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HIGHLIGHTS OF MEMPHIS, TN-AR-MS NATIONAL COMPENSATION SURVEY FEBRUARY 2004

Workers in the Memphis metropolitan area averaged \$18.46 per hour during February 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 \$23.22 per hour and accounted for 50 percent of the workers in the area. Blue-collar employees averaged \$15.71 per hour and represented 31 percent of the workforce, while the remainder worked in service occupations and earned \$11.07 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 169 firms representing 241,000 workers in the Memphis metropolitan area, which includes Fayette, Shelby, and Tipton Counties in Tennessee; Crittenden County in Arkansas; and De Soto County in Mississippi. Seventy-nine percent of those represented worked in private industry.

In the Memphis metropolitan area, average hourly wages were published for 39 detailed occupations. (See table 1.) Among white-collar workers, registered nurses averaged \$22.14 per hour; licensed practical nurses, \$15.26; and secretaries, \$14.74. Blue-collar occupations included industrial machinery repairers earning \$19.97 per hour; truck drivers at \$18.28; and groundskeepers and gardeners, except farm, at \$13.50. In the service occupations, public service police and detectives, averaged \$21.51 per hour; cooks, \$10.50; and janitors and cleaners, \$9.56.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Memphis area averaged \$19.36 per hour and part-timers earned \$10.36. Union workers in blue-collar jobs averaged \$18.62 per hour, while their nonunion counterparts made \$14.30. Private industry workers at establishments employing 50-99 workers averaged \$19.47 per hour, while those in establishments with 500 or more employees earned \$19.94.

The NCS is part of a statistical program that has integrated three 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 judgment, supervision received, and other factors required on the job.

Survey Availability

Complete survey results are contained in the Memphis, TN-AR-MS National Compensation Survey February 2004 (Bulletin 3120-70). 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 9495.

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. ET.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Memphis, TN-AR-MS, February 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	\$18.46	6.0	\$17.84	7.6	\$21.00	1.3
All excluding sales	18.72	6.2	18.09	8.0	21.09	1.0
White collar	23.22	7.2	23.30	9.3	22.99	2.1
White collar excluding sales	24.59	7.4	25.12	9.9	23.18	1.9
Professional specialty and technical	29.36	9.3	30.92	12.9	26.55	2.2
Professional specialty	30.64	9.7	32.27	13.5	27.91	2.8
Engineers, architects, and surveyors	28.43	6.6	26.96	5.7	—	—
Mathematical and computer scientists	34.83	5.6	34.87	5.8	—	—
Computer systems analysts and scientists	34.83	5.6	34.87	5.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	26.88	5.7	27.55	6.2	22.24	5.5
Registered nurses	22.14	1.4	21.84	1.1	23.49	6.5
Teachers, college and university	26.83	6.8	—	—	—	—
Teachers, except college and university	28.92	3.2	20.31	8.5	30.63	.4
Elementary school teachers	29.25	2.8	—	—	30.36	.3
Secondary school teachers	28.99	1.8	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	13.31	3.7	—	—	13.72	3.0
Social workers	13.31	3.7	—	—	13.72	3.0
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.42	6.4	26.54	2.2	—	—
Technical	24.07	24.4	25.98	32.0	19.50	6.5
Clinical laboratory technologists and technicians	18.34	8.7	—	—	—	—
Licensed practical nurses	15.26	2.3	—	—	—	—
Health technologists and technicians, n.e.c.	13.83	3.9	—	—	—	—
Executive, administrative, and managerial	31.13	6.9	31.00	8.0	31.97	8.6
Executives, administrators, and managers	33.89	8.6	34.03	10.0	33.13	9.8
Financial managers	29.32	9.0	29.32	9.0	—	—
Managers and administrators, n.e.c.	38.92	13.9	39.34	14.2	—	—
Management related	23.74	5.2	23.63	5.5	—	—
Other financial officers	23.20	5.2	23.20	5.2	—	—
Sales	15.00	9.7	15.14	9.8	—	—
Supervisors, sales	22.42	4.7	22.42	4.7	—	—
Cashiers	9.40	5.3	9.46	5.9	—	—
Administrative support, including clerical	13.13	3.1	13.56	3.1	11.64	8.0
Secretaries	14.74	4.1	15.36	2.1	12.49	3.9
Bookkeepers, accounting and auditing clerks	13.40	6.6	13.00	7.6	—	—
General office clerks	10.28	3.6	10.40	5.3	—	—
Teachers' aides	10.23	4.4	—	—	10.23	4.4
Administrative support, n.e.c.	15.06	6.2	16.86	6.9	—	—
Blue collar	15.71	4.4	15.42	4.6	19.29	10.7
Precision production, craft, and repair	20.92	6.5	20.31	7.6	24.80	9.1
Supervisors, mechanics and repairers	24.83	14.8	25.40	15.2	—	—
Bus, truck, and stationary engine mechanics	16.34	5.6	16.34	5.6	—	—
Industrial machinery repairers	19.97	4.1	19.97	4.1	—	—
Mechanics and repairers, n.e.c.	13.36	6.2	—	—	—	—
Machine operators, assemblers, and inspectors	14.10	6.1	13.90	6.5	—	—
Transportation and material moving	16.25	3.4	16.29	3.5	15.26	10.9
Truck drivers	18.28	4.4	18.38	4.5	—	—
Industrial truck and tractor equipment operators ..	12.48	7.7	12.36	7.8	—	—
Miscellaneous material moving equipment operators, n.e.c.	15.29	7.7	15.29	7.7	—	—
Handlers, equipment cleaners, helpers, and laborers Groundskeepers and gardeners, except farm	11.74 13.50	4.8 .8	11.63 —	5.2 —	12.92 13.50	3.0 .8

