

News

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HIGHLIGHTS OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA NATIONAL COMPENSATION SURVEY APRIL 2007

Workers in the San Jose-San Francisco-Oakland metropolitan area earned an average of \$26.94 per hour in April 2007, according to new survey results from the National Compensation Survey (NCS) released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Richard J. Holden reported wage data for workers in a wide range of occupational groups, including average hourly earnings of \$38.96 for healthcare practitioner and technical occupations and \$38.29 for business and financial operations. Another occupational group, office and administrative support, had a mean hourly wage rate of \$19.92. The NCS data available for the San Jose area include earnings for 21 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Registered nurses, part of the healthcare practitioner and technical occupational group, earned \$49.50 per hour. Within the business and financial operations occupational group, financial analysts and advisors averaged \$39.96. Secretaries and administrative assistants, an occupation within the office and administrative support group, registered an average hourly rate of \$26.29, and financial clerks earned \$18.28 per hour.

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$28.18 per hour while their part-time counterparts earned \$17.92. Union workers earned \$27.65 and non-union workers, \$26.73. Workers in establishments with 1-99 workers averaged \$21.82 per hour, those in establishments with 100-499 workers earned \$26.64, and those in establishments with 500 or more employees earned \$34.95.

The occupational wage data available from 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. NCS results also include the work level and respective earnings for occupations determined by a point factor leveling process. The four occupational leveling factors are: knowledge, job controls and complexity, contacts, and physical environment. Details on the NCS are available at <http://www.bls.gov/ncs/home.htm>.

The NCS data provided in the detailed bulletin covered 912 establishments with one or more workers in private industry and State and local governments. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey. This sample of establishments represented 3,222,900 workers in the San Jose-San Francisco-Oakland Combined Statistical Area (CSA) which is comprised of Alameda, Contra Costa, Marin, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma Counties in California.

Survey Availability

Complete survey results are contained in the San Jose-San Francisco-Oakland, CA National Compensation Survey April 2007 (Bulletin 3140-24). While supplies last, single copies of the bulletin are available from the Western Information Office by calling (415) 625-2270 from 9:00 a.m. to 11:30 a.m. and 1:30 p.m. to 4:00 p.m. PT. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/ocs/compub.htm>.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², San Jose-San Francisco-Oakland, CA CSA, April 2007**

