

**Relative standard errors (in percent) of average hourly wages for occupational groups and areas by time- and incentive-based pay, civilian workers, 2020<sup>1</sup>**

Selected occupational groups and areas	Time-based pay	Incentive-based pay
<b>11-0000 Management occupations</b>		
Houston-The Woodlands-Sugar Land, TX.....	1.3	13.2
Los Angeles-Long Beach-Anaheim, CA.....	1.4	7.3
Miami-Fort Lauderdale-West Palm Beach, FL.....	1.5	11.1
New York-Newark-Jersey City, NY-NJ-PA.....	1.5	15.4
San Jose-Sunnyvale-Santa Clara, CA.....	1.6	8.3
<b>13-0000 Business and financial operations</b>		
Atlanta-Sandy Springs-Roswell, GA.....	1.1	6.9
Boston-Cambridge-Nashua, MA-NH.....	1.4	6.9
Los Angeles-Long Beach-Anaheim, CA.....	0.7	5.1
<b>41-0000 Sales and related</b>		
Chicago-Naperville-Elgin, IL-IN-WI.....	1.8	5.0
Dallas-Fort Worth-Arlington, TX.....	2.9	11.8
Detroit-Warren-Dearborn, MI.....	3.3	2.8
Houston-The Woodlands-Sugar Land, TX.....	3.5	3.5
New York-Newark-Jersey City, NY-NJ-PA.....	2.1	4.9
Seattle-Tacoma-Bellevue, WA.....	1.8	4.6
Washington-Arlington-Alexandria, DC-VA-MD-WV.....	1.9	8.0
<b>43-0000 Office and administrative support</b>		
Atlanta-Sandy Springs-Roswell, GA.....	2.6	4.0
Chicago-Naperville-Elgin, IL-IN-WI.....	2.5	8.9
Dallas-Fort Worth-Arlington, TX.....	2.5	4.2
Detroit-Warren-Dearborn, MI.....	2.4	7.8
Houston-The Woodlands-Sugar Land, TX.....	2.7	7.8
Miami-Fort Lauderdale-West Palm Beach, FL.....	2.6	8.8
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD.....	2.5	6.3
Phoenix-Mesa-Scottsdale, AZ.....	2.3	11.3
Washington-Arlington-Alexandria, DC-VA-MD-WV.....	2.5	5.2
<b>49-0000 Installation, maintenance, and repair</b>		
Dallas-Fort Worth-Arlington, TX.....	0.7	6.8
Detroit-Warren-Dearborn, MI.....	1.0	4.8
Los Angeles-Long Beach-Anaheim, CA.....	1.5	6.8
Minneapolis-St. Paul-Bloomington, MN-WI.....	0.8	5.4
<b>53-0000 Transportation and material moving</b>		
Chicago-Naperville-Elgin, IL-IN-WI.....	2.3	5.4
New York-Newark-Jersey City, NY-NJ-PA.....	2.5	6.8
Washington-Arlington-Alexandria, DC-VA-MD-WV.....	2.4	7.3

<sup>1</sup> For definitions of terms, see the Frequently Asked Questions available at [www.bls.gov/mwe/faq.htm](http://www.bls.gov/mwe/faq.htm).

Note: Dashes indicate that no data were reported or that data do not meet publication criteria. Additional occupational groups and areas are available at [www.bls.gov/mwe](http://www.bls.gov/mwe).

Source: U.S. Bureau of Labor Statistics, Modeled Wage Estimates.