

San Francisco-Oakland-San Jose, CA National Compensation Survey July 1998



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Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics' (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at Division of Compensation Data Analysis and Planning,

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6199, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://stats.bls.gov/comhome.htm>, the BLS Internet site. Data are in three formats: An ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

Results of earlier surveys of this area are also available from BLS regional offices, the Division of Compensation Data Analysis and Planning, or at the BLS Internet site.

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Introduction

The tables in this bulletin summarize the NCS results for the San Francisco-Oakland-San Jose, CA, metropolitan area. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS products

The Bureau's National Compensation Survey provides data on the occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, will be derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

Ongoing changes

The NCS is implementing changes to its sample design and timing of data collection and publication. Because of these ongoing changes, it is not possible to produce median wages and other wage percentiles for this area publication. Estimates describing the distribution of wages by occupation will be published for the next survey of this area in the late spring of 2000.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households), as explained in Appendix A. The table footnotes include information on survey concepts and definitions.

Table 1-1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry,

and State and local government for selected worker and establishment characteristics. The worker characteristics include major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing (within private industry) and size of establishment.

Table 2-1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates. Table 2-2 presents the same type of information only for full-time workers. Table 2-3 provides similar data for workers designated as part-time.

Table 3-1 presents mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. The mean hours reflect hours employees are scheduled to work, excluding overtime hours. Table 3-2 provides annual earnings, relative standard error, and annual hours for full-time employees in specific occupations.

Table 4-1 presents mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4-2 provides work level data for full-time workers. Table 4-3 provides similar data for workers designated as part-time.

Table 5-1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5-2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5-3 presents mean hourly earnings data for establishment employment sizes by major occupational groups; these estimates are also limited to the private sector.

Appendix table 1 provides the employment scope of this survey. The occupation employment estimates relate to all employers in the area, rather than just those surveyed. Appendix table 2 presents the number of establishments studied by industry group and employment size.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$20.67	2.2	36.4	\$19.90	2.8	36.7	\$23.78	1.8	35.3
Worker characteristics:⁴									
White-collar occupations ⁵	24.44	2.1	36.5	24.26	2.7	37.1	25.06	2.2	34.3
Professional specialty and technical	29.87	2.0	36.4	29.91	2.6	37.6	29.79	2.8	33.7
Executive, administrative, and managerial	33.46	3.0	40.8	34.73	3.3	41.1	27.76	4.9	39.4
Sales	14.70	7.8	32.6	14.68	7.8	32.5	—	—	—
Administrative support	15.01	2.1	35.4	14.56	2.6	36.1	16.56	2.2	33.1
Blue-collar occupations ⁵	15.53	3.7	38.3	15.00	4.0	38.3	20.75	4.4	38.7
Precision production, craft, and repair	19.97	3.3	39.4	19.38	3.8	39.4	24.46	4.4	39.8
Machine operators, assemblers, and inspectors	12.39	6.5	39.6	12.43	6.6	39.6	—	—	—
Transportation and material moving	15.92	9.2	38.1	15.52	10.8	38.0	18.40	5.5	39.0
Handlers, equipment cleaners, helpers, and laborers	11.10	6.7	35.9	10.47	7.0	35.8	17.39	4.5	36.5
Service occupations ⁵	12.56	5.0	33.5	9.53	3.6	32.4	20.98	4.0	37.0
Full time	21.64	2.3	39.9	20.89	2.9	39.9	24.69	1.8	39.6
Part time	13.09	5.1	21.7	12.09	6.0	22.4	16.97	4.4	19.4
Union	20.77	2.3	36.1	18.17	4.0	36.5	23.29	1.9	35.8
Nonunion	20.61	3.2	36.5	20.36	3.4	36.7	27.35	5.7	31.9
Time	20.74	2.3	36.4	19.97	2.9	36.7	23.78	1.8	35.3
Incentive	17.95	7.6	36.8	17.95	7.6	36.8	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers	16.93	5.8	36.3	16.93	5.8	36.3	—	—	—
100-499 workers	17.59	5.4	36.2	17.39	5.6	36.4	22.39	3.9	30.8
500 workers or more	24.11	2.3	36.6	24.24	3.5	37.2	23.89	1.9	35.7

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, and 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 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. For more information about RSEs, see appendix A.

³ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁴ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁵ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$20.67	2.2	\$19.90	2.8	\$23.78	1.8
All excluding sales	21.04	2.3	20.30	2.9	23.79	1.8
White collar	24.44	2.1	24.26	2.7	25.06	2.2
White collar excluding sales	25.44	2.1	25.55	2.7	25.07	2.2
Professional specialty and technical	29.87	2.0	29.91	2.6	29.79	2.8
Professional specialty	31.81	2.1	32.13	2.8	31.13	2.9
Engineers, architects, and surveyors	33.41	2.6	33.75	2.5	29.49	11.4
Civil engineers	35.41	5.2	—	—	32.68	7.8
Electrical and electronic engineers	33.21	4.1	33.13	4.1	—	—
Industrial engineers	27.01	5.6	27.01	5.6	—	—
Mechanical engineers	31.29	7.5	31.29	7.5	—	—
Engineers, n.e.c.	34.57	4.4	35.61	3.3	—	—
Mathematical and computer scientists	34.79	3.7	35.29	3.7	25.75	2.0
Computer systems analysts and scientists	34.65	3.9	35.17	3.9	25.75	2.0
Natural scientists	32.49	12.0	34.28	12.3	—	—
Physical scientists, n.e.c.	33.57	17.9	33.57	17.9	—	—
Health related	28.36	2.8	27.58	3.2	29.97	5.3
Physicians	34.59	18.8	—	—	49.50	10.3
Registered nurses	28.85	2.0	29.48	2.2	27.54	3.4
Dietitians	20.34	4.3	20.30	4.4	—	—
Teachers, college and university	38.09	8.1	46.18	12.4	33.38	5.9
Psychology teachers	32.28	24.3	32.28	24.3	—	—
Business, commerce, and marketing teachers	37.71	14.8	37.32	22.7	—	—
Art, drama, and music teachers	35.96	3.3	35.33	4.5	—	—
English teachers	35.90	18.8	25.46	14.2	—	—
Teachers, post secondary, subject not specified ..	31.81	13.8	31.08	15.6	32.18	18.8
Teachers, except college and university	31.74	4.6	18.78	9.0	33.61	4.8
Prekindergarten and kindergarten	17.32	20.8	11.68	3.8	—	—
Elementary school teachers	35.14	5.7	19.71	9.0	35.58	5.8
Secondary school teachers	32.64	10.3	22.21	15.0	39.43	5.7
Teachers, special education	36.02	4.2	—	—	36.70	3.8
Teachers, n.e.c.	30.86	5.8	20.82	11.8	33.20	6.9
Substitute teachers	12.65	4.6	—	—	12.64	4.7
Vocational and educational counselors	22.10	6.1	16.71	9.5	22.68	7.2
Librarians, archivists, and curators	24.98	8.1	—	—	27.01	5.8
Librarians	24.98	8.1	—	—	27.01	5.8
Social scientists and urban planners	27.93	8.1	29.72	9.9	23.68	7.5
Economists	29.83	10.8	29.83	10.8	—	—
Psychologists	24.57	6.8	—	—	23.68	7.5
Social, recreation, and religious workers	19.41	10.6	15.06	16.1	23.19	5.4
Social workers	22.65	6.9	—	—	24.15	5.1
Lawyers and judges	46.65	4.7	46.60	5.3	—	—
Lawyers	46.65	4.7	46.60	5.3	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.88	11.4	26.06	12.5	24.15	7.3
Designers	24.76	9.6	24.76	9.6	—	—
Professional, n.e.c.	28.33	4.1	28.70	5.2	—	—
Technical	22.49	4.0	23.05	4.6	19.56	3.3
Clinical laboratory technologists and technicians	22.27	4.6	22.08	4.8	—	—
Health record technologists and technicians	15.71	7.0	—	—	—	—
Radiologic technicians	23.66	4.1	23.46	4.4	—	—
Licensed practical nurses	17.80	2.4	17.66	2.2	18.24	6.4
Health technologists and technicians, n.e.c.	17.61	4.8	17.75	9.3	17.48	3.6
Electrical and electronic technicians	20.11	4.1	19.93	4.0	—	—
Engineering technicians, n.e.c.	19.92	4.4	19.65	4.8	—	—
Drafters	27.10	13.2	27.10	13.2	—	—
Airplane pilots and navigators	117.64	17.9	117.64	17.9	—	—
Computer programmers	29.14	10.3	29.02	10.7	—	—
Legal assistants	20.26	8.4	—	—	—	—
Technical and related, n.e.c.	19.42	3.3	19.51	4.0	19.11	6.0
Executive, administrative, and managerial	33.46	3.0	34.73	3.3	27.76	4.9
Executives, administrators, and managers	39.84	3.7	40.70	4.0	34.49	6.4
Administrators and officials, public administration	30.73	8.4	—	—	30.73	8.4