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All workers	\$26.94	3.0	\$28.18	2.8	\$17.92	9.5
Management occupations	55.02	5.8	55.26	5.8	—	—
General and operations managers	57.72	11.7	57.72	11.7	—	—
Marketing and sales managers	82.43	28.1	82.43	28.1	—	—
Marketing managers	92.66	32.7	92.66	32.7	—	—
Computer and information systems managers	64.50	13.7	64.50	13.7	—	—
Financial managers	53.53	9.5	53.53	9.5	—	—
Human resources managers	48.45	5.5	48.45	5.5	—	—
Industrial production managers	47.49	15.4	47.49	15.4	—	—
Education administrators	49.42	5.6	49.75	5.8	—	—
Education administrators, elementary and secondary school	49.91	8.1	50.34	8.4	—	—
Engineering managers	61.23	5.2	61.23	5.2	—	—
Medical and health services managers	50.22	15.7	53.82	11.2	—	—
Social and community service managers	26.17	14.4	26.17	14.4	—	—
Business and financial operations occupations	38.29	6.6	38.29	6.8	—	—
Buyers and purchasing agents	30.68	2.5	30.68	2.5	—	—
Claims adjusters, appraisers, examiners, and investigators	29.59	10.8	29.59	10.8	—	—
Claims adjusters, examiners, and investigators	29.59	10.8	29.59	10.8	—	—
Human resources, training, and labor relations specialists	31.95	10.2	32.22	10.2	—	—
Employment, recruitment, and placement specialists ..	43.22	18.3	—	—	—	—
Management analysts	43.90	13.0	44.12	13.1	—	—
Accountants and auditors	37.05	7.7	36.59	7.3	—	—
Financial analysts and advisors	39.96	7.2	39.96	7.2	—	—
Financial analysts	41.81	9.7	41.81	9.7	—	—
Computer and mathematical science occupations	43.90	7.4	42.50	5.9	—	—
Computer programmers	36.48	5.7	37.30	6.8	—	—
Computer software engineers	50.93	4.0	50.93	4.0	—	—
Computer software engineers, applications	47.74	4.4	47.74	4.4	—	—
Computer software engineers, systems software	52.70	6.1	52.70	6.1	—	—
Computer support specialists	33.70	9.0	33.70	9.0	—	—
Computer systems analysts	50.21	15.8	40.97	4.8	—	—
Network and computer systems administrators	32.03	6.9	32.86	7.3	—	—
Architecture and engineering occupations	40.88	3.7	40.97	3.8	—	—
Engineers	44.74	4.0	44.83	4.0	—	—
Civil engineers	43.87	3.5	43.87	3.5	—	—
Computer hardware engineers	45.19	15.4	45.19	15.4	—	—
Electrical and electronics engineers	51.26	10.4	51.26	10.4	—	—
Electrical engineers	59.06	17.6	59.06	17.6	—	—
Electronics engineers, except computer	46.30	12.7	46.30	12.7	—	—
Industrial engineers, including health and safety	40.72	3.6	40.72	3.6	—	—
Industrial engineers	39.77	4.5	39.77	4.5	—	—
Mechanical engineers	41.08	7.7	41.08	7.7	—	—
Drafters	29.15	9.6	29.15	9.6	—	—
Engineering technicians, except drafters	29.03	5.2	28.45	5.4	—	—
Electrical and electronic engineering technicians	29.80	9.0	28.88	9.7	—	—
Life, physical, and social science occupations	37.57	7.8	37.37	8.0	—	—
Life scientists	42.93	7.2	42.47	7.7	—	—
Biological scientists	40.56	9.0	40.56	9.0	—	—
Biochemists and biophysicists	42.47	8.0	42.47	8.0	—	—
Physical scientists	33.84	14.0	33.84	14.0	—	—
Chemists and materials scientists	30.86	7.9	30.86	7.9	—	—
Chemists	30.86	7.9	30.86	7.9	—	—
Market and survey researchers	46.34	10.8	46.34	10.8	—	—
Market research analysts	46.34	10.8	46.34	10.8	—	—
Biological technicians	25.47	6.4	25.37	6.7	—	—
Community and social services occupations	23.23	4.2	23.24	4.3	—	—
Counselors	26.90	7.6	27.74	7.2	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Educational, vocational, and school counselors	\$21.38	4.9	\$22.06	4.4	—	—
