



Q3 2022

# Wage Report – Phoenix, AZ

Created by WagePage  
in partnership with Upshift



## Find out how much workers are getting paid

The Q3 Wage Report was created to give an overview of the labor market in Phoenix, AZ. On the next pages, we are presenting data from industries and various job types.

Inside the report, you will find detailed information about average and median hourly wages for the most popular positions in the Phoenix market, as well as a high-level view of employee wages in different industries.

We present the data to help businesses make informed decisions on setting employee wages, which in turn helps attract potential job candidates.

## How have we collected this data?

Thanks to **our partnership with Upshift**, a leading labor marketplace, **we are able to collect real-time, supporting data for workers in various industries and positions.** These are verified rates being paid today to Upshift workers in a wide variety of positions.

## Offering accurate and attractive wages helps fill the applicant pool

As companies begin to compete for a scarce pool of labor, wages are rising quickly and many hourly workers are aware of this and are no longer wary of changing jobs for a better-paid position.

With more transparency on the current market rates, offering **competitive wages and accurate data** is one of the best ways to make sure you can attract enough job candidates.

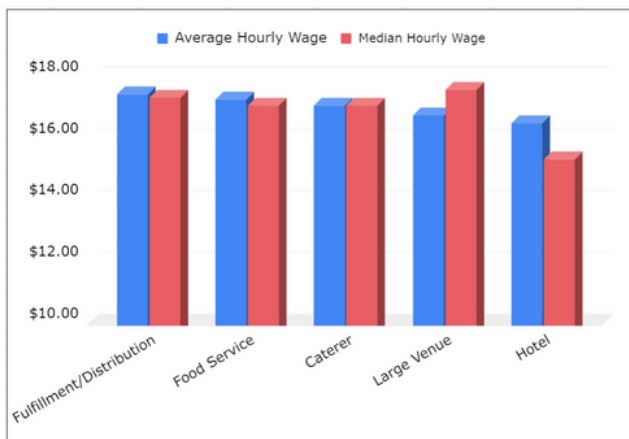




# Phoenix, AZ

## Overview of industries

Industry	Average Hourly Wage	Median Hourly Wage
Fulfillment/Distribution	\$17.38	\$17.25
Food Service	\$17.19	\$17.00
Caterer	\$17.00	\$17.00
Large Venue	\$16.69	\$17.50
Hotel	\$16.42	\$15.25



### Industries we collected data for

We were able to collect data on the following industries: Fulfillment and Distribution, Food Service, Catering, Large Venue, and Hotel.

### Highest and lowest wages

Average Hourly Wages range between \$16.42 and \$17.38, with the lowest wages being paid in the Hotel sector and the highest wages in Fulfillment/Distribution.

### Average and median differences

Average Hourly Wages and Median Hourly Wages were close in most of the industries except for Large Venue and Hotel, in which certain positions were paid either significantly lower or higher than the sector benchmark.