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Executives, administrators, and managers –Continued						
Financial managers	\$35.84	6.3	\$35.89	6.3	–	–
Personnel and labor relations managers	33.34	8.6	33.60	8.8	–	–
Managers, marketing, advertising, and public relations	43.57	6.9	43.57	6.9	–	–
Administrators, education and related fields	34.16	7.2	21.84	7.6	\$39.55	3.5
Managers, medicine and health	29.82	9.6	26.33	9.5	–	–
Managers, service organizations, n.e.c.	22.98	9.5	22.87	10.4	–	–
Managers and administrators, n.e.c.	45.74	5.5	45.76	5.6	–	–
Management related	24.97	2.4	25.74	2.6	22.53	5.0
Accountants and auditors	24.30	4.2	24.25	4.6	–	–
Other financial officers	27.33	6.3	27.62	6.6	–	–
Management analysts	29.51	6.5	28.72	7.4	–	–
Personnel, training, and labor relations specialists	26.75	7.5	27.30	10.1	–	–
Purchasing agents and buyers, n.e.c.	26.68	4.6	26.75	4.8	–	–
Construction inspectors	28.22	6.8	–	–	28.22	6.8
Inspectors and compliance officers, except construction	23.83	14.0	–	–	–	–
Management related, n.e.c.	23.50	4.3	25.59	4.3	18.65	6.3
Sales	14.70	7.8	14.68	7.8	–	–
Supervisors, sales	17.69	15.9	17.66	16.1	–	–
Securities and financial services sales	17.01	22.2	17.01	22.2	–	–
Advertising and related sales	26.16	10.2	26.16	10.2	–	–
Sales workers, apparel	8.47	10.2	8.47	10.2	–	–
Sales workers, furniture and home furnishings	9.32	7.4	9.32	7.4	–	–
Sales workers, other commodities	10.12	9.9	10.04	10.0	–	–
Cashiers	10.45	7.2	10.39	7.2	–	–
Sales support, n.e.c.	17.56	9.7	17.56	9.7	–	–
Administrative support, including clerical	15.01	2.1	14.56	2.6	16.56	2.2
Supervisors, general office	23.38	6.0	–	–	22.22	5.1
Supervisors, financial records processing	24.11	9.6	24.11	9.6	–	–
Supervisors, distribution, scheduling, and adjusting clerks	19.61	7.8	19.86	10.2	–	–
Computer operators	18.82	3.1	18.89	3.2	–	–
Secretaries	17.24	2.9	17.22	3.4	17.29	4.0
Stenographers	19.63	11.6	–	–	–	–
Typists	14.34	12.9	–	–	–	–
Hotel clerks	10.16	8.1	10.16	8.1	–	–
Transportation ticket and reservation agents	13.19	22.5	13.19	22.5	–	–
Receptionists	10.86	3.6	10.86	3.6	–	–
Information clerks, n.e.c.	15.03	6.5	15.03	6.5	–	–
Order clerks	14.70	5.5	14.75	5.5	–	–
Personnel clerks, except payroll and timekeeping	19.05	4.7	18.81	5.3	–	–
Library clerks	14.11	6.0	–	–	14.35	7.9
File clerks	10.41	7.9	10.27	8.3	–	–
Records clerks, n.e.c.	12.99	13.9	12.68	15.6	14.95	6.3
Bookkeepers, accounting and auditing clerks	14.91	3.7	14.42	4.3	16.98	5.0
Payroll and timekeeping clerks	16.06	16.8	–	–	–	–
Billing clerks	15.27	6.3	14.64	6.9	–	–
Messengers	10.55	10.8	–	–	–	–
Dispatchers	19.25	6.2	16.49	11.7	21.70	3.4
Production coordinators	18.22	9.1	18.22	9.1	–	–
Traffic, shipping and receiving clerks	14.87	10.5	14.79	11.0	–	–
Stock and inventory clerks	13.01	5.2	12.79	5.6	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	16.47	13.3	16.35	15.1	–	–
Insurance adjusters, examiners, and investigators	15.50	6.8	15.50	6.8	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Investigators and adjusters, except insurance	\$15.49	6.6	\$15.23	7.6	–	–
Eligibility clerks, social welfare	17.87	8.2	–	–	\$19.24	7.1
General office clerks	13.93	3.7	13.35	5.9	14.70	3.1
Bank tellers	10.04	4.5	10.04	4.5	–	–
Data entry keyers	12.95	5.6	12.95	5.6	–	–
Teachers' aides	12.09	5.3	–	–	12.16	5.3
Administrative support, n.e.c.	16.07	3.3	15.25	4.0	17.66	3.2
Blue collar	15.53	3.7	15.00	4.0	20.75	4.4
Precision production, craft, and repair						
Supervisors, mechanics and repairers	19.97	3.3	19.38	3.8	24.46	4.4
Automobile mechanics	24.86	7.3	23.83	8.8	–	–
Bus, truck, and stationary engine mechanics	21.96	3.8	–	–	–	–
Industrial machinery repairers	19.68	9.5	19.68	9.5	–	–
Electronic repairers, communications and industrial equipment	21.08	2.8	20.78	2.7	–	–
Mechanics and repairers, n.e.c.	18.81	8.3	18.59	8.8	–	–
Electricians	19.56	5.5	18.52	5.7	23.87	5.6
Construction trades, n.e.c.	23.86	12.8	25.78	12.5	–	–
Supervisors, production	20.26	4.5	–	–	–	–
Machinists	24.40	6.6	24.40	6.6	–	–
Electrical and electronic equipment assemblers ..	22.13	5.0	22.13	5.0	–	–
Inspectors, testers, and graders	10.84	11.7	10.84	11.7	–	–
Stationary engineers	15.62	11.9	15.62	11.9	–	–
	24.92	3.1	–	–	–	–
Machine operators, assemblers, and inspectors						
Miscellaneous machine operators, n.e.c.	12.39	6.5	12.43	6.6	–	–
Assemblers	12.20	7.0	12.20	7.0	–	–
Production inspectors, checkers and examiners ..	11.60	12.3	11.60	12.3	–	–
	11.30	9.6	11.30	9.6	–	–
Transportation and material moving						
Truck drivers	15.92	9.2	15.52	10.8	18.40	5.5
Bus drivers	16.13	9.0	16.11	9.4	–	–
Industrial truck and tractor equipment operators ..	15.14	13.1	–	–	–	–
	14.78	13.6	14.78	13.6	–	–
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	11.10	6.7	10.47	7.0	17.39	4.5
Stock handlers and baggers	15.17	13.9	–	–	17.98	8.5
Freight, stock, and material handlers, n.e.c.	9.16	5.0	9.16	5.0	–	–
Vehicle washers and equipment cleaners	13.49	12.5	13.49	12.5	–	–
Hand packers and packagers	8.86	23.4	8.86	23.4	–	–
Laborers, except construction, n.e.c.	7.46	3.8	7.46	3.8	–	–
	13.98	8.6	13.22	10.0	–	–
Service						
Protective service	12.56	5.0	9.53	3.6	20.98	4.0
Supervisors, firefighters and fire prevention	17.00	14.7	8.91	8.3	24.71	3.2
Firefighting	28.27	7.7	–	–	28.27	7.7
Police and detectives, public service	22.48	5.8	–	–	22.48	5.8
Sheriffs, bailiffs, and other law enforcement officers	28.45	3.6	–	–	28.45	3.6
Correctional institution officers	22.43	7.7	–	–	22.43	7.7
Guards and police, except public service	20.77	2.7	–	–	20.77	2.7
Food service	8.84	8.4	8.63	7.6	–	–
Supervisors, food preparation and service	9.01	5.5	8.84	5.9	11.59	8.0
Waiters and waitresses	12.98	3.5	12.98	3.5	–	–
Cooks	6.57	7.0	6.57	7.0	–	–
Kitchen workers, food preparation	14.06	12.4	13.76	14.2	–	–
Waiters/Waitresses' assistants	9.01	4.3	8.81	4.3	–	–
Food preparation, n.e.c.	8.45	10.6	8.45	10.6	–	–
Health service	7.71	7.8	7.37	8.2	9.65	2.7
	11.68	3.6	10.90	3.1	16.81	9.1

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Health service—Continued						
Health aides, except nursing	\$14.20	7.8	\$12.88	6.1	\$18.80	12.4
Nursing aides, orderlies and attendants	10.80	3.7	10.29	3.1	15.28	10.8
Cleaning and building service	11.19	7.1	9.31	5.7	17.45	7.7
Supervisors, cleaning and building service workers	23.55	19.5	—	—	—	—
Maids and housemen	9.62	7.7	9.30	7.5	—	—
Janitors and cleaners	11.00	7.9	9.16	6.9	16.34	5.8
Personal service	12.02	10.6	11.33	11.8	14.78	16.6
Attendants, amusement, and recreation facilities	8.72	8.4	—	—	9.90	12.4
Baggage porters and bellhops	7.87	3.5	7.87	3.5	—	—
Early childhood teachers' assistants	10.02	11.6	—	—	—	—
Child care workers, n.e.c.	13.42	22.6	—	—	—	—
Service, n.e.c.	11.12	8.5	10.12	8.1	—	—

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 All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. 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. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$21.64	2.3	\$20.89	2.9	\$24.69	1.8
All excluding sales	21.92	2.3	21.19	2.9	24.70	1.8
White collar	25.36	2.2	25.17	2.7	26.05	2.3
White collar excluding sales	26.14	2.2	26.16	2.8	26.07	2.3
Professional specialty and technical	30.28	2.2	30.29	2.8	30.27	2.9
Professional specialty	32.31	2.2	32.59	2.9	31.69	3.1
Engineers, architects, and surveyors	33.44	2.6	33.77	2.5	29.49	11.4
Civil engineers	35.41	5.2	—	—	32.68	7.8
Electrical and electronic engineers	33.21	4.1	33.13	4.1	—	—
Industrial engineers	27.01	5.6	27.01	5.6	—	—
Mechanical engineers	31.29	7.5	31.29	7.5	—	—
Engineers, n.e.c.	34.64	4.4	35.70	3.3	—	—
Mathematical and computer scientists	34.79	3.7	35.29	3.7	25.75	2.0
Computer systems analysts and scientists	34.65	3.9	35.17	3.9	25.75	2.0
Natural scientists	32.49	12.0	34.28	12.3	—	—
Physical scientists, n.e.c.	33.57	17.9	33.57	17.9	—	—
Health related	27.17	3.9	25.23	4.2	30.03	6.7
Physicians	32.70	20.2	—	—	—	—
Registered nurses	27.62	3.0	28.01	3.5	27.03	5.1
Teachers, college and university	40.21	9.4	49.46	12.9	34.52	6.0
Teachers, post secondary, subject not specified ..	35.08	14.5	—	—	—	—
Teachers, except college and university	32.58	4.5	18.87	8.9	34.36	4.5
Prekindergarten and kindergarten	17.47	21.2	11.68	3.9	—	—
Elementary school teachers	35.04	5.6	19.82	10.5	35.45	5.7
Secondary school teachers	32.47	11.1	22.17	15.3	—	—
Teachers, special education	36.77	3.9	—	—	37.45	3.5
Teachers, n.e.c.	32.46	7.1	—	—	33.56	7.8
Vocational and educational counselors	21.65	5.7	16.83	9.8	—	—
Librarians, archivists, and curators	26.61	5.3	—	—	27.02	5.8
Librarians	26.61	5.3	—	—	27.02	5.8
Social scientists and urban planners	28.31	8.3	29.77	9.9	24.25	8.6
Economists	29.83	10.8	29.83	10.8	—	—
Psychologists	25.16	7.6	—	—	24.25	8.6
Social, recreation, and religious workers	19.75	12.1	14.97	20.0	23.40	5.9
Social workers	24.03	4.8	22.33	9.3	24.54	5.6
Lawyers and judges	46.65	4.7	46.60	5.3	—	—
Lawyers	46.65	4.7	46.60	5.3	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.00	11.9	26.20	12.6	—	—
Designers	24.76	9.6	24.76	9.6	—	—
Professional, n.e.c.	28.21	5.0	28.70	5.2	—	—
Technical	22.77	4.2	23.32	4.9	19.76	3.4
Clinical laboratory technologists and technicians	21.75	4.5	21.52	4.6	—	—
Radiologic technicians	24.47	4.6	24.21	4.5	—	—
Licensed practical nurses	17.62	2.9	17.33	2.3	—	—
Health technologists and technicians, n.e.c.	17.15	5.0	17.06	10.4	17.21	3.8
Electrical and electronic technicians	20.39	4.1	20.20	4.0	—	—
Engineering technicians, n.e.c.	19.92	4.4	19.65	4.8	—	—
Drafters	27.58	13.1	27.58	13.1	—	—
Airplane pilots and navigators	117.64	17.9	117.64	17.9	—	—
Computer programmers	29.14	10.3	29.02	10.7	—	—
Legal assistants	20.26	8.4	—	—	—	—
Technical and related, n.e.c.	19.55	3.5	19.56	4.1	19.50	6.6
Executive, administrative, and managerial	33.59	3.0	34.91	3.3	27.68	4.9
Executives, administrators, and managers	39.88	3.7	40.75	4.0	34.49	6.4
Administrators and officials, public administration	30.73	8.4	—	—	30.73	8.4
Financial managers	36.02	6.2	36.08	6.2	—	—
Personnel and labor relations managers	33.34	8.6	33.60	8.8	—	—
Managers, marketing, advertising, and public relations	43.57	6.9	43.57	6.9	—	—
Administrators, education and related fields	34.30	7.3	21.94	7.9	39.55	3.5
Managers, medicine and health	29.82	9.6	26.33	9.5	—	—
Managers, service organizations, n.e.c.	22.98	9.5	22.87	10.4	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Executives, administrators, and managers –Continued						
Managers and administrators, n.e.c.	\$45.74	5.5	\$45.76	5.6	–	–
Management related	25.04	2.5	25.91	2.7	\$22.32	5.0
Accountants and auditors	24.37	4.2	24.32	4.6	–	–
Other financial officers	27.47	6.3	27.77	6.6	–	–
Management analysts	28.95	6.8	28.72	7.4	–	–
Personnel, training, and labor relations specialists	27.57	7.3	28.62	9.6	–	–
Purchasing agents and buyers, n.e.c.	26.68	4.6	26.75	4.8	–	–
Construction inspectors	28.22	6.8	–	–	28.22	6.8
Inspectors and compliance officers, except construction	23.83	14.0	–	–	–	–
Management related, n.e.c.	23.54	4.4	25.68	4.3	18.65	6.3
Sales	16.48	7.9	16.46	7.9	–	–
Supervisors, sales	17.69	15.9	17.67	16.1	–	–
Securities and financial services sales	17.38	23.0	17.38	23.0	–	–
Advertising and related sales	26.21	10.2	26.21	10.2	–	–
Sales workers, apparel	9.69	11.8	9.69	11.8	–	–
Sales workers, other commodities	11.21	11.7	11.11	11.9	–	–
Cashiers	11.24	7.4	11.15	7.5	–	–
Sales support, n.e.c.	18.37	9.2	18.37	9.2	–	–
Administrative support, including clerical	15.57	2.3	15.02	2.7	17.77	2.2
Supervisors, general office	23.38	6.0	–	–	22.22	5.1
Supervisors, financial records processing	24.11	9.6	24.11	9.6	–	–
Supervisors, distribution, scheduling, and adjusting clerks	19.61	7.8	19.86	10.2	–	–
Computer operators	18.88	3.1	18.89	3.2	–	–
Secretaries	17.43	2.8	17.46	3.4	17.30	4.0
Typists	17.00	7.4	–	–	–	–
Hotel clerks	10.16	8.1	10.16	8.1	–	–
Transportation ticket and reservation agents	13.70	22.7	13.70	22.7	–	–
Receptionists	11.02	4.1	11.02	4.1	–	–
Information clerks, n.e.c.	15.66	6.6	15.66	6.6	–	–
Order clerks	15.58	4.3	15.58	4.3	–	–
Personnel clerks, except payroll and timekeeping	19.05	4.7	18.81	5.3	–	–
Library clerks	15.20	7.8	–	–	–	–
File clerks	10.55	9.7	10.38	10.4	–	–
Records clerks, n.e.c.	13.00	14.7	12.68	15.6	–	–
Bookkeepers, accounting and auditing clerks	15.00	3.9	14.46	4.4	17.39	4.3
Payroll and timekeeping clerks	16.06	16.8	–	–	–	–
Billing clerks	15.27	6.3	14.64	6.9	–	–
Dispatchers	19.20	6.7	16.49	11.7	21.96	3.7
Production coordinators	18.22	9.1	18.22	9.1	–	–
Traffic, shipping and receiving clerks	15.16	10.9	15.09	11.4	–	–
Stock and inventory clerks	13.16	5.2	12.94	5.6	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	17.41	9.9	17.42	11.3	–	–
Insurance adjusters, examiners, and investigators	15.50	6.8	15.50	6.8	–	–
Investigators and adjusters, except insurance	15.69	6.6	15.43	7.6	–	–
Eligibility clerks, social welfare	17.87	8.2	–	–	19.24	7.1
General office clerks	14.78	3.9	14.23	6.4	15.51	2.6
Bank tellers	10.76	4.8	10.76	4.8	–	–
Data entry keyers	13.43	5.6	13.43	5.6	–	–
Administrative support, n.e.c.	16.54	3.5	15.78	4.2	17.85	3.0
Blue collar	15.75	3.8	15.19	4.2	20.99	4.4
Precision production, craft, and repair	19.97	3.1	19.36	3.5	24.46	4.4