Social workers	28.78	11.4	29.10	12.5	—	—
Miscellaneous community and social service specialists	20.21	7.5	20.21	7.5	—	—
Social and human service assistants	15.62	6.8	15.62	6.8	—	—
Legal occupations	51.59	9.8	51.43	9.9	—	—
Lawyers	79.45	11.9	79.68	12.2	—	—
Miscellaneous legal support workers	27.91	17.9	27.91	17.9	—	—
Education, training, and library occupations	38.51	4.2	42.52	6.4	\$24.56	8.0
Postsecondary teachers	56.98	10.3	65.44	8.5	33.55	12.8
Business teachers, postsecondary	49.84	6.1	—	—	—	—
Social sciences teachers, postsecondary	66.57	24.2	—	—	—	—
Health teachers, postsecondary	82.16	5.2	82.34	5.2	—	—
Arts, communications, and humanities teachers, postsecondary	47.74	12.7	52.56	7.7	33.46	14.5
Art, drama, and music teachers, postsecondary	52.04	7.8	—	—	—	—
Miscellaneous postsecondary teachers	34.01	8.8	35.97	8.1	32.50	15.6
Primary, secondary, and special education school teachers	40.23	6.3	41.30	7.1	30.75	9.0
Preschool and kindergarten teachers	20.07	16.5	18.81	16.5	—	—
Preschool teachers, except special education	16.87	9.3	14.86	4.1	—	—
Elementary and middle school teachers	43.90	2.1	46.11	3.0	24.92	12.7
Elementary school teachers, except special education	42.98	1.4	45.53	2.5	—	—
Middle school teachers, except special and vocational education	47.75	6.8	48.49	6.0	—	—
Secondary school teachers	48.56	4.6	48.27	6.0	—	—
Secondary school teachers, except special and vocational education	48.50	4.6	48.14	6.0	—	—
Special education teachers	44.00	9.8	44.06	10.4	—	—
Special education teachers, preschool, kindergarten, and elementary school	42.12	12.5	42.03	13.6	—	—
Other teachers and instructors	33.92	16.3	—	—	28.64	32.0
Librarians	30.05	10.0	30.05	10.0	—	—
Library technicians	24.19	5.4	24.71	5.6	—	—
Teacher assistants	14.50	9.1	14.93	13.6	14.14	11.1
Arts, design, entertainment, sports, and media occupations	27.96	8.1	28.25	8.8	23.30	13.4
Designers	27.17	19.6	28.43	19.6	—	—
Writers and editors	34.64	10.1	34.28	11.3	—	—
Healthcare practitioner and technical occupations	38.96	5.7	36.90	3.6	44.20	8.9
Physicians and surgeons	30.12	22.8	28.60	28.8	—	—
Registered nurses	49.50	1.5	48.91	2.9	50.41	.7
Therapists	44.36	30.4	—	—	38.58	34.1
Clinical laboratory technologists and technicians	26.60	14.5	26.30	12.2	—	—
Medical and clinical laboratory technologists	42.79	1.6	—	—	—	—
Medical and clinical laboratory technicians	19.90	5.1	—	—	—	—
Health diagnosing and treating practitioner support technicians	21.69	6.3	21.74	6.7	—	—
Pharmacy technicians	21.69	5.2	—	—	—	—
Licensed practical and licensed vocational nurses	29.76	6.7	27.66	3.6	33.17	14.5
Healthcare support occupations	18.21	2.6	18.42	4.3	17.73	2.5
Nursing, psychiatric, and home health aides	16.28	6.7	13.93	6.9	20.03	1.1
Nursing aides, orderlies, and attendants	15.95	7.6	—	—	20.03	1.1
Miscellaneous healthcare support occupations	18.81	2.6	19.73	5.3	16.49	7.6
Dental assistants	20.83	.3	—	—	—	—
Medical assistants	18.25	2.0	19.27	3.4	—	—
Protective service occupations	24.24	5.1	26.99	6.2	11.58	10.3
Fire fighters	31.83	5.7	32.43	2.7	—	—
Police officers	38.76	3.0	38.76	3.0	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Police and sheriff's patrol officers	\$38.76	3.0	\$38.76	3.0	—	—
Security guards and gaming surveillance officers	13.29	7.5	14.53	4.8	\$10.54	2.3
Security guards	13.29	7.5	14.53	4.8	10.54	2.3
Miscellaneous protective service workers	19.84	18.2	—	—	—	—