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, Memphis, TN-AR-MS, February 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)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Stock handlers and baggers	\$9.80	10.6	\$9.80	10.6	—	—
Freight, stock, and material handlers, n.e.c.	11.65	3.9	11.65	3.9	—	—
Laborers, except construction, n.e.c.	12.72	10.1	12.77	10.3	—	—
Service	11.07	7.3	8.27	2.4	\$17.75	6.5
Protective service	16.77	14.8	—	—	21.18	4.0
Supervisors, police and detectives	24.63	.4	—	—	24.63	.4
Firefighting	13.10	2.9	—	—	13.10	2.9
Police and detectives, public service	21.51	.4	—	—	21.51	.4
Food service	7.70	3.7	7.11	3.9	11.64	8.3
Waiters, waitresses, and bartenders	2.21	3.0	2.21	3.0	—	—
Waiters and waitresses	2.22	3.6	2.22	3.6	—	—
Other food service	9.50	3.9	9.05	4.4	11.64	8.3
Cooks	10.50	3.6	10.39	4.5	—	—
Food preparation, n.e.c.	7.43	4.3	7.39	4.3	—	—
Health service	8.69	6.3	8.56	6.5	—	—
Health aides, except nursing	10.68	10.8	—	—	—	—
Nursing aides, orderlies and attendants	8.24	3.8	8.15	3.5	—	—
Cleaning and building service	9.19	3.8	9.09	5.0	9.62	2.8
Janitors and cleaners	9.56	3.9	9.54	5.3	9.62	2.8
Personal service	9.94	5.3	8.93	9.1	11.83	4.8
Early childhood teachers' assistants	10.97	9.7	—	—	—	—

