



**SOUTHEASTERN REGIONAL OFFICE
61 FORSYTH STREET, SW, ROOM 7T50
ATLANTA, GEORGIA 30303
TELEPHONE: (404) 331-3415**

**FOR RELEASE: IMMEDIATE
OCTOBER 21, 2004**

Media Contact: Michael Wald
(404) 331-3446

Internet address: <http://www.bls.gov/ro4/home.htm>

Fax on demand: (404) 331-3403. Request document 9480

HIGHLIGHTS OF KNOXVILLE, TN NATIONAL COMPENSATION SURVEY MAY 2004

Workers in the Knoxville metropolitan area averaged \$14.07 per hour during May 2004, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Janet S. Rankin reported that white-collar workers averaged \$16.99 per hour and accounted for 50 percent of the workers in the area. Blue-collar employees averaged \$13.80 per hour and represented 24 percent of the workforce, while the remaining 26 percent worked in service occupations and earned \$8.49 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 282 firms representing 140,300 workers in the Knoxville metropolitan area, which includes Anderson, Blount, Knox, Loudon, Sevier and Union Counties in Tennessee. Eighty-one percent of those represented worked in private industry.

In the Knoxville metropolitan area, average hourly wages were published for 34 detailed occupations. (See table 1.) Among white-collar workers, elementary school teachers averaged \$27.13 per hour; registered nurses, \$20.33 per hour; and secretaries, \$13.36. Blue-collar occupations included electrical power installers and repairers earning \$18.97 per hour; industrial machinery repairers at \$18.20; and construction laborers, \$9.66. In the service occupations, firefighting averaged \$12.54 per hour; nursing aides, orderlies and attendants, \$9.06; and cooks, \$8.39.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Knoxville area averaged \$14.48 per hour and part-timers earned \$8.66. Union workers in blue-collar jobs averaged \$12.52 per hour, while their nonunion counterparts made \$14.15. Private industry workers at establishments employing 50-99 workers averaged \$12.12 per hour, while those in establishments with 500 or more employees earned \$17.37.

The NCS is part of a statistical program that has integrated three previously separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work

within an occupation based on knowledge, skill, independent judgement, supervision received, and other factors required on the job.

Survey Availability

Complete survey results are contained in the Knoxville, TN National Compensation Survey May 2004 (Bulletin 3125-04). While supplies last, single copies of the bulletin are available from the Atlanta Information Office by calling 404-331-3415. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/home.htm> . Select survey tables can also be obtained from the Bureau's fax-on-demand service in Atlanta by dialing 404-331-3403 and requesting document 9480.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Atlanta Information Office at 404-331-3415 from 9:30 a.m. to 3:30 p.m.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, May 2004

