

News

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BLS 04-55
FOR RELEASE:
Wednesday, July 28, 2004

HIGHLIGHTS OF PHOENIX-MESA, AZ NATIONAL COMPENSATION SURVEY SEPTEMBER 2003

Workers in the Phoenix-Mesa metropolitan area averaged \$18.26 per hour during September 2003 according to a new survey released by the Bureau of Labor Statistics of the U.S. Department of Labor. Regional Commissioner Richard J. Holden reported that white-collar workers averaged \$23.04 per hour and accounted for 53 percent of the workers in the area. Blue-collar employees averaged \$14.07 per hour and represented 25 percent of the workforce, while the remaining 22 percent worked in service occupations and averaged \$10.57 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 237 firms representing 656,600 workers in the Phoenix-Mesa metropolitan area, which includes Maricopa and Pinal Counties in Arizona. Eighty-two percent of these employees worked in private industry.

In the Phoenix-Mesa metropolitan area, average hourly wages were published for about 60 detailed occupations. (See Table 1.) Among white-collar workers, electrical and electronic engineers averaged \$36.81 per hour; registered nurses, \$26.50; transportation ticket and reservation agents, \$14.23; and cashiers, \$11.16. Blue-collar occupations included automobile mechanics earning \$22.84 per hour; bus drivers, \$11.59; and stock handlers and baggers, \$9.53. In the service occupations, police and detectives, public service, averaged \$24.11 per hour; nursing aides, orderlies and attendants, \$10.94; janitors and cleaners, \$10.14; and cooks, \$9.26.

National Compensation Survey, Phoenix-Mesa, AZ, September 2003 (continued)

The NCS also provides broad coverage of selected occupational characteristics which may affect individual earnings. (See Tables 2 and 3.) For example, full-time employees in the Phoenix-Mesa area averaged \$19.22 per hour and part-timers averaged \$9.57. Membership in a collective bargaining unit can also affect pay levels. Union workers in blue-collar jobs averaged \$15.81 per hour, for example, while their non-union counterparts averaged \$13.78. Union workers in service jobs averaged more than non-union employees, as the groups averaged \$19.54 and \$9.36, respectively. The size of an establishment may influence levels of pay as well. For instance, private industry white-collar workers at establishments employing 50-99 workers averaged \$18.54 per hour, while those in establishments with 500 or more employees averaged \$24.41 overall. Workers in service jobs were also likely to earn less at smaller establishments, as employees at establishments of 50-99 workers averaged \$6.74, compared to service employees at establishments of 500 workers or more that averaged \$11.84.

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 the 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 judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the Phoenix-Mesa, AZ, National Compensation Survey September 2003 (Bulletin 3120-74). While supplies last, single copies of the bulletin are available from the Western Information Office in San Francisco by calling 415-975-4350. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in San Francisco by dialing 415-975-4567 and requesting document 9520.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Western Information Office in San Francisco at 415-975-4350 from 9:00 a.m. to 11:30 a.m. and 1:30 p.m. to 4:00 p.m. Pacific Time, Monday - Friday.

Technical Note

Because the NCS is a sample survey, it is subject to sampling errors. 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 the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