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

² 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, Memphis, TN-AR-MS, February 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	\$19.36	\$10.36	\$21.65	\$17.61	\$18.09	–
All excluding sales	19.52	10.87	22.08	17.82	18.42	–
White collar	24.31	12.00	28.15	22.47	23.11	–
White-collar excluding sales	25.38	14.24	31.59	23.63	24.63	–
Professional specialty and technical	29.62	20.26	35.67	27.83	29.23	–
Professional specialty	30.84	22.63	–	30.66	30.63	–
Technical	24.48	–	57.43	16.28	24.07	–
Executive, administrative, and managerial	31.10	–	–	31.13	31.21	–
Sales	16.91	7.05	15.51	14.88	13.22	–
Administrative support, including clerical	13.23	–	17.80	12.68	13.04	–
Blue collar	16.15	–	18.62	14.30	15.13	–
Precision production, craft, and repair	20.92	–	21.23	20.58	19.57	–
Machine operators, assemblers, and inspectors	14.10	–	16.30	13.06	14.16	–
Transportation and material moving	16.89	–	19.85	14.82	15.72	–
Handlers, equipment cleaners, helpers, and laborers	11.92	–	13.46	11.30	11.40	–
Service	11.82	6.24	19.24	8.80	11.07	–
	Relative error ⁶ (percent)					
All occupations	6.3	4.1	4.2	7.7	6.9	–
All excluding sales	6.6	3.5	4.3	8.0	7.1	–
White collar	7.5	6.2	13.5	8.6	8.5	–
White-collar excluding sales	8.0	2.7	15.1	9.0	8.6	–
Professional specialty and technical	9.4	8.7	15.2	12.4	10.4	–
Professional specialty	9.7	5.5	–	12.1	10.8	–
Technical	24.9	–	48.1	6.0	24.4	–
Executive, administrative, and managerial	7.0	–	–	6.9	7.9	–
Sales	7.3	6.7	6.2	12.0	7.0	–
Administrative support, including clerical	3.9	–	3.4	3.4	3.6	–
Blue collar	4.9	–	4.7	4.3	4.3	–
Precision production, craft, and repair	6.5	–	4.1	12.0	4.3	–
Machine operators, assemblers, and inspectors	6.1	–	7.0	8.3	5.9	–
Transportation and material moving	3.0	–	12.4	7.7	4.2	–
Handlers, equipment cleaners, helpers, and laborers	5.3	–	7.8	5.3	4.2	–
Service	8.2	19.2	7.3	2.2	7.3	–

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

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

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.

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Table 3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Memphis, TN-AR-MS, February 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	\$17.84	\$19.47	\$17.40	\$15.04	\$19.94
All excluding sales	18.09	19.59	17.69	15.18	20.58
White collar	23.30	29.97	21.57	19.80	22.60
White-collar excluding sales	25.12	32.98	23.16	21.19	24.34
Professional specialty and technical	30.92	—	27.23	22.99	28.77
Professional specialty	32.27	—	27.09	26.64	27.23
Technical	25.98	—	27.64	16.34	34.29
Executive, administrative, and managerial	31.00	30.94	31.02	33.73	29.14
Sales	15.14	18.37	14.17	12.50	15.00
Administrative support, including clerical	13.56	12.65	13.69	13.09	14.23
Blue collar	15.42	13.58	15.83	14.49	18.25
Precision production, craft, and repair	20.31	18.69	20.72	17.62	24.99
Machine operators, assemblers, and inspectors	13.90	11.73	15.03	14.51	—
Transportation and material moving	16.29	10.00	16.77	16.00	—
Handlers, equipment cleaners, helpers, and laborers	11.63	12.00	11.55	11.53	—
Service	8.27	7.49	8.59	8.26	9.25
Relative error ⁴ (percent)					
All occupations	7.6	21.3	5.7	10.3	5.0
All excluding sales	8.0	23.1	5.8	10.8	5.1
White collar	9.3	20.1	5.3	12.0	5.2
White-collar excluding sales	9.9	17.9	4.8	11.8	3.8
Professional specialty and technical	12.9	—	8.2	5.8	9.9
Professional specialty	13.5	—	3.1	13.4	2.1
Technical	32.0	—	33.8	4.9	39.7
Executive, administrative, and managerial	8.0	14.1	9.9	19.8	2.8
Sales	9.8	14.7	9.8	21.7	11.8
Administrative support, including clerical	3.1	8.6	3.4	5.4	3.4
Blue collar	4.6	10.0	5.2	7.0	4.5
Precision production, craft, and repair	7.6	8.7	9.5	9.4	11.6
Machine operators, assemblers, and inspectors	6.5	16.9	3.5	6.8	—
Transportation and material moving	3.5	8.4	4.2	6.7	—
Handlers, equipment cleaners, helpers, and laborers	5.2	16.8	5.1	7.6	—
Service	2.4	5.7	3.2	3.0	5.5

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

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

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.

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