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$14.07	2.5	\$13.13	2.9	\$18.25	2.0
All excluding sales	14.38	2.4	13.41	2.7	18.27	1.9
White collar	16.99	3.6	15.77	4.8	21.05	2.3
White collar excluding sales	18.34	3.2	17.26	4.4	21.09	2.3
Professional specialty and technical	24.04	4.2	23.41	6.5	25.03	4.0
Professional specialty	25.22	4.6	24.78	8.5	25.65	4.0
Engineers, architects, and surveyors	30.11	2.6	30.52	2.3	—	—
Engineers, n.e.c.	31.48	3.5	31.48	3.5	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.09	9.9	22.80	10.1	—	—
Registered nurses	20.33	1.6	20.30	1.6	—	—
Teachers, college and university	27.92	2.5	22.14	6.7	—	—
Teachers, except college and university	26.73	2.1	—	—	26.74	2.1
Elementary school teachers	27.13	2.4	—	—	27.13	2.4
Librarians, archivists, and curators	22.20	10.3	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	20.66	9.7	21.30	9.5	—	—
Licensed practical nurses	14.70	1.5	14.73	1.5	—	—
Health technologists and technicians, n.e.c.	14.88	6.3	15.96	5.7	—	—
Executive, administrative, and managerial	22.75	8.0	21.91	10.6	24.64	13.7
Executives, administrators, and managers	25.68	9.5	23.31	12.8	34.84	8.8
Administrators and officials, public administration	42.12	6.4	—	—	42.12	6.4
Financial managers	21.94	10.4	—	—	—	—
Administrators, education and related fields	33.96	9.0	33.37	.8	—	—
Managers and administrators, n.e.c.	29.82	33.3	29.33	34.9	—	—
Management related	17.76	7.7	18.34	3.3	—	—
Other financial officers	20.73	7.4	—	—	—	—
Sales	10.93	12.7	10.92	12.8	—	—
Supervisors, sales	12.23	37.6	12.23	37.6	—	—
Cashiers	8.32	7.6	8.26	7.7	—	—
Administrative support, including clerical	12.12	2.8	12.17	3.5	11.91	1.5
Secretaries	13.36	4.3	12.97	3.9	13.63	6.9
Bookkeepers, accounting and auditing clerks	12.32	8.3	12.59	9.8	—	—
Traffic, shipping and receiving clerks	12.87	12.6	12.87	12.6	—	—
General office clerks	11.12	5.1	11.21	6.1	—	—
Bank tellers	11.86	.0	11.86	.0	—	—
Administrative support, n.e.c.	11.13	4.4	11.02	4.6	—	—
Blue collar	13.80	4.3	13.84	4.7	13.36	3.0
Precision production, craft, and repair	16.64	4.1	16.93	4.6	15.11	3.7
Industrial machinery repairers	18.20	4.1	18.20	4.1	—	—
Mechanics and repairers, n.e.c.	13.34	8.1	—	—	—	—
Electrical power installers and repairers	18.97	6.6	—	—	18.97	6.6
Machine operators, assemblers, and inspectors	12.58	4.8	12.58	4.9	—	—
Transportation and material moving	14.47	13.2	14.70	14.0	12.18	1.1
Truck drivers	15.01	20.0	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	11.78	7.7	11.82	8.7	11.46	4.6
Construction laborers	9.66	7.7	—	—	—	—
Stock handlers and baggers	10.28	11.0	10.35	12.2	—	—
Laborers, except construction, n.e.c.	10.49	7.5	—	—	—	—
Service	8.49	8.0	7.38	10.7	13.52	9.1
Protective service	12.38	7.2	9.45	3.4	14.20	3.9

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, May 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Protective service—Continued						
Firefighting	\$12.54	1.4	—	—	\$12.54	1.4
Police and detectives, public service	16.22	4.5	—	—	16.22	4.5
Guards and police, except public service	8.64	9.2	\$8.64	9.2	—	—
Food service	6.53	24.4	6.53	24.4	—	—
Waiters, waitresses, and bartenders	2.38	7.4	2.38	7.4	—	—
Waiters and waitresses	2.25	2.6	2.25	2.6	—	—
Other food service	8.85	10.8	8.85	10.8	—	—
Cooks	8.39	2.8	8.39	2.8	—	—
Food preparation, n.e.c.	7.39	9.1	7.39	9.1	—	—
Health service	9.07	.7	9.07	.7	—	—
Nursing aides, orderlies and attendants	9.06	.6	9.06	.6	—	—
Cleaning and building service	9.13	10.9	7.54	6.1	12.84	18.8
Maids and housemen	7.16	3.9	7.16	3.9	—	—
Janitors and cleaners	9.77	18.8	7.80	6.0	—	—
Personal service	—	—	—	—	—	—

