

**Average hourly wages for occupational groups and areas by time- and incentive-based pay, civilian workers, 2023<sup>1</sup>**

Selected occupational groups and areas	Time-based pay	Incentive-based pay
<b>13-0000 Business and Financial Operations Occupations</b>		
Boston-Cambridge-Nashua, MA-NH.....	\$49.11	\$68.48
Chicago-Naperville-Elgin, IL-IN-WI.....	\$43.83	\$68.12
New York-Newark-Jersey City, NY-NJ-PA.....	\$54.84	\$77.85
Oklahoma City, OK.....	\$34.83	\$56.02
Sacramento--Roseville--Arden-Arcade, CA.....	\$42.88	\$72.93
Washington-Arlington-Alexandria, DC-VA-MD-WV.....	\$54.53	\$78.25
<b>41-0000 Sales and Related Occupations</b>		
Atlanta-Sandy Springs-Roswell, GA.....	\$20.84	\$48.79
Detroit-Warren-Dearborn, MI.....	\$21.56	\$43.86
Houston-The Woodlands-Sugar Land, TX.....	\$20.74	\$34.58
Las Vegas-Henderson-Paradise, NV.....	\$18.47	\$36.14
Miami-Fort Lauderdale-West Palm Beach, FL.....	\$21.05	\$39.13
New York-Newark-Jersey City, NY-NJ-PA.....	\$28.70	\$63.49
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD.....	\$22.08	\$39.64
Riverside-San Bernardino-Ontario, CA.....	\$21.10	\$42.60
Seattle-Tacoma-Bellevue, WA.....	\$26.42	\$53.46
Washington-Arlington-Alexandria, DC-VA-MD-WV.....	\$22.69	\$42.01
<b>43-0000 Office and Administrative Support Occupations</b>		
Atlanta-Sandy Springs-Roswell, GA.....	\$22.18	\$25.96
Chicago-Naperville-Elgin, IL-IN-WI.....	\$23.90	\$27.52
Dallas-Fort Worth-Arlington, TX.....	\$22.51	\$28.25
Detroit-Warren-Dearborn, MI.....	\$22.82	\$24.18
Houston-The Woodlands-Sugar Land, TX.....	\$21.80	\$24.08
Los Angeles-Long Beach-Anaheim, CA.....	\$25.73	\$27.68
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD.....	\$23.72	\$28.51
Phoenix-Mesa-Scottsdale, AZ.....	\$23.02	\$27.37

<sup>1</sup> For definitions of terms, see the MWE Handbook of Methods, available at <https://www.bls.gov/opub/hom/mwe/>.

Note: Dashes indicate that no data were reported or that data do not meet publication criteria.

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