



Q4 2024

Wage Report – Phoenix, AZ

Created by WagePage
in partnership with Upshift



Phoenix, AZ

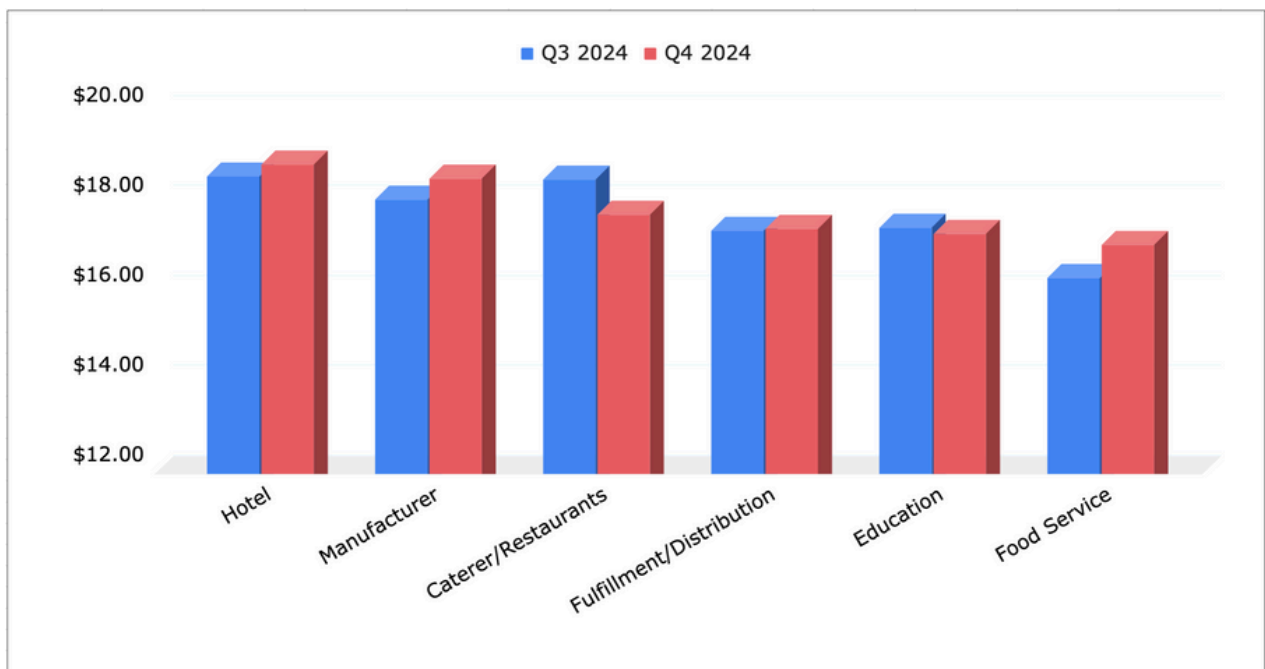
Overview of industries

Industry	Q3 2024	Q4 2024
Hotel	\$18.52	\$18.79
Manufacturer	\$18.00	\$18.46
Caterer/Restaurants	\$18.44	\$17.67
Fulfillment/Distribution	\$17.31	\$17.35
Education	\$17.38	\$17.23
Food Service	\$16.25	\$17.00

The table and the graph represent **average hourly wages** in a given industry, observed in Q3 and Q4 of 2024.

The given data is **representative of real wages** during the measured amount of time and can be used to spot different hiring trends and determine fair wages.

The data is collected and analyzed in partnership with **Upshift**.



Highest paid industries



Hotel
\$18.79/hr on average



Manufacturer
\$18.46/hr on average



Caterer/Restaurants
\$17.67/hr on average

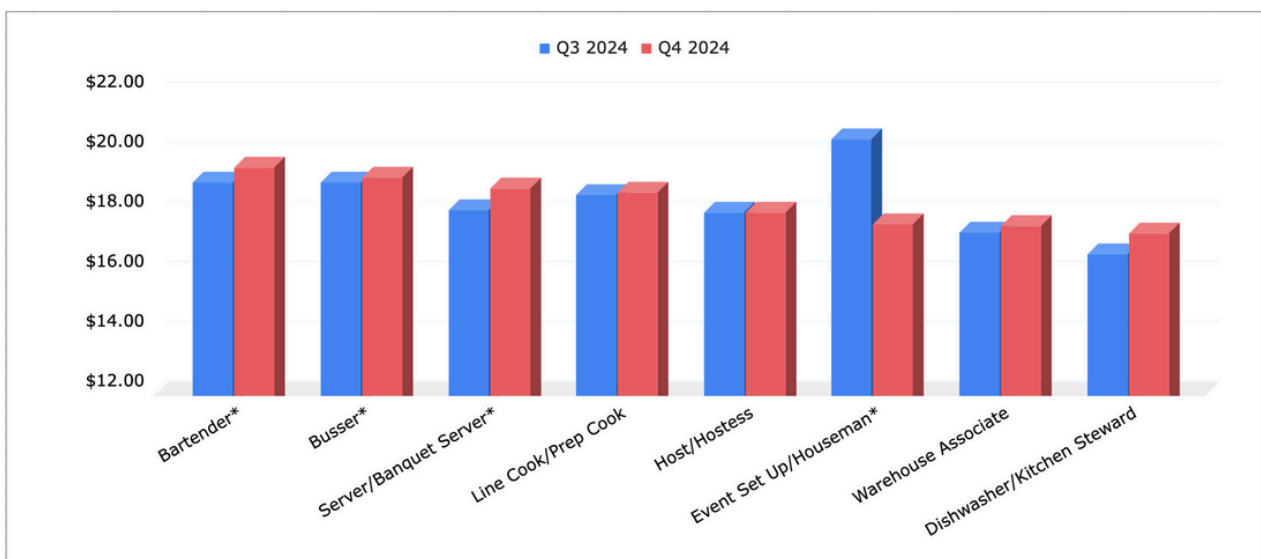
Overview of hourly wages per job type

Job Type	Q3 2024	Q4 2024
Bartender*	\$19.00	\$19.50
Busser*	\$19.00	\$19.17
Server/Banquet Server*	\$18.08	\$18.81
Line Cook/Prep Cook	\$18.59	\$18.67
Host/Hostess	\$18.00	\$18.00
Event Set Up/Houseman*	\$20.44	\$17.60
Warehouse Associate	\$17.32	\$17.55
Dishwasher/Kitchen Steward	\$16.60	\$17.30

The table and the graph represent **average hourly wages** in a given position, observed in the Q3 and Q4 of 2024.

The given data is **representative of real wages** during the measured amount of time and can be used to spot different hiring trends and determine fair wages.

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Highest paid jobs



Bartender

\$19.50/hr on average*



Busser

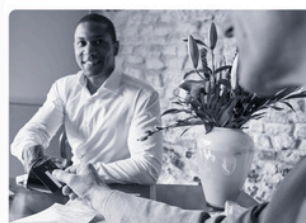
\$19.17/hr on average*



Server/ Banquet Server

\$18.81/hr on average*

* presented wages are non-tipped



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.

How to best use the information given in the report

The Wage Report is a resource giving transparency on the wages set by companies in specific markets. **Its purpose is to help make informed decisions** on setting wages for workers looking for jobs on the market. Accurate wages help keep the labor markets competitive while maximizing worker satisfaction from the positions and minimizing overspending on the employer side.