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Supervisors, mechanics and repairers	\$24.86	7.3	\$23.83	8.8	—	—
Automobile mechanics	21.96	3.8	—	—	—	—
Bus, truck, and stationary engine mechanics	19.68	9.5	19.68	9.5	—	—
Industrial machinery repairers	21.08	2.8	20.78	2.7	—	—
Electronic repairers, communications and industrial equipment	18.82	8.3	18.60	8.8	—	—
Mechanics and repairers, n.e.c.	19.56	5.5	18.52	5.7	\$23.87	5.6
Electricians	23.86	12.8	25.78	12.5	—	—
Construction trades, n.e.c.	20.31	4.5	—	—	—	—
Supervisors, production	24.40	6.6	24.40	6.6	—	—
Machinists	22.13	5.0	22.13	5.0	—	—
Electrical and electronic equipment assemblers ..	11.09	10.6	11.09	10.6	—	—
Inspectors, testers, and graders	15.62	11.9	15.62	11.9	—	—
Stationary engineers	24.92	3.1	—	—	—	—
Machine operators, assemblers, and inspectors	12.41	6.5	12.45	6.7	—	—
Miscellaneous machine operators, n.e.c.	12.20	7.0	12.20	7.0	—	—
Assemblers	11.60	12.3	11.60	12.3	—	—
Production inspectors, checkers and examiners ..	11.37	9.8	11.37	9.8	—	—
Transportation and material moving	16.15	9.7	15.76	11.2	18.60	5.6
Truck drivers	16.14	9.3	16.12	9.7	—	—
Bus drivers	17.03	9.3	—	—	—	—
Industrial truck and tractor equipment operators ..	14.78	13.6	14.78	13.6	—	—
Handlers, equipment cleaners, helpers, and laborers	11.40	7.7	10.68	8.2	17.86	4.1
Groundskeepers and gardeners, except farm	15.17	13.9	—	—	17.98	8.5
Stock handlers and baggers	9.49	5.1	9.49	5.1	—	—
Freight, stock, and material handlers, n.e.c.	14.85	12.7	14.85	12.7	—	—
Vehicle washers and equipment cleaners	8.86	23.4	8.86	23.4	—	—
Hand packers and packagers	7.50	4.1	7.50	4.1	—	—
Laborers, except construction, n.e.c.	14.22	8.8	13.47	10.3	—	—
Service	13.99	5.4	10.20	4.0	22.22	4.0
Protective service	21.39	6.8	10.87	9.4	25.15	3.3
Supervisors, firefighters and fire prevention	28.27	7.7	—	—	28.27	7.7
Firefighting	22.48	5.8	—	—	22.48	5.8
Police and detectives, public service	28.45	3.6	—	—	28.45	3.6
Sheriffs, bailiffs, and other law enforcement officers	22.43	7.7	—	—	22.43	7.7
Correctional institution officers	20.77	2.7	—	—	20.77	2.7
Guards and police, except public service	10.84	10.0	10.51	10.0	—	—
Food service	9.83	5.9	9.69	6.1	—	—
Supervisors, food preparation and service	12.98	3.5	12.98	3.5	—	—
Waiters and waitresses	6.82	7.2	6.82	7.2	—	—
Cooks	15.26	11.9	15.06	13.9	—	—
Kitchen workers, food preparation	8.78	3.4	8.78	3.4	—	—
Waiters'/Waitresses' assistants	8.32	11.6	8.32	11.6	—	—
Food preparation, n.e.c.	8.51	8.2	8.46	8.4	—	—
Health service	11.36	4.6	10.32	3.9	17.18	9.6
Health aides, except nursing	14.40	9.2	12.77	7.4	19.16	12.7
Nursing aides, orderlies and attendants	10.25	4.7	9.57	3.9	15.56	11.9
Cleaning and building service	11.62	7.7	9.60	6.3	17.45	7.7
Supervisors, cleaning and building service workers	23.55	19.5	—	—	—	—
Maids and housemen	9.67	7.9	9.34	7.7	—	—
Janitors and cleaners	11.49	8.7	9.51	7.9	16.34	5.8

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Personal service	\$13.60	13.2	\$12.69	13.4	—	—
Baggage porters and bellhops	7.91	4.8	7.91	4.8	—	—
Service, n.e.c.	11.12	9.2	10.09	8.4	—	—

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. 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. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$13.09	5.1	\$12.09	6.0	\$16.97	4.4
All excluding sales	13.70	5.8	12.73	7.0	16.97	4.4
White collar	16.20	4.0	15.25	5.4	18.54	4.6
White collar excluding sales	18.20	4.2	18.01	6.0	18.54	4.6
Professional specialty and technical	25.98	3.0	25.92	3.7	26.11	5.0
Professional specialty	27.35	3.2	27.56	4.1	27.00	5.2
Engineers, architects, and surveyors	—	—	—	—	—	—
Health related	30.01	2.5	30.06	2.8	29.83	5.0
Registered nurses	30.14	1.7	30.71	1.9	28.39	2.3
Teachers, college and university	27.65	10.3	26.05	10.5	28.36	13.9
Business, commerce, and marketing teachers	28.68	15.7	26.74	16.0	—	—
English teachers	36.05	10.4	—	—	—	—
Teachers, post secondary, n.e.c.	27.14	15.1	—	—	27.08	16.4
Teachers, except college and university	23.53	11.6	18.32	17.8	25.14	13.4
Elementary school teachers	38.87	36.3	—	—	—	—
Teachers, n.e.c.	24.11	12.1	18.75	21.9	30.31	10.1
Substitute teachers	12.65	4.6	—	—	12.64	4.7
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	20.41	10.8	—	—	—	—
Social, recreation, and religious workers	17.34	9.7	—	—	—	—
Social workers	17.24	10.4	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.45	13.9	—	—	—	—
Technical	19.12	5.2	19.51	6.1	17.54	8.5
Licensed practical nurses	18.36	3.6	18.57	4.3	—	—
Health technologists and technicians, n.e.c.	20.14	10.5	—	—	—	—
Technical and related, n.e.c.	14.18	3.7	—	—	14.43	5.1
Executive, administrative, and managerial	22.09	16.2	19.77	14.5	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	21.74	18.6	18.98	16.4	—	—
Sales	8.14	5.6	8.14	5.6	—	—
Sales workers, apparel	7.57	8.9	7.57	8.9	—	—
Sales workers, furniture and home furnishings	8.21	1.3	8.21	1.3	—	—
Sales workers, other commodities	7.49	5.7	7.49	5.7	—	—
Cashiers	9.13	12.2	9.13	12.2	—	—
Administrative support, including clerical	11.34	3.2	10.68	3.9	12.38	4.0
Secretaries	14.40	12.9	14.41	13.0	—	—
Receptionists	9.79	6.1	9.79	6.1	—	—
Library clerks	12.83	8.2	—	—	12.87	8.3
General office clerks	10.60	8.8	9.69	11.6	11.70	9.9
Bank tellers	9.28	3.9	9.28	3.9	—	—
Teachers' aides	12.09	5.3	—	—	12.16	5.3
Administrative support, n.e.c.	11.41	7.5	11.69	7.4	—	—
Blue collar	11.93	14.9	11.91	15.7	—	—
Precision production, craft, and repair	20.04	31.0	20.04	31.0	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	12.49	13.3	12.08	14.4	—	—
Handlers, equipment cleaners, helpers, and laborers	9.23	5.3	9.22	5.5	—	—
Stock handlers and baggers	8.65	9.1	8.65	9.1	—	—
Freight, stock, and material handlers, n.e.c.	9.95	7.7	9.95	7.7	—	—
Service	8.37	4.1	8.00	3.6	11.20	4.1
Protective service	—	—	—	—	—	—
Food service	7.45	6.3	7.02	6.5	10.24	4.8
Waiters and waitresses	6.33	7.8	6.33	7.8	—	—
Food preparation, n.e.c.	7.02	9.4	6.16	5.4	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Health service	\$12.91	3.6	\$12.89	3.8	—	—
Health aides, except nursing	13.31	3.6	13.28	4.0	—	—
Nursing aides, orderlies and attendants	12.79	4.4	12.77	4.7	—	—
Cleaning and building service	7.37	6.7	7.37	6.7	—	—
Janitors and cleaners	7.35	7.0	7.35	7.0	—	—
Personal service	9.28	7.9	7.93	9.3	\$11.54	6.4
Attendants, amusement, and recreation facilities	9.35	12.2	—	—	9.90	12.4
Baggage porters and bellhops	7.73	7.8	7.73	7.8	—	—
Early childhood teachers' assistants	11.01	10.4	—	—	—	—
Child care workers, n.e.c.	10.92	8.4	—	—	—	—
Service, n.e.c.	11.08	6.1	—	—	—	—