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

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All.....	\$18.26	2.9	\$17.79	3.5	\$20.59	2.7
All excluding sales.....	18.18	2.8	17.65	3.4	20.59	2.7
White collar.....	23.04	3.1	23.18	3.8	22.48	3.3
White collar excluding sales.....	23.79	3.7	24.19	4.7	22.48	3.3
Professional specialty and technical.....	28.21	5.4	29.04	6.5	26.25	9.0
Professional specialty.....	29.52	4.5	31.13	3.3	26.76	9.9
Engineers, architects, and surveyors.....	36.22	3.2	36.95	2.9	—	—
Electrical and electronic engineers.....	36.81	5.1	36.81	5.1	—	—
Engineers, n.e.c.....	35.91	4.9	35.91	4.9	—	—
Mathematical and computer scientists.....	29.68	7.4	29.74	7.9	—	—
Computer systems analysts and scientists..	31.13	6.3	31.32	6.7	—	—
Natural scientists.....	—	—	—	—	—	—
Health related.....	27.27	5.7	26.93	5.5	—	—
Physicians.....	41.25	10.6	39.44	15.7	—	—
Registered nurses.....	26.50	3.7	26.57	3.7	—	—
Teachers, college and university.....	45.34	13.3	—	—	50.82	7.5
Teachers, except college and university.....	24.71	10.5	22.49	4.6	24.78	11.0
Elementary school teachers.....	23.19	9.1	—	—	23.24	9.3
Secondary school teachers.....	32.50	5.2	—	—	32.40	5.4
Librarians, archivists, and curators.....	—	—	—	—	—	—
Social scientists and urban planners.....	—	—	—	—	—	—
Social, recreation, and religious workers.....	—	—	—	—	—	—
Lawyers and judges.....	52.83	11.4	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.....	23.96	17.9	23.83	18.3	—	—
Technical.....	24.20	16.4	24.63	18.1	19.75	3.4
Clinical laboratory technologists and technicians.....	16.73	6.0	16.66	6.0	—	—
Licensed practical nurses.....	17.59	6.5	17.66	6.8	—	—
Electrical and electronic technicians.....	20.25	6.7	20.27	7.7	—	—
Executive, administrative, and managerial.....	33.65	5.2	35.28	5.0	27.43	9.9
Executives, administrators, and managers...	38.98	5.6	40.76	6.2	31.50	4.7
Administrators and officials, public administration.....	38.65	11.2	—	—	38.65	11.2
Financial managers.....	36.66	13.2	40.82	13.9	—	—
Administrators, education and related fields.....	33.21	2.5	—	—	32.87	2.6
Managers and administrators, n.e.c.....	41.51	8.6	41.51	8.6	—	—
Management related.....	22.81	7.0	23.47	7.3	20.68	13.9
Accountants and auditors.....	22.97	8.5	23.19	8.3	—	—
Management analysts.....	20.34	11.1	—	—	—	—
Management related, n.e.c.....	25.26	10.9	24.68	14.6	—	—

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, Phoenix-Mesa, AZ, September 2003 (Continued)

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar (Continued)						
Sales.....	\$19.08	7.5	\$19.08	7.5	—	—
Supervisors, sales.....	30.32	16.7	30.32	16.7	—	—
Securities and financial services sales.....	19.71	8.2	19.71	8.2	—	—
Sales, other business services.....	36.15	6.7	36.15	6.7	—	—
Sales workers, other commodities.....	12.08	20.0	12.08	20.0	—	—
Cashiers.....	11.16	4.7	11.16	4.7	—	—
Administrative support, including clerical.....	13.90	3.1	14.06	3.3	\$13.19	9.5
Supervisors, general office.....	22.00	7.9	21.27	8.6	—	—
Computer operators.....	18.21	8.9	—	—	—	—
Secretaries.....	14.65	4.7	14.87	5.6	13.67	4.1
Transportation ticket and reservation agents.....	14.23	6.8	14.23	6.8	—	—
Receptionists.....	11.12	4.4	11.12	4.4	—	—
Bookkeepers, accounting and auditing clerks.....	15.42	3.7	15.32	4.0	—	—
Dispatchers.....	12.80	8.5	11.88	5.5	—	—
Traffic, shipping and receiving clerks.....	13.89	11.8	13.89	11.8	—	—
Investigators and adjusters, except insurance.....	15.35	5.1	15.21	5.6	—	—
General office clerks.....	11.96	9.0	13.64	11.8	10.23	9.8
Teachers' aides.....	9.25	8.2	—	—	9.25	8.2
Administrative support, n.e.c.....	15.35	3.3	15.20	4.7	—	—
Blue collar.....	14.07	2.4	13.71	2.5	18.78	6.3
Precision production, craft, and repair.....	17.84	2.9	17.39	3.2	22.31	3.0
Automobile mechanics.....	22.84	6.2	22.92	6.5	—	—
Mechanics and repairers, n.e.c.....	18.31	9.9	—	—	—	—
Carpenters.....	15.59	0.8	15.59	0.8	—	—
Electrical and electronic equipment assemblers.....	14.58	7.9	14.58	7.9	—	—
Machine operators, assemblers, and inspectors.....	12.17	5.3	12.09	5.2	—	—
Assemblers.....	10.20	12.0	10.20	12.0	—	—
Transportation and material moving.....	12.93	5.6	12.60	6.9	14.37	5.9
Truck drivers.....	13.61	8.0	13.50	8.4	—	—
Bus drivers.....	11.59	3.1	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers.....	10.31	4.2	10.19	4.5	14.33	10.4
Construction laborers.....	10.24	6.4	10.24	6.4	—	—
Stock handlers and baggers.....	9.53	6.2	9.21	6.3	—	—
Freight, stock, and material handlers, n.e.c.....	13.11	6.3	13.11	6.3	—	—
Hand packers and packagers.....	7.61	15.8	7.61	15.8	—	—
Laborers, except construction, n.e.c.....	8.07	7.2	7.81	7.3	—	—