Food preparation and serving related occupations	10.56	1.8	11.37	2.1	9.23	1.3
First-line supervisors/managers, food preparation and serving workers	16.12	10.4	16.12	10.4	—	—
Cooks	12.18	3.5	12.58	5.1	11.01	7.7
Cooks, institution and cafeteria	16.17	9.7	15.94	11.3	—	—
Cooks, restaurant	11.32	1.6	11.65	2.7	—	—
Food preparation workers	10.70	4.0	—	—	—	—
Food service, tipped	8.38	4.8	8.00	3.7	8.63	6.2
Bartenders	9.93	3.5	—	—	—	—
Waiters and waitresses	7.96	3.4	7.05	1.4	8.47	6.4
Dining room and cafeteria attendants and bartender helpers	9.34	3.2	—	—	—	—
Fast food and counter workers	9.86	2.9	10.37	5.2	9.22	6.9
Combined food preparation and serving workers, including fast food	9.61	2.8	10.31	7.1	8.91	6.3
Counter attendants, cafeteria, food concession, and coffee shop	10.65	9.9	10.50	15.4	11.05	15.4
Food servers, nonrestaurant	10.13	4.8	10.22	3.8	—	—
Dishwashers	8.95	8.3	9.22	8.1	—	—
Building and grounds cleaning and maintenance occupations	13.36	10.0	13.36	9.8	13.39	24.3
Building cleaning workers	12.08	9.3	12.16	10.2	10.71	12.1
Janitors and cleaners, except maids and housekeeping cleaners	12.30	11.3	12.43	12.2	—	—
Maids and housekeeping cleaners	11.02	4.5	11.04	4.8	—	—
Grounds maintenance workers	17.71	7.3	17.71	7.3	—	—
Landscaping and groundskeeping workers	17.54	8.6	17.54	8.6	—	—
Personal care and service occupations	12.86	5.8	12.75	5.9	13.34	11.3
Child care workers	12.63	7.5	—	—	11.51	12.2
Recreation and fitness workers	19.75	12.9	—	—	17.22	16.0
Recreation workers	17.31	15.5	—	—	13.06	13.6
Sales and related occupations	22.14	8.5	24.96	9.2	10.96	6.4
First-line supervisors/managers, sales workers	29.19	16.3	29.19	16.3	—	—
First-line supervisors/managers of retail sales workers	19.06	8.8	19.06	8.8	—	—
Retail sales workers	13.58	7.0	14.72	7.4	10.90	6.8
Cashiers, all workers	11.26	4.5	12.23	4.8	10.07	3.1
Cashiers	11.26	4.5	12.23	4.8	10.07	3.1
Counter and rental clerks and parts salespersons	14.30	12.7	14.30	12.7	—	—
Retail salespersons	14.70	11.2	15.83	11.5	11.64	10.9
Securities, commodities, and financial services sales agents	75.72	37.5	75.72	37.5	—	—
Sales representatives, wholesale and manufacturing	31.06	3.5	31.06	3.5	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	38.00	11.2	38.00	11.2	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	23.88	12.4	23.88	12.4	—	—
Office and administrative support occupations	19.92	1.7	20.55	1.7	14.85	2.9
First-line supervisors/managers of office and administrative support workers	23.81	8.2	23.82	8.3	—	—
Financial clerks	18.28	2.6	18.60	2.8	13.68	4.8
Bill and account collectors	18.29	10.7	18.29	10.7	—	—
Bookkeeping, accounting, and auditing clerks	18.82	3.7	18.89	3.7	—	—
Tellers	14.62	2.0	15.18	2.9	13.42	5.1
Customer service representatives	18.94	4.1	19.27	4.1	—	—
Library assistants, clerical	16.65	11.0	15.67	25.4	—	—
Order clerks	15.49	5.1	15.86	6.3	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Receptionists and information clerks	\$17.21	5.5	\$17.70	5.5	\$13.52	15.2
Reservation and transportation ticket agents and travel clerks	16.28	6.1	—	—	—	—
Dispatchers	28.26	7.1	28.26	7.1	—	—
Police, fire, and ambulance dispatchers	30.89	3.5	30.89	3.5	—	—
Production, planning, and expediting clerks	28.08	6.2	28.08	6.2	—	—
Shipping, receiving, and traffic clerks	14.30	8.0	14.14	8.7	—	—
Stock clerks and order fillers	14.31	9.5	15.23	6.4	—	—
Secretaries and administrative assistants	26.29	2.2	26.50	2.6	21.65	9.8