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. 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. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$862	2.3	39.9	\$834	2.9	39.9	\$977	1.9	39.6
All excluding sales	874	2.3	39.9	847	3.0	40.0	978	1.9	39.6
White collar	1,014	2.3	40.0	1,013	2.8	40.2	1,016	2.1	39.0
White collar excluding sales	1,046	2.3	40.0	1,055	2.9	40.3	1,017	2.1	39.0
Professional specialty and technical	1,212	2.1	40.0	1,232	2.7	40.7	1,165	2.4	38.5
Professional specialty	1,302	2.0	40.3	1,345	2.6	41.3	1,214	2.4	38.3
Engineers, architects, and surveyors	1,399	2.4	41.9	1,412	2.4	41.8	1,254	7.6	42.5
Civil engineers	1,415	5.2	39.9	-	-	-	1,303	7.8	39.9
Electrical and electronic engineers	1,411	4.1	42.5	1,409	4.2	42.5	-	-	-
Industrial engineers	1,189	5.8	44.0	1,189	5.8	44.0	-	-	-
Mechanical engineers	1,326	7.0	42.4	1,326	7.0	42.4	-	-	-
Engineers, n.e.c.	1,431	3.6	41.3	1,453	3.3	40.7	-	-	-
Mathematical and computer scientists	1,439	3.6	41.4	1,458	3.7	41.3	1,087	2.1	42.2
Computer systems analysts and scientists	1,436	3.8	41.4	1,456	3.9	41.4	1,087	2.1	42.2
Natural scientists	1,300	12.0	40.0	1,371	12.3	40.0	-	-	-
Physical scientists, n.e.c.	1,343	17.9	40.0	1,343	17.9	40.0	-	-	-
Health related	1,071	3.8	39.4	994	4.2	39.4	1,184	6.5	39.4
Physicians	1,308	20.2	40.0	-	-	-	-	-	-
Registered nurses	1,079	3.0	39.1	1,078	3.7	38.5	1,081	5.1	40.0
Teachers, college and university	1,729	7.5	43.0	1,868	14.0	37.8	1,623	6.5	47.0
Teachers, post secondary, subject not specified	1,191	6.4	33.9	-	-	-	-	-	-
Teachers, except college and university	1,173	3.0	36.0	724	9.6	38.4	1,227	2.6	35.7
Prekindergarten and kindergarten	600	18.8	34.3	420	5.4	35.9	-	-	-
Elementary school teachers ...	1,233	3.5	35.2	763	11.0	38.5	1,244	3.5	35.1
Secondary school teachers ...	1,135	7.9	34.9	876	15.0	39.5	-	-	-
Teachers, special education ...	1,303	2.8	35.4	-	-	-	1,328	2.0	35.5
Teachers, n.e.c.	1,245	3.7	38.4	-	-	-	1,282	3.3	38.2
Vocational and educational counselors	896	7.6	41.4	666	10.0	39.6	-	-	-
Librarians, archivists, and curators	1,037	5.7	39.0	-	-	-	1,059	6.1	39.2
Librarians	1,037	5.7	39.0	-	-	-	1,059	6.1	39.2
Social scientists and urban planners	1,230	8.1	43.5	1,335	8.7	44.8	970	8.6	40.0
Economists	1,337	9.4	44.8	1,337	9.4	44.8	-	-	-
Psychologists	1,028	8.4	40.9	-	-	-	970	8.6	40.0
Social, recreation, and religious workers	856	6.6	43.3	729	10.5	48.7	936	5.9	40.0
Social workers	968	4.9	40.3	923	10.2	41.3	982	5.6	40.0
Lawyers and judges	1,875	4.6	40.2	1,875	5.1	40.2	-	-	-
Lawyers	1,875	4.6	40.2	1,875	5.1	40.2	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,052	11.9	40.4	1,060	12.6	40.5	-	-	-
Designers	990	9.6	40.0	990	9.6	40.0	-	-	-
Professional, n.e.c.	1,115	5.8	39.5	1,132	6.3	39.4	-	-	-
Technical	891	4.0	39.1	910	4.5	39.0	788	3.3	39.9
Clinical laboratory technologists and technicians	870	4.5	40.0	861	4.6	40.0	-	-	-
Radiologic technicians	979	4.6	40.0	968	4.5	40.0	-	-	-
Licensed practical nurses	685	3.3	38.9	666	2.7	38.4	-	-	-
Health technologists and technicians, n.e.c.	676	4.6	39.4	660	9.0	38.7	688	3.8	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Professional specialty and technical —Continued									
Technical —Continued									
Electrical and electronic technicians	\$815	4.1	40.0	\$808	4.0	40.0	—	—	—
Engineering technicians, n.e.c.	809	5.0	40.6	799	5.6	40.7	—	—	—
Drafters	1,122	12.3	40.7	1,122	12.3	40.7	—	—	—
Airplane pilots and navigators	2,345	8.2	19.9	2,345	8.2	19.9	—	—	—
Computer programmers	1,151	10.9	39.5	1,148	11.3	39.6	—	—	—
Legal assistants	793	7.7	39.1	—	—	—	—	—	—
Technical and related, n.e.c.	760	4.3	38.9	755	5.0	38.6	\$778	6.4	39.9
Executive, administrative, and managerial									
Executives, administrators, and managers	1,378	3.1	41.0	1,444	3.3	41.4	1,094	5.3	39.5
Administrators and officials, public administration	1,637	3.8	41.1	1,687	4.0	41.4	1,350	7.5	39.1
Financial managers	1,224	8.3	39.8	—	—	—	1,224	8.3	39.8
Personnel and labor relations managers	1,440	7.1	40.0	1,443	7.2	40.0	—	—	—
Managers, marketing, advertising, and public relations	1,352	8.6	40.6	1,363	8.8	40.6	—	—	—
Administrators, education and related fields	1,766	6.7	40.5	1,766	6.7	40.5	—	—	—
Managers, medicine and health	1,386	7.6	40.4	864	7.2	39.4	1,617	3.2	40.9
Managers, service organizations, n.e.c.	1,249	10.5	41.9	1,088	8.2	41.3	—	—	—
Managers and administrators, n.e.c.	926	9.7	40.3	923	10.7	40.4	—	—	—
Management related	1,905	5.6	41.7	1,908	5.7	41.7	—	—	—
Accountants and auditors	1,026	2.6	40.9	1,071	2.8	41.3	889	5.0	39.8
Other financial officers	980	4.3	40.2	979	4.7	40.3	—	—	—
Management analysts	1,153	6.5	42.0	1,170	6.7	42.1	—	—	—
Personnel, training, and labor relations specialists	1,258	5.8	43.5	1,256	6.3	43.7	—	—	—
Purchasing agents and buyers, n.e.c.	1,128	7.5	40.9	1,184	9.8	41.4	—	—	—
Construction inspectors	1,180	7.5	44.2	1,195	7.7	44.7	—	—	—
Inspectors and compliance officers, except construction	1,109	8.0	39.3	—	—	—	1,109	8.0	39.3
Management related, n.e.c.	980	14.1	41.1	—	—	—	—	—	—
	954	4.4	40.5	1,047	4.2	40.8	746	6.3	40.0
Sales									
Supervisors, sales	652	8.0	39.5	651	8.1	39.5	—	—	—
Securities and financial services sales	704	16.2	39.8	703	16.4	39.8	—	—	—
Advertising and related sales	688	23.2	39.6	688	23.2	39.6	—	—	—
Sales workers, apparel	1,048	10.2	40.0	1,048	10.2	40.0	—	—	—
Sales workers, other commodities	354	10.2	36.5	354	10.2	36.5	—	—	—
Cashiers	444	12.2	39.6	440	12.4	39.6	—	—	—
Sales support, n.e.c.	439	8.2	39.1	436	8.3	39.1	—	—	—
	735	9.2	40.0	735	9.2	40.0	—	—	—
Administrative support, including clerical									
Supervisors, general office	612	2.4	39.3	589	2.8	39.2	704	2.2	39.6
	932	6.1	39.9	—	—	—	884	5.3	39.8

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Supervisors, financial records processing	\$945	10.1	39.2	\$945	10.1	39.2	—	—	—
Supervisors, distribution, scheduling, and adjusting clerks	803	8.6	41.0	820	11.3	41.3	—	—	—
Computer operators	742	3.7	39.3	744	3.9	39.4	—	—	—
Secretaries	676	4.4	38.8	674	5.3	38.6	\$684	4.2	39.5
Typists	665	7.1	39.1	—	—	—	—	—	—
Hotel clerks	406	8.1	40.0	406	8.1	40.0	—	—	—
Transportation ticket and reservation agents	548	22.7	40.0	548	22.7	40.0	—	—	—
Receptionists	437	4.1	39.6	437	4.1	39.6	—	—	—
Information clerks, n.e.c.	623	6.5	39.7	623	6.5	39.7	—	—	—
Order clerks	622	4.4	39.9	622	4.4	39.9	—	—	—
Personnel clerks, except payroll and timekeeping	762	4.7	40.0	752	5.3	40.0	—	—	—
Library clerks	597	6.9	39.3	—	—	—	—	—	—
File clerks	409	10.6	38.7	401	11.2	38.7	—	—	—
Records clerks, n.e.c.	513	14.1	39.5	502	15.1	39.6	—	—	—
Bookkeepers, accounting and auditing clerks	578	4.3	38.5	554	4.9	38.3	688	3.5	39.6
Payroll and timekeeping clerks	630	16.5	39.2	—	—	—	—	—	—
Billing clerks	605	6.2	39.6	579	6.7	39.5	—	—	—
Dispatchers	768	6.7	40.0	660	11.7	40.0	878	3.7	40.0
Production coordinators	729	9.1	40.0	729	9.1	40.0	—	—	—
Traffic, shipping and receiving clerks	595	11.8	39.3	593	12.3	39.3	—	—	—
Stock and inventory clerks	521	5.5	39.6	512	6.0	39.6	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	697	10.0	40.1	698	11.4	40.1	—	—	—
Insurance adjusters, examiners, and investigators	585	6.7	37.8	585	6.7	37.8	—	—	—
Investigators and adjusters, except insurance	626	6.7	39.9	615	7.7	39.9	—	—	—
Eligibility clerks, social welfare	699	8.6	39.1	—	—	—	755	7.8	39.3
General office clerks	587	3.9	39.7	566	6.3	39.7	617	2.6	39.8
Bank tellers	427	5.1	39.7	427	5.1	39.7	—	—	—
Data entry keyers	529	4.8	39.4	529	4.8	39.4	—	—	—
Administrative support, n.e.c.	658	3.4	39.8	631	4.2	40.0	703	3.2	39.4
Blue collar	627	3.8	39.8	605	4.2	39.8	836	4.5	39.8
Precision production, craft, and repair	796	3.1	39.8	771	3.5	39.8	973	4.4	39.8
Supervisors, mechanics and repairers	994	7.3	40.0	953	8.8	40.0	—	—	—
Automobile mechanics	879	3.8	40.0	—	—	—	—	—	—
Bus, truck, and stationary engine mechanics	787	9.5	40.0	787	9.5	40.0	—	—	—
Industrial machinery repairers	794	3.7	37.7	776	3.2	37.4	—	—	—
Electronic repairers, communications and industrial equipment	752	8.3	40.0	744	8.8	40.0	—	—	—
Mechanics and repairers, n.e.c.	782	5.5	40.0	741	5.7	40.0	955	5.6	40.0
Electricians	954	12.8	40.0	1,031	12.5	40.0	—	—	—
Construction trades, n.e.c.	812	4.5	40.0	—	—	—	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Supervisors, production	\$978	6.7	40.1	\$978	6.7	40.1	—	—	—
Machinists	885	5.0	40.0	885	5.0	40.0	—	—	—
Electrical and electronic equipment assemblers	444	10.5	40.0	444	10.5	40.0	—	—	—
Inspectors, testers, and graders	625	11.9	40.0	625	11.9	40.0	—	—	—
Stationary engineers	997	3.1	40.0	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	495	6.5	39.9	496	6.6	39.9	—	—	—
Miscellaneous machine operators, n.e.c.	488	7.0	40.0	488	7.0	40.0	—	—	—
Assemblers	464	12.3	40.0	464	12.3	40.0	—	—	—
Production inspectors, checkers and examiners ...	455	9.8	40.0	455	9.8	40.0	—	—	—
Transportation and material moving	647	9.9	40.1	633	11.6	40.1	\$739	6.0	39.7
Truck drivers	656	10.3	40.7	656	10.8	40.7	—	—	—
Bus drivers	642	13.8	37.7	—	—	—	—	—	—
Industrial truck and tractor equipment operators	591	13.6	40.0	591	13.6	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	451	7.5	39.6	422	8.0	39.5	714	4.1	40.0
Groundskeepers and gardeners, except farm	607	13.9	40.0	—	—	—	719	8.5	40.0
Stock handlers and baggers ...	361	4.9	38.1	361	4.9	38.1	—	—	—
Freight, stock, and material handlers, n.e.c.	594	12.7	40.0	594	12.7	40.0	—	—	—
Vehicle washers and equipment cleaners	350	23.5	39.5	350	23.5	39.5	—	—	—
Hand packers and packagers	292	4.2	38.9	292	4.2	38.9	—	—	—
Laborers, except construction, n.e.c.	567	8.7	39.9	537	10.1	39.8	—	—	—
Service	550	5.5	39.3	392	3.7	38.4	921	4.7	41.5
Protective service	898	7.6	42.0	435	9.5	40.0	1,075	4.0	42.7
Supervisors, firefighters and fire prevention	1,421	4.4	50.3	—	—	—	1,421	4.4	50.3
Firefighting	1,192	5.8	53.0	—	—	—	1,192	5.8	53.0
Police and detectives, public service	1,138	3.6	40.0	—	—	—	1,138	3.6	40.0
Sheriffs, bailiffs, and other law enforcement officers	897	7.7	40.0	—	—	—	897	7.7	40.0
Correctional institution officers	844	3.6	40.6	—	—	—	844	3.6	40.6
Guards and police, except public service	434	10.1	40.0	421	10.1	40.0	—	—	—
Food service	388	6.8	39.5	383	7.0	39.5	—	—	—
Supervisors, food preparation and service	510	5.1	39.3	510	5.1	39.3	—	—	—
Waiters and waitresses	284	5.7	41.6	284	5.7	41.6	—	—	—
Cooks	641	16.9	42.0	640	19.7	42.5	—	—	—
Kitchen workers, food preparation	335	4.9	38.2	335	4.9	38.2	—	—	—
Waiters'/Waitresses' assistants	317	12.9	38.1	317	12.9	38.1	—	—	—
Food preparation, n.e.c.	340	8.2	40.0	338	8.4	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Health service	\$448	4.6	39.5	\$406	4.0	39.4	\$687	9.6	40.0
Health aides, except nursing ..	576	9.2	40.0	511	7.4	40.0	766	12.7	40.0
Nursing aides, orderlies and attendants	403	4.8	39.3	375	4.1	39.2	623	11.9	40.0
Cleaning and building service	463	7.7	39.9	383	6.3	39.9	696	7.7	39.9
Supervisors, cleaning and building service workers ...	958	18.7	40.7	—	—	—	—	—	—
Maids and housemen	384	7.7	39.7	372	7.7	39.8	—	—	—
Janitors and cleaners	458	8.7	39.9	379	7.8	39.9	653	5.8	39.9
Personal service	426	9.4	31.3	391	8.1	30.8	—	—	—
Baggage porters and bellhops	315	5.1	39.8	315	5.1	39.8	—	—	—
Service, n.e.c.	431	11.0	38.7	388	11.1	38.4	—	—	—