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, Phoenix-Mesa, AZ, September 2003 (Continued)

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service.....	\$10.57	4.7	\$9.13	4.8	\$16.27	3.0
Protective service.....	15.34	9.2	10.49	11.5	20.35	3.5
Firefighting.....	14.93	15.2	—	—	18.24	9.2
Police and detectives, public service.....	24.11	0.8	—	—	24.11	0.8
Guards and police, except public service....	10.07	8.6	9.99	8.6	—	—
Protective service, n.e.c.....	11.33	9.7	—	—	11.33	9.7
Food service.....	7.40	3.7	7.13	3.3	—	—
Waiters, waitresses, and bartenders.....	3.95	10.7	3.95	10.7	—	—
Waiters and waitresses.....	3.55	21.4	3.55	21.4	—	—
Waiters'/Waitresses' assistants.....	4.92	13.8	4.92	13.8	—	—
Other food service.....	9.02	4.6	8.74	4.4	—	—
Supervisors, food preparation and service..	11.88	6.4	10.80	8.1	—	—
Cooks.....	9.26	2.0	9.26	2.0	—	—
Food counter, fountain, and related.....	6.45	5.1	6.45	5.1	—	—
Kitchen workers, food preparation.....	12.59	11.7	13.13	11.3	—	—
Food preparation, n.e.c.....	6.91	2.1	6.91	2.1	—	—
Health service.....	11.40	5.1	11.42	5.8	—	—
Nursing aides, orderlies and attendants.....	10.94	4.0	10.89	4.4	—	—
Cleaning and building service.....	9.97	10.9	9.97	14.6	9.99	7.7
Maids and housemen.....	7.26	1.1	7.26	1.1	—	—
Janitors and cleaners.....	10.14	13.2	10.68	21.3	9.30	2.0
Personal service.....	11.92	10.8	11.78	11.7	13.13	21.7
Attendants, amusement, and recreation facilities.....	8.26	6.2	—	—	—	—

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

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

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

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

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, Phoenix-Mesa, AZ, September 2003

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations.....	\$19.22	\$9.57	\$19.92	\$18.04	\$17.85	\$23.75
All excluding sales.....	19.06	9.76	20.29	17.91	18.17	18.45
White collar.....	23.81	13.27	23.14	23.03	22.54	29.99
White-collar excluding sales.....	24.27	15.80	24.76	23.69	23.73	28.27
Professional specialty and technical.....	28.44	24.04	40.69	27.29	28.21	—
Professional specialty.....	29.77	25.79	—	29.71	29.52	—
Technical.....	24.55	—	57.67	19.28	24.20	—
Executive, administrative, and managerial.....	33.65	—	—	33.65	33.43	—
Sales.....	21.06	8.37	15.88	19.47	12.75	30.28
Administrative support, including clerical.....	14.22	10.75	17.94	13.09	13.88	—
Blue collar.....	14.52	8.06	15.81	13.78	13.48	20.94
Precision production, craft, and repair.....	17.89	—	18.30	17.78	16.99	22.10
Machine operators, assemblers, and inspectors.....	12.39	—	14.44	11.70	12.18	—
Transportation and material moving.....	13.36	10.30	18.45	11.81	12.93	—
Handlers, equipment cleaners, helpers, and laborers.....	10.86	6.92	12.67	9.89	10.26	—
Service.....	11.63	6.74	19.54	9.36	10.61	—
	Relative error ⁶ (percent)					
All occupations.....	2.3	5.4	6.0	3.2	2.7	11.2
All excluding sales.....	2.3	6.6	6.2	3.0	2.8	18.9
White collar.....	3.2	5.2	10.9	3.3	3.7	8.7
White-collar excluding sales.....	3.6	6.3	11.5	3.8	3.7	27.4
Professional specialty and technical.....	5.2	8.9	29.7	5.2	5.4	—
Professional specialty.....	4.5	7.1	—	5.3	4.5	—
Technical.....	16.0	—	25.7	8.6	16.4	—
Executive, administrative, and managerial.....	5.2	—	—	5.2	4.9	—
Sales.....	5.6	5.0	2.9	8.2	4.8	10.3
Administrative support, including clerical.....	3.4	2.8	3.3	2.7	3.1	—