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

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

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

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

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

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Knoxville, TN, May 2004

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$14.48	\$8.66	\$13.06	\$14.19	\$14.04	\$16.39
All excluding sales	14.79	8.75	13.07	14.55	14.38	14.61
White collar	17.17	13.86	–	17.34	17.00	–
White-collar excluding sales	18.44	16.33	–	18.89	18.41	–
Professional specialty and technical	23.90	27.12	17.73	24.31	24.04	–
Professional specialty	25.39	–	–	25.28	25.22	–
Technical	19.22	–	–	21.19	20.66	–
Executive, administrative, and managerial	22.74	–	–	22.75	22.75	–
Sales	11.22	7.97	–	10.84	10.62	–
Administrative support, including clerical	12.31	9.15	–	11.87	12.09	–
Blue collar	13.95	–	12.52	14.15	13.74	–
Precision production, craft, and repair	16.64	–	17.65	16.49	16.66	–
Machine operators, assemblers, and inspectors	12.77	–	11.59	12.87	12.60	–
Transportation and material moving	14.47	–	–	14.76	14.05	–
Handlers, equipment cleaners, helpers, and laborers	12.00	–	11.24	12.09	11.75	–
Service	9.09	5.01	–	8.48	8.49	–
	Relative error ⁶ (percent)					
All occupations	3.0	23.4	4.3	2.9	2.6	17.9
All excluding sales	3.0	26.4	4.4	2.6	2.4	7.1
White collar	4.2	25.1	–	4.0	3.6	–
White-collar excluding sales	4.1	25.9	–	3.5	3.4	–
Professional specialty and technical	4.3	29.0	7.1	4.8	4.2	–
Professional specialty	4.7	–	–	4.6	4.6	–
Technical	9.2	–	–	10.7	9.7	–
Executive, administrative, and managerial	8.1	–	–	8.0	8.0	–
Sales	13.3	8.3	–	13.4	12.7	–
Administrative support, including clerical	3.2	2.7	–	3.7	2.9	–
Blue collar	4.1	–	5.8	4.4	4.5	–
Precision production, craft, and repair	4.1	–	9.0	3.7	4.0	–
Machine operators, assemblers, and inspectors	3.7	–	11.6	3.5	4.9	–
Transportation and material moving	13.2	–	–	14.6	14.6	–
Handlers, equipment cleaners, helpers, and laborers	7.7	–	1.4	11.6	8.0	–
Service	5.0	27.1	–	8.1	8.0	–

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

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

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

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

Table 3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Knoxville, TN, May 2004

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$13.13	\$12.12	\$13.49	\$11.73	\$17.37
All excluding sales	13.41	12.46	13.70	12.07	17.00
White collar	15.77	13.79	16.46	13.89	20.36
White-collar excluding sales	17.26	15.79	17.65	15.72	19.87
Professional specialty and technical	23.41	24.73	23.31	27.45	21.82
Professional specialty	24.78	24.27	24.81	28.96	23.44
Technical	21.30	–	20.93	25.40	19.09
Executive, administrative, and managerial	21.91	29.32	19.19	16.96	24.68
Sales	10.92	10.52	11.21	9.07	–
Administrative support, including clerical	12.17	11.72	12.35	11.73	14.05
Blue collar	13.84	14.56	13.59	12.70	16.87
Precision production, craft, and repair	16.93	15.76	17.14	15.49	20.19
Machine operators, assemblers, and inspectors	12.58	12.88	12.52	11.95	14.46
Transportation and material moving	14.70	15.17	13.90	14.01	–
Handlers, equipment cleaners, helpers, and laborers	11.82	14.27	11.05	10.96	–
Service	7.38	6.19	7.79	7.27	9.29
Relative error ⁴ (percent)					
All occupations	2.9	10.0	3.5	4.4	4.7
All excluding sales	2.7	10.5	3.4	4.6	4.6
White collar	4.8	11.8	5.2	7.2	4.6
White-collar excluding sales	4.4	12.0	4.9	6.7	5.3
Professional specialty and technical	6.5	28.9	6.6	10.6	6.9
Professional specialty	8.5	26.4	8.6	7.1	10.4
Technical	9.5	–	10.8	25.7	11.5
Executive, administrative, and managerial	10.6	11.5	10.7	10.8	20.3
Sales	12.8	21.5	16.9	11.0	–
Administrative support, including clerical	3.5	6.1	5.2	5.2	12.6
Blue collar	4.7	13.6	3.9	3.9	1.9
Precision production, craft, and repair	4.6	11.2	5.6	5.5	3.7
Machine operators, assemblers, and inspectors	4.9	8.7	5.4	6.5	2.9
Transportation and material moving	14.0	20.4	10.7	11.4	–
Handlers, equipment cleaners, helpers, and laborers	8.7	24.4	2.0	2.1	–
Service	10.7	18.6	8.2	6.0	16.0

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

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

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

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