¹ Earnings are the straight-time weekly 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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. 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. For more information about RSEs, see appendix A.

⁵ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$43,997	2.3	2,033	\$43,165	2.9	2,066	\$47,122	1.9	1,909
All excluding sales	44,545	2.3	2,032	43,810	3.0	2,067	47,132	1.9	1,908
White collar	51,320	2.3	2,024	52,464	2.8	2,084	47,581	2.1	1,826
White collar excluding sales	52,843	2.3	2,021	54,630	2.9	2,088	47,596	2.1	1,826
Professional specialty and technical	59,139	2.1	1,953	63,426	2.7	2,094	50,408	2.4	1,665
Professional specialty	62,416	2.0	1,932	69,001	2.6	2,117	51,403	2.4	1,622
Engineers, architects, and surveyors	72,772	2.4	2,177	73,409	2.4	2,174	65,184	7.6	2,210
Civil engineers	73,558	5.2	2,077	-	-	-	67,774	7.8	2,074
Electrical and electronic engineers	73,361	4.1	2,209	73,252	4.2	2,211	-	-	-
Industrial engineers	61,825	5.8	2,289	61,825	5.8	2,289	-	-	-
Mechanical engineers	68,950	7.0	2,204	68,950	7.0	2,204	-	-	-
Engineers, n.e.c.	74,391	3.6	2,147	75,537	3.3	2,116	-	-	-
Mathematical and computer scientists	74,815	3.6	2,151	75,806	3.7	2,148	56,544	2.1	2,196
Computer systems analysts and scientists	74,657	3.8	2,154	75,695	3.9	2,152	56,544	2.1	2,196
Natural scientists	67,589	12.0	2,080	71,310	12.3	2,080	-	-	-
Physical scientists, n.e.c.	69,833	17.9	2,080	69,833	17.9	2,080	-	-	-
Health related	55,123	3.8	2,029	51,648	4.2	2,047	60,142	6.5	2,003
Physicians	68,019	20.2	2,080	-	-	-	-	-	-
Registered nurses	56,097	3.0	2,031	56,036	3.7	2,001	56,193	5.1	2,079
Teachers, college and university Teachers, post secondary, subject not specified	74,144	7.5	1,844	76,198	14.0	1,541	72,426	6.5	2,098
Teachers, except college and university	47,153	6.4	1,344	-	-	-	-	-	-
Prekindergarten and kindergarten	44,345	3.0	1,361	31,450	9.6	1,666	45,681	2.6	1,329
Elementary school teachers ...	25,517	18.8	1,461	17,134	5.4	1,467	-	-	-
Secondary school teachers ...	45,317	3.5	1,293	33,475	11.0	1,689	45,562	3.5	1,285
Teachers, special education ...	43,476	7.9	1,339	36,759	15.0	1,658	-	-	-
Teachers, n.e.c.	47,733	2.8	1,298	-	-	-	48,455	2.0	1,294
Vocational and educational counselors	44,746	3.7	1,379	-	-	-	44,547	3.3	1,328
Librarians, archivists, and curators	46,342	7.6	2,141	34,645	10.0	2,059	-	-	-
Librarians	52,822	5.7	1,985	-	-	-	55,059	6.1	2,037
Social scientists and urban planners	52,822	5.7	1,985	-	-	-	55,059	6.1	2,037
Economists	63,954	8.1	2,259	69,405	8.7	2,332	50,440	8.6	2,080
Psychologists	69,537	9.4	2,331	69,537	9.4	2,331	-	-	-
Social, recreation, and religious workers	53,458	8.4	2,125	-	-	-	50,440	8.6	2,080
Social workers	44,517	6.6	2,254	37,890	10.5	2,531	48,678	5.9	2,080
Lawyers and judges	50,356	4.9	2,096	47,989	10.2	2,149	51,047	5.6	2,080
Lawyers	97,509	4.6	2,090	97,478	5.1	2,092	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	97,509	4.6	2,090	97,478	5.1	2,092	-	-	-
Designers	54,679	11.9	2,103	55,145	12.6	2,104	-	-	-
Professional, n.e.c.	51,501	9.6	2,080	51,501	9.6	2,080	-	-	-
Technical	57,998	5.8	2,056	58,878	6.3	2,051	-	-	-
Clinical laboratory technologists and technicians	46,330	4.0	2,035	47,306	4.5	2,028	40,976	3.3	2,073
Radiologic technicians	45,245	4.5	2,080	44,751	4.6	2,080	-	-	-
Licensed practical nurses	50,900	4.6	2,080	50,347	4.5	2,080	-	-	-
Health technologists and technicians, n.e.c.	35,597	3.3	2,020	34,634	2.7	1,999	-	-	-
	35,156	4.6	2,050	34,342	9.0	2,012	35,789	3.8	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Professional specialty and technical —Continued									
Technical —Continued									
Electrical and electronic technicians	\$42,405	4.1	2,080	\$42,024	4.0	2,080	—	—	—
Engineering technicians, n.e.c.	42,042	5.0	2,110	41,550	5.6	2,114	—	—	—
Drafters	58,366	12.3	2,116	58,366	12.3	2,116	—	—	—
Airplane pilots and navigators	121,926	8.2	1,036	121,926	8.2	1,036	—	—	—
Computer programmers	59,856	10.9	2,054	59,706	11.3	2,057	—	—	—
Legal assistants	41,233	7.7	2,035	—	—	—	—	—	—
Technical and related, n.e.c.	39,506	4.3	2,021	39,261	5.0	2,007	\$40,454	6.4	2,074
Executive, administrative, and managerial									
Executives, administrators, and managers	71,401	3.1	2,126	75,060	3.3	2,150	55,988	5.3	2,023
Administrators and officials, public administration	84,756	3.8	2,125	87,700	4.0	2,152	68,095	7.5	1,974
Financial managers	63,636	8.3	2,071	—	—	—	63,636	8.3	2,071
Personnel and labor relations managers	74,889	7.1	2,079	75,015	7.2	2,079	—	—	—
Managers, marketing, advertising, and public relations	70,325	8.6	2,109	70,890	8.8	2,110	—	—	—
Administrators, education and related fields	91,849	6.7	2,108	91,849	6.7	2,108	—	—	—
Managers, medicine and health	66,082	7.6	1,926	44,755	7.2	2,040	74,430	3.2	1,882
Managers, service organizations, n.e.c.	64,946	10.5	2,178	56,560	8.2	2,148	—	—	—
Managers and administrators, n.e.c.	48,147	9.7	2,095	48,002	10.7	2,099	—	—	—
Management related	99,063	5.6	2,166	99,228	5.7	2,168	—	—	—
Accountants and auditors	53,253	2.6	2,126	55,637	2.8	2,147	46,042	5.0	2,063
Other financial officers	50,955	4.3	2,091	50,919	4.7	2,093	—	—	—
Management analysts	59,943	6.5	2,182	60,856	6.7	2,192	—	—	—
Personnel, training, and labor relations specialists	65,426	5.8	2,260	65,305	6.3	2,274	—	—	—
Purchasing agents and buyers, n.e.c.	58,641	7.5	2,127	61,560	9.8	2,151	—	—	—
Construction inspectors	61,339	7.5	2,299	62,147	7.7	2,324	—	—	—
Inspectors and compliance officers, except construction	57,667	8.0	2,043	—	—	—	57,667	8.0	2,043
Management related, n.e.c.	50,950	14.1	2,138	—	—	—	—	—	—
	49,406	4.4	2,098	54,320	4.2	2,115	38,461	6.3	2,062
Sales									
Supervisors, sales	33,846	8.0	2,054	33,815	8.1	2,054	—	—	—
Securities and financial services sales	36,601	16.2	2,069	36,548	16.4	2,069	—	—	—
Advertising and related sales	35,764	23.2	2,058	35,764	23.2	2,058	—	—	—
Sales workers, apparel	54,506	10.2	2,080	54,506	10.2	2,080	—	—	—
Sales workers, other commodities	18,390	10.2	1,898	18,390	10.2	1,898	—	—	—
Cashiers	22,941	12.2	2,046	22,716	12.4	2,045	—	—	—
Sales support, n.e.c.	22,850	8.2	2,033	22,676	8.3	2,033	—	—	—
	38,202	9.2	2,080	38,202	9.2	2,080	—	—	—
Administrative support, including clerical									
Supervisors, general office	31,690	2.4	2,036	30,584	2.8	2,037	36,074	2.2	2,030
	48,460	6.1	2,073	—	—	—	45,977	5.3	2,069