See footnotes at end of table.

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Phoenix-Mesa, AZ, September 2003 (Continued)

Occupational group	Private industry and State and local government					
	Relative error ⁶ (percent)					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
Blue collar.....	2.4	4.2	4.8	3.1	2.3	7.2
Precision production, craft, and repair.....	2.9	–	12.6	2.6	3.2	6.1
Machine operators, assemblers, and inspectors.....	5.0	–	0.4	7.7	5.6	–
Transportation and material moving.....	6.2	3.2	3.7	7.2	5.6	–
Handlers, equipment cleaners, helpers, and laborers.....	4.2	4.8	12.1	4.6	4.6	–
Service.....	4.6	6.3	2.3	4.5	4.4	–

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

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

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

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

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

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

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, Phoenix-Mesa, AZ, September 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations.....	\$17.79	\$12.32	\$19.62	\$17.77	\$21.27
All excluding sales.....	17.65	11.78	19.68	16.94	21.85
White collar.....	23.18	18.54	23.83	22.93	24.41
White-collar excluding sales.....	24.19	18.43	24.89	23.42	25.57
Professional specialty and technical.....	29.04	30.28	28.97	28.22	29.25
Professional specialty.....	31.13	30.08	31.21	31.37	31.15
Technical.....	24.63	–	24.53	20.87	25.71
Executive, administrative, and managerial.....	35.28	24.67	36.46	34.18	37.77
Sales.....	19.08	18.79	19.15	21.93	12.46
Administrative support, including clerical.....	14.06	13.14	14.24	12.97	14.89
Blue collar.....	13.71	13.12	14.01	13.41	15.05
Precision production, craft, and repair.....	17.39	17.29	17.43	16.96	18.31
Machine operators, assemblers, and inspectors.....	12.09	11.17	12.33	11.14	13.83
Transportation and material moving.....	12.60	13.30	11.77	11.19	–
Handlers, equipment cleaners, helpers, and laborers.....	10.19	8.99	10.89	10.27	11.89
Service.....	9.13	6.74	11.22	10.67	11.84
Relative error ⁴ (percent)					
All occupations.....	3.5	6.1	3.3	4.1	6.3
All excluding sales.....	3.4	5.3	3.3	4.9	5.7
White collar.....	3.8	9.7	4.1	6.3	7.3
White-collar excluding sales.....	4.7	9.3	4.8	8.9	6.1
Professional specialty and technical.....	6.5	11.9	6.7	7.9	9.0
Professional specialty.....	3.3	12.9	3.6	9.3	3.8
Technical.....	18.1	–	18.3	6.8	25.3
Executive, administrative, and managerial.....	5.0	10.6	5.5	8.9	6.3
Sales.....	7.5	21.6	10.3	8.0	10.3
Administrative support, including clerical.....	3.3	4.2	3.6	6.7	3.4

See footnotes at end of table.

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

Occupational group	Full-time and part-time workers				
	Relative error ⁴ (percent)				
	All private industry workers	50 - 99 workers ³	100 workers or more		
Total			100 - 499 workers	500 workers or more	
Blue collar.....	2.5	7.2	5.0	6.7	5.4
Precision production, craft, and repair.....	3.2	8.0	2.5	2.8	5.9
Machine operators, assemblers, and inspectors.....	5.2	11.9	6.0	4.8	10.4
Transportation and material moving.....	6.9	7.0	12.1	14.3	–
Handlers, equipment cleaners, helpers, and laborers.....	4.5	11.3	11.7	16.5	4.6
Service.....	4.8	5.4	3.8	4.9	5.1

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

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

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

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

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

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