## Highest paid industries

**Fulfillment/  
Distribution**  
\$17.38/hr on average

**Food Service**  
\$17.19/hr on average

**Catering**  
\$17/hr on average

## Overview of hourly wages per job type

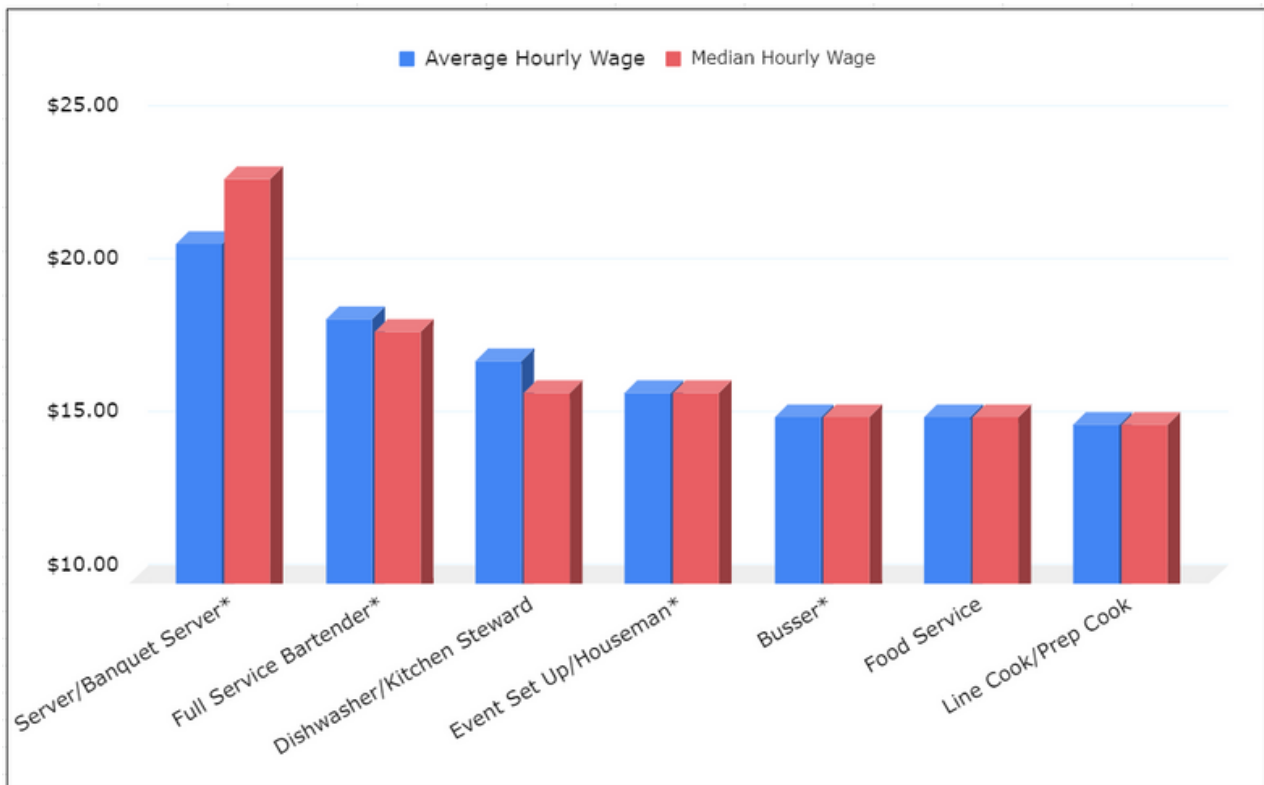
### Positions we collected data for

We were able to collect data on a wide array of positions, with Line Cook/Prep Cook being the lowest paid position with an average of \$15.00 paid per hour of work, and the Server/Banquet Server position being the highest paid, with \$20.88 on average.

Job Type	Average Hourly Wage	Median Hourly Wage
Server/Banquet Server*	\$20.88	\$23.00
Full Service Bartender*	\$18.45	\$18.00
Dishwasher/Kitchen Steward	\$17.05	\$16.00
Event Set Up/Houseman*	\$16.00	\$16.00
Busser*	\$15.25	\$15.25
Food Service	\$15.25	\$15.25
Line Cook/Prep Cook	\$15.00	\$15.00

### Average and Median differences

Average Hourly Wages and Median Hourly Wages were close in all job types except for Server/Banquet Server, where the median was significantly higher, signifying that a big portion of jobs was highly underpaid.



## Highest paid jobs



**Server/Banquet Server**  
\$20.88/hr on average\*



**Full Service Bartender**  
\$18.45/hr on average\*



**Dishwasher/Kitchen Steward**  
\$17.05/hr on average\*

\* presented wages are non-tipped

## Conclusions

After viewing the Industry and Job Type Average and Median Hourly Wages, we can conclude the following for the Miami, FL market in Q3 2022:

- The industry with the **highest hourly wages was Fulfillment/Distribution**, with Median Hourly Wages sitting at \$17.25.
- The industry with the **lowest hourly wages is Hotel**, with Median Hourly Wages sitting at \$15.25.
- The **highest-paid job** in the market was Server/Banquet Server, with a \$23 median being paid for an hour of work.
- The **lowest-paid job** in the market was Line Cook/Prep Cook, with a median wage of \$15/hr.

## Summary

The best-paid jobs in Q3 2022 were in the Fulfillment/Distribution and Food Service sectors, with Server/Banquet Server, Full-Service Bartender, and Dishwasher/Kitchen Stewart being the highest-paid positions.

Average Hourly Wage and Median Hourly Wage were very similar across all job types but highly disproportionate in Industry breakdown. What these exceptions indicate is that **certain job types are either highly overpaid or underpaid due to either lack of information or other differentiating factors.**

What we hope to achieve with this report is to **help employers make informed and accurate decisions** on setting wages for hiring workers.