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Supervisors, financial records processing	\$49,147	10.1	2,039	\$49,147	10.1	2,039	—	—	—
Supervisors, distribution, scheduling, and adjusting clerks	41,773	8.6	2,130	42,617	11.3	2,145	—	—	—
Computer operators	38,590	3.7	2,044	38,677	3.9	2,047	—	—	—
Secretaries	34,726	4.4	1,992	35,033	5.3	2,006	\$33,489	4.2	1,935
Typists	34,582	7.1	2,034	—	—	—	—	—	—
Hotel clerks	21,133	8.1	2,080	21,133	8.1	2,080	—	—	—
Transportation ticket and reservation agents	28,504	22.7	2,080	28,504	22.7	2,080	—	—	—
Receptionists	22,699	4.1	2,060	22,699	4.1	2,060	—	—	—
Information clerks, n.e.c.	32,376	6.5	2,067	32,376	6.5	2,067	—	—	—
Order clerks	32,339	4.4	2,076	32,339	4.4	2,076	—	—	—
Personnel clerks, except payroll and timekeeping ...	39,614	4.7	2,080	39,129	5.3	2,080	—	—	—
Library clerks	30,722	6.9	2,021	—	—	—	—	—	—
File clerks	21,249	10.6	2,015	20,858	11.2	2,010	—	—	—
Records clerks, n.e.c.	26,680	14.1	2,053	26,087	15.1	2,058	—	—	—
Bookkeepers, accounting and auditing clerks	29,813	4.3	1,988	28,811	4.9	1,992	34,240	3.5	1,969
Payroll and timekeeping clerks	32,746	16.5	2,039	—	—	—	—	—	—
Billing clerks	31,445	6.2	2,059	30,107	6.7	2,056	—	—	—
Dispatchers	39,937	6.7	2,080	34,296	11.7	2,080	45,679	3.7	2,080
Production coordinators	37,899	9.1	2,080	37,899	9.1	2,080	—	—	—
Traffic, shipping and receiving clerks	30,942	11.8	2,041	30,847	12.3	2,045	—	—	—
Stock and inventory clerks	26,899	5.5	2,045	26,619	6.0	2,057	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	36,261	10.0	2,083	36,280	11.4	2,083	—	—	—
Insurance adjusters, examiners, and investigators	30,445	6.7	1,965	30,445	6.7	1,965	—	—	—
Investigators and adjusters, except insurance	32,552	6.7	2,075	32,005	7.7	2,074	—	—	—
Eligibility clerks, social welfare	36,020	8.6	2,016	—	—	—	39,283	7.8	2,042
General office clerks	30,540	3.9	2,067	29,411	6.3	2,066	32,063	2.6	2,068
Bank tellers	22,230	5.1	2,067	22,230	5.1	2,067	—	—	—
Data entry keyers	27,503	4.8	2,048	27,503	4.8	2,048	—	—	—
Administrative support, n.e.c.	33,999	3.4	2,055	32,512	4.2	2,060	36,542	3.2	2,047
Blue collar	32,369	3.8	2,056	31,214	4.2	2,055	43,283	4.5	2,062
Precision production, craft, and repair	41,338	3.1	2,070	40,067	3.5	2,070	50,610	4.4	2,069
Supervisors, mechanics and repairers	51,710	7.3	2,080	49,576	8.8	2,080	—	—	—
Automobile mechanics	45,685	3.8	2,080	—	—	—	—	—	—
Bus, truck, and stationary engine mechanics	40,931	9.5	2,080	40,931	9.5	2,080	—	—	—
Industrial machinery repairers	41,282	3.7	1,958	40,354	3.2	1,942	—	—	—
Electronic repairers, communications and industrial equipment	39,100	8.3	2,078	38,688	8.8	2,080	—	—	—
Mechanics and repairers, n.e.c.	40,347	5.5	2,063	38,131	5.7	2,059	49,643	5.6	2,080
Electricians	49,632	12.8	2,080	53,618	12.5	2,080	—	—	—
Construction trades, n.e.c.	42,242	4.5	2,080	—	—	—	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Supervisors, production	\$50,848	6.7	2,084	\$50,848	6.7	2,084	—	—	—
Machinists	46,026	5.0	2,080	46,026	5.0	2,080	—	—	—
Electrical and electronic equipment assemblers	23,074	10.5	2,080	23,074	10.5	2,080	—	—	—
Inspectors, testers, and graders	32,484	11.9	2,080	32,484	11.9	2,080	—	—	—
Stationary engineers	51,825	3.1	2,080	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	25,688	6.5	2,070	25,761	6.6	2,070	—	—	—
Miscellaneous machine operators, n.e.c.	25,233	7.0	2,068	25,233	7.0	2,068	—	—	—
Assemblers	24,125	12.3	2,080	24,125	12.3	2,080	—	—	—
Production inspectors, checkers and examiners ...	23,640	9.8	2,080	23,640	9.8	2,080	—	—	—
Transportation and material moving	33,298	9.9	2,061	32,584	11.6	2,068	\$37,660	6.0	2,024
Truck drivers	34,137	10.3	2,115	34,108	10.8	2,116	—	—	—
Bus drivers	29,830	13.8	1,752	—	—	—	—	—	—
Industrial truck and tractor equipment operators	30,395	13.6	2,056	30,395	13.6	2,056	—	—	—
Handlers, equipment cleaners, helpers, and laborers	22,960	7.5	2,014	21,432	8.0	2,007	37,131	4.1	2,079
Groundskeepers and gardeners, except farm	31,543	13.9	2,079	—	—	—	37,385	8.5	2,079
Stock handlers and baggers ...	18,784	4.9	1,979	18,784	4.9	1,979	—	—	—
Freight, stock, and material handlers, n.e.c.	30,898	12.7	2,080	30,898	12.7	2,080	—	—	—
Vehicle washers and equipment cleaners	17,661	23.5	1,994	17,661	23.5	1,994	—	—	—
Hand packers and packagers	14,064	4.2	1,874	14,064	4.2	1,874	—	—	—
Laborers, except construction, n.e.c.	29,228	8.7	2,055	27,615	10.1	2,050	—	—	—
Service	28,523	5.5	2,039	20,354	3.7	1,995	47,576	4.7	2,141
Protective service	46,380	7.6	2,168	22,625	9.5	2,082	55,361	4.0	2,201
Supervisors, firefighters and fire prevention	73,904	4.4	2,615	—	—	—	73,904	4.4	2,615
Firefighting	61,967	5.8	2,756	—	—	—	61,967	5.8	2,756
Police and detectives, public service	59,167	3.6	2,080	—	—	—	59,167	3.6	2,080
Sheriffs, bailiffs, and other law enforcement officers	46,654	7.7	2,080	—	—	—	46,654	7.7	2,080
Correctional institution officers	43,876	3.6	2,113	—	—	—	43,876	3.6	2,113
Guards and police, except public service	21,933	10.1	2,024	21,876	10.1	2,082	—	—	—
Food service	20,182	6.8	2,052	19,904	7.0	2,054	—	—	—
Supervisors, food preparation and service	26,506	5.1	2,042	26,506	5.1	2,042	—	—	—
Waiters and waitresses	14,754	5.7	2,163	14,754	5.7	2,163	—	—	—
Cooks	33,195	16.9	2,175	33,277	19.7	2,209	—	—	—
Kitchen workers, food preparation	17,425	4.9	1,984	17,425	4.9	1,984	—	—	—
Waiters'/Waitresses' assistants	16,481	12.9	1,980	16,481	12.9	1,980	—	—	—
Food preparation, n.e.c.	17,696	8.2	2,080	17,588	8.4	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Health service	\$23,312	4.6	2,052	\$21,120	4.0	2,047	\$35,730	9.6	2,080
Health aides, except nursing ..	29,954	9.2	2,080	26,556	7.4	2,080	39,851	12.7	2,080
Nursing aides, orderlies and attendants	20,936	4.8	2,042	19,489	4.1	2,037	32,375	11.9	2,080
Cleaning and building service	24,072	7.7	2,072	19,913	6.3	2,074	36,064	7.7	2,066
Supervisors, cleaning and building service workers ...	49,796	18.7	2,115	—	—	—	—	—	—
Maids and housemen	19,982	7.7	2,066	19,358	7.7	2,072	—	—	—
Janitors and cleaners	23,810	8.7	2,071	19,707	7.8	2,072	33,820	5.8	2,070
Personal service	21,910	9.4	1,611	20,081	8.1	1,582	—	—	—
Baggage porters and bellhops	16,383	5.1	2,070	16,383	5.1	2,070	—	—	—
Service, n.e.c.	22,345	11.0	2,009	20,084	11.1	1,991	—	—	—

¹ Earnings are the straight-time annual 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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. 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. For more information about RSEs, see appendix A.

⁵ Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$20.67	2.2	\$19.90	2.8	\$23.78	1.8
All excluding sales	21.04	2.3	20.30	2.9	23.79	1.8
White collar	24.44	2.1	24.26	2.7	25.06	2.2
1	7.06	4.9	7.06	4.9	—	—
2	9.77	3.1	9.76	3.4	9.85	5.3
3	11.32	2.7	10.95	2.6	15.13	5.4
4	13.79	2.3	13.56	2.7	15.07	3.2
5	16.86	1.7	16.70	2.2	17.19	3.0
6	19.40	5.5	18.26	2.2	24.13	18.4
7	21.97	3.3	21.56	2.5	22.82	8.2
8	23.69	3.8	22.27	3.3	27.20	6.9
9	28.45	1.5	27.57	1.8	30.02	2.5
10	30.01	4.6	30.89	5.4	27.67	7.7
11	34.83	2.8	35.22	3.1	32.36	4.4
12	40.40	2.3	40.32	2.4	41.35	5.7
13	47.76	3.1	47.92	3.4	46.21	6.2
14	64.62	8.1	65.12	8.7	—	—
15	103.35	19.2	103.35	19.2	—	—
Not able to be leveled	23.85	5.4	23.15	6.1	25.23	9.5
White collar excluding sales	25.44	2.1	25.55	2.7	25.07	2.2
1	8.34	7.4	8.34	7.4	—	—
2	10.00	3.3	10.02	3.7	9.85	5.3
3	11.86	3.1	11.40	3.1	15.13	5.4
4	14.21	2.2	14.03	2.6	15.02	3.3
5	16.97	1.7	16.83	2.1	17.19	3.0
6	19.60	5.8	18.38	2.0	24.13	18.4
7	22.00	3.3	21.58	2.4	22.82	8.2
8	23.79	4.1	22.24	3.6	27.20	6.9
9	28.53	1.5	27.67	1.7	30.04	2.5
10	29.80	4.7	30.65	5.7	27.67	7.7
11	34.91	2.9	35.34	3.2	32.36	4.4
12	40.46	2.3	40.39	2.4	41.35	5.7
13	47.76	3.1	47.92	3.4	46.21	6.2
14	64.62	8.1	65.12	8.7	—	—
15	103.35	19.2	103.35	19.2	—	—
Not able to be leveled	24.06	5.4	23.45	6.2	25.23	9.5
Professional specialty and technical	29.87	2.0	29.91	2.6	29.79	2.8
Professional specialty	31.81	2.1	32.13	2.8	31.13	2.9
5	20.51	9.2	21.57	4.4	—	—
6	24.01	18.8	18.42	4.3	38.00	18.6
7	27.13	7.4	24.81	4.5	29.87	12.4
8	25.60	5.5	23.00	4.7	29.09	6.9
9	30.30	1.7	29.45	1.8	31.33	2.9
10	28.84	7.0	28.47	8.7	29.64	11.4
11	34.68	3.6	35.71	3.9	29.30	5.0
12	39.05	3.3	38.63	3.4	46.65	7.9
13	46.86	4.7	46.88	5.2	46.70	7.1
14	56.62	5.4	56.62	5.4	—	—
Not able to be leveled	26.22	8.9	22.74	18.3	28.50	7.4
Engineers, architects, and surveyors	33.41	2.6	33.75	2.5	29.49	11.4
6	20.24	2.5	20.24	2.5	—	—
7	24.95	5.5	23.79	3.6	—	—
8	23.04	6.5	23.04	6.5	—	—
9	29.55	2.1	29.49	2.2	—	—
10	30.99	11.6	35.01	6.4	—	—
11	34.92	2.8	34.88	3.0	—	—
12	39.25	3.9	39.25	3.9	—	—
13	43.29	2.9	43.41	3.0	—	—
14	53.63	3.9	53.63	3.9	—	—
Civil engineers	35.41	5.2	—	—	32.68	7.8
Electrical and electronic engineers	33.21	4.1	33.13	4.1	—	—
9	29.76	3.6	29.76	3.6	—	—
11	33.76	3.3	33.76	3.3	—	—
12	39.06	8.8	39.06	8.8	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Engineers, architects, and surveyors –Continued						
Industrial engineers	\$27.01	5.6	\$27.01	5.6	–	–
Mechanical engineers	31.29	7.5	31.29	7.5	–	–
Engineers, n.e.c.	34.57	4.4	35.61	3.3	–	–
9	30.11	4.1	30.11	4.1	–	–
10	24.04	16.3	29.41	7.4	–	–
11	39.14	4.0	39.14	4.0	–	–
12	41.95	2.9	41.95	2.9	–	–
13	44.79	2.4	44.79	2.4	–	–
Mathematical and computer scientists	34.79	3.7	35.29	3.7	\$25.75	2.0
7	28.05	2.2	28.31	2.0	–	–
8	24.78	8.6	24.78	8.6	–	–
9	32.88	4.6	32.93	4.6	–	–
10	29.42	4.7	29.94	5.1	–	–
11	34.85	4.9	36.02	4.4	–	–
12	37.76	5.8	37.76	5.8	–	–
13	46.16	9.7	46.16	9.7	–	–
Computer systems analysts and scientists	34.65	3.9	35.17	3.9	25.75	2.0
7	28.05	2.2	28.31	2.0	–	–
8	24.84	8.7	24.84	8.7	–	–
9	32.88	4.6	32.93	4.6	–	–
10	29.42	4.7	29.94	5.1	–	–
11	34.81	5.4	36.12	4.8	–	–
12	36.19	5.3	36.19	5.3	–	–
13	46.16	9.7	46.16	9.7	–	–
Natural scientists	32.49	12.0	34.28	12.3	–	–
Physical scientists, n.e.c.	33.57	17.9	33.57	17.9	–	–
Health related	28.36	2.8	27.58	3.2	29.97	5.3
7	28.91	7.4	27.98	5.9	–	–
8	24.65	5.7	23.79	7.8	–	–
9	28.58	2.2	29.51	1.9	26.71	4.1
10	29.43	9.9	27.77	15.1	–	–
11	27.49	10.4	–	–	–	–
Not able to be leveled	35.81	25.3	–	–	–	–
Physicians	34.59	18.8	–	–	49.50	10.3
Registered nurses	28.85	2.0	29.48	2.2	27.54	3.4
7	29.65	3.1	29.65	3.1	–	–
8	27.01	3.7	27.18	5.5	–	–
9	28.77	2.2	29.71	1.9	26.84	4.4
10	33.14	3.7	–	–	–	–
Dietitians	20.34	4.3	20.30	4.4	–	–
Teachers, college and university	38.09	8.1	46.18	12.4	33.38	5.9
6	22.38	28.6	–	–	–	–
7	22.09	10.9	–	–	–	–
9	30.62	12.4	–	–	–	–
10	35.33	10.7	33.09	5.4	–	–
11	52.20	16.3	59.97	15.7	–	–
12	44.21	7.8	44.21	7.8	–	–
13	48.16	7.3	42.76	13.5	–	–
Psychology teachers	32.28	24.3	32.28	24.3	–	–
Business, commerce, and marketing teachers	37.71	14.8	37.32	22.7	–	–
Art, drama, and music teachers	35.96	3.3	35.33	4.5	–	–
English teachers	35.90	18.8	25.46	14.2	–	–
10	34.59	23.5	–	–	–	–
Teachers, post secondary, subject not specified ..	31.81	13.8	31.08	15.6	32.18	18.8
13	48.73	6.8	–	–	–	–
Teachers, except college and university	31.74	4.6	18.78	9.0	33.61	4.8
5	18.86	18.8	–	–	–	–
6	31.81	26.7	14.10	9.0	38.73	18.2
7	33.70	11.4	13.01	11.4	38.46	6.3
8	28.91	9.1	17.75	14.6	29.84	8.6