Executive secretaries and administrative assistants	26.43	2.8	26.58	3.1	—	—
Secretaries, except legal, medical, and executive	21.86	6.5	22.22	7.2	—	—
Data entry and information processing workers	18.49	9.4	19.68	9.6	14.36	7.9
Data entry keyers	14.93	4.2	—	—	—	—
Word processors and typists	20.66	9.3	21.13	10.0	—	—
Insurance claims and policy processing clerks	21.85	6.1	21.99	3.7	—	—
Office clerks, general	17.33	4.3	19.10	4.5	13.96	5.2
Construction and extraction occupations	25.09	.7	25.05	.7	—	—
First-line supervisors/managers of construction trades and extraction workers	33.59	1.6	33.59	1.6	—	—
Cement masons, concrete finishers, and terrazzo workers	23.23	11.7	23.23	11.7	—	—
Cement masons and concrete finishers	23.23	11.7	23.23	11.7	—	—
Construction laborers	17.54	21.7	17.54	21.7	—	—
Electricians	29.06	10.3	28.70	10.1	—	—
Painters and paperhangers	20.19	23.7	20.19	23.7	—	—
Painters, construction and maintenance	20.19	23.7	20.19	23.7	—	—
Installation, maintenance, and repair occupations	22.43	6.0	23.15	6.2	12.18	11.5
First-line supervisors/managers of mechanics, installers, and repairers	28.31	11.2	28.31	12.6	—	—
Automotive technicians and repairers	20.71	10.7	20.71	10.7	—	—
Automotive service technicians and mechanics	20.71	10.7	20.71	10.7	—	—
Bus and truck mechanics and diesel engine specialists	25.27	8.4	25.27	8.4	—	—
Industrial machinery installation, repair, and maintenance workers	21.42	7.5	21.75	7.6	—	—
Industrial machinery mechanics	25.71	10.2	25.71	10.2	—	—
Maintenance and repair workers, general	21.74	6.4	22.32	5.3	—	—
Miscellaneous installation, maintenance, and repair workers	15.99	8.2	17.20	5.4	—	—
Helpers--installation, maintenance, and repair workers	11.45	10.1	—	—	—	—
Production occupations	15.81	7.6	16.21	6.7	12.52	20.3
First-line supervisors/managers of production and operating workers	29.10	11.7	29.10	11.7	—	—
Electrical, electronics, and electromechanical assemblers	13.09	11.9	13.08	12.2	—	—
Miscellaneous assemblers and fabricators	18.16	1.7	18.40	1.3	—	—
Machinists	27.28	2.7	27.28	2.7	—	—
Welding, soldering, and brazing workers	18.93	9.1	18.93	9.1	—	—
Welders, cutters, solderers, and brazers	18.93	9.1	18.93	9.1	—	—
Stationary engineers and boiler operators	36.74	2.3	37.22	1.8	—	—
Inspectors, testers, sorters, samplers, and weighers	16.41	20.8	16.41	20.8	—	—
Painting workers	24.82	9.7	—	—	—	—
Miscellaneous production workers	13.98	5.1	14.03	5.3	12.49	6.5
Transportation and material moving occupations	16.05	5.4	16.85	6.2	10.70	5.4
Bus drivers	17.35	5.4	17.88	2.9	—	—
Bus drivers, transit and intercity	17.41	5.8	17.99	3.1	—	—
Driver/sales workers and truck drivers	17.79	3.5	17.84	3.6	—	—
Truck drivers, heavy and tractor-trailer	18.26	5.0	18.26	5.0	—	—
Truck drivers, light or delivery services	17.48	6.0	17.56	6.3	—	—
Industrial truck and tractor operators	15.31	1.9	15.31	1.9	—	—
Laborers and material movers, hand	12.48	8.3	13.17	8.0	9.83	4.0
Cleaners of vehicles and equipment	12.00	16.9	12.80	16.8	—	—

See footnotes at end of table.

Table 1. Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Laborers and freight, stock, and material movers, hand	\$12.87	8.4	\$13.62	9.2	\$10.48	3.5
Packers and packagers, hand	12.43	6.5	12.87	6.8	—	—

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 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.

³ Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.