject to possible physical attack or mob conditions, or similar situations where conditions cannot be controlled.

SUPERVISORY DUTIES describes the level of supervisory responsibility for a position.

1. No supervisory responsibility.

2. A nonsupervisory position. Incumbent sets the pace of work for the group and shows other workers in the group how to perform assigned tasks. Commonly performs the same work as the group, in addition to lead duties. Can also be called group leader, team leader, or lead worker.

3. Directs staff through face to face meetings. Organizational structure is not complex and internal and administrative procedures are simple. Performing the same work as subordinates is not the principal duty. Typically, this is the first supervisory level.

4. Directs staff through intermediate supervisors. Internal procedures and administrative controls are formal. Organizational structure is complex and is divided into subordinate groups that may differ from each other as to subject matter and function

5. Directs staff through two or more subordinate supervisory levels with several subdivisions at each level. Programs are usually inter-locked on a direct and continuing basis with other organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls.

Appendix D. Evaluating Your Firm's Jobs

To compare data on their firm's jobs with statistics contained in this bulletin, data users need to be able to determine their jobs' work levels. Using the example of a dental hygienist, this appendix will go through the procedure for determining the work level of a particular job.

To determine the work level of a job, it must be evaluated using the generic leveling factors. With the information available, such as a written position description and other knowledge of the job, each factor must be reviewed. Comparing that information to the descriptions of each level within a factor as shown in Appendix C, the level best matching the job should be chosen and recorded. (Note that the number of levels varies by factor.)

Generic leveling: an example

Knowledge

Hygienist must have a dental hygienist license which requires 2 years of schooling and passage of a technical exam. This is a mid-level hygienist job, which means a worker must have at least 3 years of experience. The procedures are essentially the same every day, such as cleaning teeth, checking gums, and taking x-rays.

Level 4.

Supervision received

Most of the tasks are performed without supervision. For more complicated procedures, such as tooth filling, the dental hygienist assists the dentist.

Level 2.

Guidelines

A hygienist knows which procedure to use for different dental problems. Unusual situations are handled after checking with the supervisor.

Level 2.

Complexity

Each procedure performed leads to the next, for example, examining gums, scraping plaque, then cleaning teeth.

Level 2.

Scope and effect

In terms of process, the dentist's work follows the hygienist's. In terms of effect, the hygienist doing a thorough cleaning in preparation for the dentist's work allows the dentist to do a complete exam and properly treat the patient.

Level 2.

Personal contacts

Patients come to the clinic or occasionally the hygienist will travel to perform work or give a talk at a school.

Level 2.

Purpose of contacts

Most of hygienist's interaction is with patients; no planning or coordination work is involved.

Level 1.

Physical demands

The work is sedentary.

Level 1.

Work environment

Hygienist must take precautions not to be exposed to x-rays, punctures, etc.

Level 2.

Supervisory duties

A dental hygienist at this level does not supervise anyone.

Level 1.

Assigning points

Once the correct level has been identified within each factor, the points associated with each level are recorded. Summing the points for all factors gives the total points for the job. Using the factors above and the table at the end of this section showing the points associated with each level within a factor, a sample worksheet was filled out for the dental hygienist position.

Generic leveling worksheet

Company job title: Dental Hygienist

Factor	Level	Points
Knowledge	4	550
Supervision received	2	125
Guidelines	2	125
Complexity	2	75
Scope and effect	2	75
Personal contacts	2	25
Purpose of contacts	2	20
Physical demands	1	5
Work environment	2	20
Supervisory duties	1	0
Total	5	1020

Determining the work level

The following chart takes the point total determined using the worksheet and converts it to an overall work level for the job. There are 15 work levels, based on those used to rank Federal civil service white-collar jobs, each

identified by a point range. The 1,020 total points for the dental hygienist job puts it in level 5.

Point ranges by work level

Range of Generic Level Points		
Level	Low	High
1	190	254
2	255	454
3	455	654
4	655	854
5	855	1104
6	1105	1354
7	1355	1604
8	1605	1854
9	1855	2104
10	2105	2354
11	2355	2754
12	2755	3154
13	3155	3604
14	3605	4054
15	4055	and up

Comparing wages

Once the work level has been identified for a job, wages for that job can be compared to wages for similar jobs at the same work level. BLS publishes hourly wage rates by work level within nine major occupational groups, which are combinations of similar individual occupations. The groups and work levels available vary by area. Employers can also use the data on work levels to compare different jobs in their establishment.

Points associated with each factor level

Factor	1	2	3	4	5	6	7	8	9
Knowledge	50	200	350	550	750	950	1250	1550	1850
Supervision received	25	125	275	450	650	X	X	X	X
Guidelines	25	125	275	450	650	X	X	X	X
Complexity	25	75	150	225	325	450	X	X	X
Scope and effect	25	75	150	225	325	450	X	X	X
Personal contacts	10	25	60	110	X	X	X	X	X
Purpose of contacts	20	50	120	220	X	X	X	X	X
Physical demands	5	20	50	X	X	X	X	X	X
Work environment	5	20	50	X	X	X	X	X	X
Supervisory duties	0	0	0	0	0	X	X	X	X

Note: X indicates that a level is not associated with a given factor. For example, for physical demands, point levels 1, 2, and 3 are the only choices.