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Teachers, except college and university —Continued						
9	\$33.20	3.3	\$24.63	5.3	\$33.86	3.5
10	34.34	18.1	—	—	34.52	19.5
Prekindergarten and kindergarten	17.32	20.8	11.68	3.8	—	—
Elementary school teachers	35.14	5.7	19.71	9.0	35.58	5.8
7	39.67	5.4	—	—	—	—
8	29.78	9.2	—	—	29.97	9.1
9	35.22	2.8	—	—	35.48	2.9
Secondary school teachers	32.64	10.3	22.21	15.0	39.43	5.7
9	34.42	4.8	27.26	5.9	—	—
Teachers, special education	36.02	4.2	—	—	36.70	3.8
7	39.85	10.4	—	—	—	—
Teachers, n.e.c.	30.86	5.8	20.82	11.8	33.20	6.9
8	24.99	1.1	24.30	3.9	—	—
9	32.46	6.9	—	—	33.57	7.6
Substitute teachers	12.65	4.6	—	—	12.64	4.7
Vocational and educational counselors	22.10	6.1	16.71	9.5	22.68	7.2
Librarians, archivists, and curators	24.98	8.1	—	—	27.01	5.8
9	27.51	6.7	—	—	—	—
Librarians	24.98	8.1	—	—	27.01	5.8
9	27.51	6.7	—	—	—	—
Social scientists and urban planners	27.93	8.1	29.72	9.9	23.68	7.5
11	28.38	4.0	—	—	—	—
Economists	29.83	10.8	29.83	10.8	—	—
Psychologists	24.57	6.8	—	—	23.68	7.5
11	28.38	4.0	—	—	—	—
Social, recreation, and religious workers	19.41	10.6	15.06	16.1	23.19	5.4
8	18.21	16.4	—	—	—	—
9	22.60	8.2	—	—	—	—
10	16.91	25.7	—	—	—	—
11	19.39	24.4	—	—	25.69	5.7
Social workers	22.65	6.9	—	—	24.15	5.1
8	18.21	16.4	—	—	—	—
9	22.99	8.5	—	—	—	—
11	25.54	5.7	—	—	25.69	5.7
Lawyers and judges	46.65	4.7	46.60	5.3	—	—
12	44.71	6.0	—	—	—	—
Lawyers	46.65	4.7	46.60	5.3	—	—
12	44.71	6.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.88	11.4	26.06	12.5	24.15	7.3
11	30.31	4.8	—	—	—	—
Not able to be leveled	19.45	23.9	19.15	29.5	—	—
Designers	24.76	9.6	24.76	9.6	—	—
Professional, n.e.c.	28.33	4.1	28.70	5.2	—	—
Technical	22.49	4.0	23.05	4.6	19.56	3.3
3	10.99	8.2	11.00	8.3	—	—
4	14.71	7.4	14.83	8.2	13.50	10.1
5	17.37	2.5	17.47	3.1	17.15	4.1
6	19.80	3.4	19.62	3.7	21.12	5.8
7	20.27	2.4	20.70	2.8	19.20	3.5
8	22.16	2.9	22.08	3.3	22.69	4.3
9	29.53	6.1	29.61	6.4	—	—
11	43.01	18.3	43.83	19.2	—	—
Not able to be leveled	21.34	4.2	21.34	4.2	—	—
Clinical laboratory technologists and technicians	22.27	4.6	22.08	4.8	—	—
Health record technologists and technicians	15.71	7.0	—	—	—	—
Radiologic technicians	23.66	4.1	23.46	4.4	—	—
Licensed practical nurses	17.80	2.4	17.66	2.2	18.24	6.4
5	18.25	2.9	18.58	3.5	—	—
8	17.38	1.9	17.26	2.1	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical –Continued						
Health technologists and technicians, n.e.c.	\$17.61	4.8	\$17.75	9.3	\$17.48	3.6
Electrical and electronic technicians	20.11	4.1	19.93	4.0	–	–
7	19.69	5.3	19.69	5.3	–	–
8	23.46	8.0	23.46	8.0	–	–
Engineering technicians, n.e.c.	19.92	4.4	19.65	4.8	–	–
Drafters	27.10	13.2	27.10	13.2	–	–
Airplane pilots and navigators	117.64	17.9	117.64	17.9	–	–
Computer programmers	29.14	10.3	29.02	10.7	–	–
9	31.47	10.7	–	–	–	–
Legal assistants	20.26	8.4	–	–	–	–
Technical and related, n.e.c.	19.42	3.3	19.51	4.0	19.11	6.0
6	20.57	4.5	–	–	–	–
Executive, administrative, and managerial	33.46	3.0	34.73	3.3	27.76	4.9
5	17.75	3.6	17.54	3.8	–	–
6	18.78	4.3	18.82	4.6	–	–
7	21.27	4.2	22.06	4.8	18.79	6.3
8	21.84	8.3	21.75	10.2	22.19	10.9
9	25.54	2.1	25.48	2.6	25.73	3.9
10	32.52	5.2	34.25	5.5	27.03	4.3
11	33.70	3.4	33.01	3.9	38.13	4.0
12	41.91	2.9	42.28	3.1	38.30	4.7
13	47.63	3.4	47.82	3.6	–	–
14	67.43	10.5	68.45	11.5	–	–
15	103.35	19.2	103.35	19.2	–	–
Not able to be leveled	30.28	10.3	33.37	9.8	–	–
Executives, administrators, and managers	39.84	3.7	40.70	4.0	34.49	6.4
7	22.42	9.3	22.42	9.3	–	–
8	19.63	9.2	19.55	9.3	–	–
9	25.59	4.7	25.08	5.5	26.88	9.6
10	34.65	5.3	36.58	5.2	27.26	4.3
11	34.79	4.4	33.98	5.2	38.56	4.2
12	42.81	3.3	43.37	3.6	38.33	4.8
13	47.80	3.6	48.01	3.7	–	–
14	67.45	10.7	68.50	11.8	–	–
15	103.35	19.2	103.35	19.2	–	–
Not able to be leveled	37.89	10.1	38.61	10.7	–	–
Administrators and officials, public administration	30.73	8.4	–	–	30.73	8.4
Financial managers	35.84	6.3	35.89	6.3	–	–
8	21.00	5.2	21.00	5.2	–	–
9	24.85	6.2	24.85	6.2	–	–
10	29.80	8.6	29.80	8.6	–	–
11	31.70	9.4	31.76	9.8	–	–
Personnel and labor relations managers	33.34	8.6	33.60	8.8	–	–
Managers, marketing, advertising, and public relations	43.57	6.9	43.57	6.9	–	–
12	54.05	8.2	54.05	8.2	–	–
Administrators, education and related fields	34.16	7.2	21.84	7.6	39.55	3.5
11	34.19	10.3	–	–	–	–
Managers, medicine and health	29.82	9.6	26.33	9.5	–	–
12	38.11	3.0	–	–	–	–
Managers, service organizations, n.e.c.	22.98	9.5	22.87	10.4	–	–
Managers and administrators, n.e.c.	45.74	5.5	45.76	5.6	–	–
7	24.01	10.7	24.01	10.7	–	–
9	24.57	6.9	24.57	6.9	–	–
10	36.48	6.0	37.43	5.6	–	–
11	35.76	4.8	36.14	4.8	–	–
12	43.05	3.3	43.05	3.3	–	–
13	47.91	4.5	47.91	4.5	–	–
14	69.73	15.6	71.04	17.5	–	–
15	103.35	19.2	103.35	19.2	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Executives, administrators, and managers —Continued						
Managers and administrators, n.e.c. —Continued						
Not able to be leveled	\$40.93	10.6	\$40.93	10.6	—	—
Management related	24.97	2.4	25.74	2.6	\$22.53	5.0
5	17.75	3.6	17.54	3.8	—	—
6	19.21	4.5	19.07	4.9	—	—
7	20.88	4.7	21.88	5.6	18.79	6.3
8	23.45	11.9	24.18	16.7	22.13	11.3
9	25.52	2.0	25.69	2.5	25.03	2.7
10	25.73	3.7	25.29	4.5	—	—
11	31.02	3.5	30.98	3.6	—	—
12	37.39	4.0	37.40	4.0	—	—
Not able to be leveled	25.29	13.2	27.80	10.6	—	—
Accountants and auditors	24.30	4.2	24.25	4.6	—	—
7	21.48	10.1	21.48	10.1	—	—
8	17.56	8.4	16.96	8.8	—	—
9	27.85	3.6	28.47	3.2	—	—
Other financial officers	27.33	6.3	27.62	6.6	—	—
7	22.96	10.7	—	—	—	—
11	27.59	5.4	27.59	5.4	—	—
Management analysts	29.51	6.5	28.72	7.4	—	—
Personnel, training, and labor relations specialists						
	26.75	7.5	27.30	10.1	—	—
Purchasing agents and buyers, n.e.c.	26.68	4.6	26.75	4.8	—	—
Construction inspectors	28.22	6.8	—	—	28.22	6.8
Inspectors and compliance officers, except construction						
	23.83	14.0	—	—	—	—
Management related, n.e.c.	23.50	4.3	25.59	4.3	18.65	6.3
6	20.19	9.2	20.35	9.8	—	—
7	20.56	5.1	22.57	7.3	—	—
8	21.42	11.8	25.48	16.0	—	—
9	25.16	3.9	25.93	4.4	—	—
11	33.07	10.2	33.07	10.2	—	—
Sales						
1	14.70	7.8	14.68	7.8	—	—
2	6.47	3.6	6.47	3.6	—	—
3	7.62	3.3	7.62	3.3	—	—
4	9.86	5.2	9.86	5.2	—	—
5	11.78	5.8	11.69	5.9	—	—
6	16.19	6.5	16.19	6.5	—	—
7	17.23	13.2	17.23	13.2	—	—
8	21.22	12.2	21.22	12.2	—	—
Supervisors, sales	22.53	7.0	22.53	7.0	—	—
4	17.69	15.9	17.66	16.1	—	—
5	10.47	14.9	10.47	14.9	—	—
8	12.60	3.7	12.60	3.7	—	—
Securities and financial services sales	19.48	8.5	19.48	8.5	—	—
Advertising and related sales	17.01	22.2	17.01	22.2	—	—
Sales workers, apparel	26.16	10.2	26.16	10.2	—	—
Sales workers, furniture and home furnishings	8.47	10.2	8.47	10.2	—	—
3	9.32	7.4	9.32	7.4	—	—
Sales workers, other commodities	8.91	6.9	8.91	6.9	—	—
3	10.12	9.9	10.04	10.0	—	—
4	9.76	8.2	9.76	8.2	—	—
5	9.90	9.2	9.59	9.1	—	—
Cashiers	19.36	11.6	19.36	11.6	—	—
1	10.45	7.2	10.39	7.2	—	—
3	7.07	3.4	7.07	3.4	—	—
Sales support, n.e.c.	10.70	9.7	10.70	9.7	—	—
	17.56	9.7	17.56	9.7	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Administrative support, including clerical	\$15.01	2.1	\$14.56	2.6	\$16.56	2.2
1	8.34	7.4	8.34	7.4	—	—
2	10.02	3.4	10.05	3.8	9.85	5.3
3	11.93	3.3	11.44	3.2	15.19	5.3
4	14.21	2.3	14.02	2.7	15.06	3.3
5	16.74	2.0	16.50	2.5	17.12	3.2
6	17.93	2.5	17.76	3.0	18.47	4.1
7	19.72	2.9	19.55	2.6	20.03	6.3
8	19.40	11.8	19.50	14.2	—	—
Not able to be leveled	14.78	10.5	15.93	10.3	—	—
Supervisors, general office	23.38	6.0	—	—	22.22	5.1
7	22.87	6.3	—	—	—	—
Supervisors, financial records processing	24.11	9.6	24.11	9.6	—	—
Supervisors, distribution, scheduling, and adjusting clerks	19.61	7.8	19.86	10.2	—	—
Computer operators	18.82	3.1	18.89	3.2	—	—
Secretaries	17.24	2.9	17.22	3.4	17.29	4.0
4	14.88	3.4	14.63	3.8	16.14	2.2
5	17.21	3.4	17.20	3.4	17.23	7.2
6	19.14	5.4	19.04	5.8	—	—
7	20.11	3.9	20.30	4.3	—	—
Stenographers	19.63	11.6	—	—	—	—
Typists	14.34	12.9	—	—	—	—
Hotel clerks	10.16	8.1	10.16	8.1	—	—
Transportation ticket and reservation agents	13.19	22.5	13.19	22.5	—	—
Receptionists	10.86	3.6	10.86	3.6	—	—
3	10.42	3.2	10.42	3.2	—	—
Information clerks, n.e.c.	15.03	6.5	15.03	6.5	—	—
Order clerks	14.70	5.5	14.75	5.5	—	—
3	11.19	5.9	11.21	6.1	—	—
4	16.42	3.2	16.42	3.2	—	—
Personnel clerks, except payroll and timekeeping	19.05	4.7	18.81	5.3	—	—
Library clerks	14.11	6.0	—	—	14.35	7.9
File clerks	10.41	7.9	10.27	8.3	—	—
Records clerks, n.e.c.	12.99	13.9	12.68	15.6	14.95	6.3
4	15.81	5.6	16.34	5.3	—	—
Bookkeepers, accounting and auditing clerks	14.91	3.7	14.42	4.3	16.98	5.0
4	13.58	4.2	13.42	4.4	—	—
5	16.85	7.6	—	—	16.40	4.1
6	17.06	5.6	16.95	7.6	—	—
7	18.70	5.4	17.61	5.4	—	—
Payroll and timekeeping clerks	16.06	16.8	—	—	—	—
Billing clerks	15.27	6.3	14.64	6.9	—	—
Messengers	10.55	10.8	—	—	—	—
Dispatchers	19.25	6.2	16.49	11.7	21.70	3.4
5	20.62	5.6	—	—	—	—
Production coordinators	18.22	9.1	18.22	9.1	—	—
Traffic, shipping and receiving clerks	14.87	10.5	14.79	11.0	—	—
3	10.86	21.5	—	—	—	—
4	15.78	15.5	15.78	15.5	—	—
Stock and inventory clerks	13.01	5.2	12.79	5.6	—	—
3	11.06	6.8	10.89	7.0	—	—
4	14.39	7.9	14.17	8.7	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	16.47	13.3	16.35	15.1	—	—
4	14.29	16.8	13.59	20.2	—	—
Insurance adjusters, examiners, and investigators	15.50	6.8	15.50	6.8	—	—
Investigators and adjusters, except insurance	15.49	6.6	15.23	7.6	—	—
Eligibility clerks, social welfare	17.87	8.2	—	—	19.24	7.1
General office clerks	13.93	3.7	13.35	5.9	14.70	3.1
2	9.68	7.0	9.73	7.5	—	—
3	14.59	6.0	14.55	8.4	14.65	6.8

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
General office clerks —Continued						
4	\$13.63	3.3	\$13.54	5.2	\$13.74	3.9
5	16.74	2.5	17.00	3.8	16.54	3.2
6	15.96	2.4	—	—	—	—
Bank tellers	10.04	4.5	10.04	4.5	—	—
3	9.79	2.3	9.79	2.3	—	—
Data entry keyers	12.95	5.6	12.95	5.6	—	—
3	13.63	6.0	13.63	6.0	—	—
Teachers' aides	12.09	5.3	—	—	12.16	5.3
2	9.23	7.8	—	—	9.26	7.8
3	12.06	2.5	—	—	12.05	2.6
4	11.26	10.5	—	—	11.44	10.7
Administrative support, n.e.c.	16.07	3.3	15.25	4.0	17.66	3.2
4	14.84	6.1	13.87	7.5	—	—
7	19.34	2.2	—	—	—	—
Not able to be leveled	13.88	5.0	14.27	3.8	—	—
Blue collar						
1	15.53	3.7	15.00	4.0	20.75	4.4
2	8.34	6.8	8.29	6.8	—	—
3	10.51	9.4	10.37	9.7	—	—
4	12.36	6.0	12.20	6.5	14.03	9.6
5	14.45	4.2	14.30	4.6	16.35	4.9
6	16.59	3.9	16.09	4.6	19.32	1.9
7	21.16	5.0	21.03	5.4	22.78	9.6
8	21.11	2.0	20.77	2.3	22.92	3.4
9	25.75	6.6	25.20	7.5	—	—
Not able to be leveled	26.74	4.1	26.33	5.1	—	—
Not able to be leveled	24.81	16.6	19.86	15.8	—	—
Precision production, craft, and repair						
3	19.97	3.3	19.38	3.8	24.46	4.4
4	14.88	17.7	14.88	17.7	—	—
5	15.35	11.0	15.01	11.8	—	—
6	16.42	5.8	16.16	6.1	—	—
7	22.25	5.3	21.94	5.7	—	—
8	21.11	2.1	20.82	2.4	22.66	3.2
9	25.88	7.0	25.30	8.0	—	—
Supervisors, mechanics and repairers	26.74	4.1	26.33	5.1	—	—
Automobile mechanics	24.86	7.3	23.83	8.8	—	—
7	21.96	3.8	—	—	—	—
Bus, truck, and stationary engine mechanics	22.55	2.1	—	—	—	—
7	19.68	9.5	19.68	9.5	—	—
Industrial machinery repairers	21.91	5.7	21.91	5.7	—	—
7	21.08	2.8	20.78	2.7	—	—
Electronic repairers, communications and industrial equipment	21.08	2.8	20.78	2.7	—	—
Mechanics and repairers, n.e.c.	18.81	8.3	18.59	8.8	—	—
7	19.56	5.5	18.52	5.7	23.87	5.6
Electricians	20.60	7.1	19.20	8.4	—	—
Construction trades, n.e.c.	23.86	12.8	25.78	12.5	—	—
Supervisors, production	20.26	4.5	—	—	—	—
Machinists	24.40	6.6	24.40	6.6	—	—
Electrical and electronic equipment assemblers ..	22.13	5.0	22.13	5.0	—	—
5	10.84	11.7	10.84	11.7	—	—
Inspectors, testers, and graders	11.81	6.0	11.81	6.0	—	—
Stationary engineers	15.62	11.9	15.62	11.9	—	—
Stationary engineers	24.92	3.1	—	—	—	—
Machine operators, assemblers, and inspectors						
1	12.39	6.5	12.43	6.6	—	—
2	8.41	5.1	8.41	5.1	—	—
3	8.00	6.3	8.00	6.3	—	—
4	12.07	8.7	12.15	9.1	—	—
4	12.99	5.6	12.99	5.6	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
5	\$14.94	6.8	\$14.94	6.8	—	—
6	14.67	3.0	14.67	3.0	—	—
Miscellaneous machine operators, n.e.c.	12.20	7.0	12.20	7.0	—	—
3	12.05	11.5	12.05	11.5	—	—
4	12.66	7.2	12.66	7.2	—	—
Assemblers	11.60	12.3	11.60	12.3	—	—
3	12.26	16.0	12.26	16.0	—	—
Production inspectors, checkers and examiners ..	11.30	9.6	11.30	9.6	—	—
Transportation and material moving	15.92	9.2	15.52	10.8	\$18.40	5.5
2	11.76	20.0	11.76	20.0	—	—
3	14.35	5.8	—	—	—	—
4	14.66	8.3	14.61	9.4	—	—
5	18.56	8.1	18.09	11.0	—	—
6	24.22	8.2	24.65	8.3	—	—
7	21.26	8.6	—	—	—	—
Truck drivers	16.13	9.0	16.11	9.4	—	—
2	15.58	6.4	15.58	6.4	—	—
4	17.30	3.5	17.87	1.4	—	—
Bus drivers	15.14	13.1	—	—	—	—
Industrial truck and tractor equipment operators ..	14.78	13.6	14.78	13.6	—	—
Handlers, equipment cleaners, helpers, and laborers	11.10	6.7	10.47	7.0	17.39	4.5
1	7.62	6.5	7.54	6.4	—	—
2	11.04	12.5	10.91	13.0	—	—
3	11.98	7.4	11.54	7.7	—	—
4	14.73	3.6	14.68	4.1	—	—
5	15.54	6.7	13.59	7.0	—	—
Groundskeepers and gardeners, except farm	15.17	13.9	—	—	17.98	8.5
Stock handlers and baggers	9.16	5.0	9.16	5.0	—	—
1	6.78	2.6	6.78	2.6	—	—
2	8.27	4.8	8.27	4.8	—	—
3	9.44	6.4	9.44	6.4	—	—
Freight, stock, and material handlers, n.e.c.	13.49	12.5	13.49	12.5	—	—
3	14.21	8.7	14.21	8.7	—	—
Vehicle washers and equipment cleaners	8.86	23.4	8.86	23.4	—	—
Hand packers and packagers	7.46	3.8	7.46	3.8	—	—
1	7.32	5.6	7.32	5.6	—	—
Laborers, except construction, n.e.c.	13.98	8.6	13.22	10.0	—	—
1	9.94	7.8	9.54	7.5	—	—
3	18.85	13.2	—	—	—	—
Service	12.56	5.0	9.53	3.6	20.98	4.0
1	7.47	4.0	7.45	4.0	—	—
2	8.73	4.8	8.64	5.1	10.96	12.7
3	10.70	8.9	9.03	6.6	15.65	6.2
4	13.20	5.0	11.67	5.3	16.56	5.6
5	17.32	10.6	14.91	17.2	20.54	6.6
6	20.42	13.6	12.95	11.3	25.72	9.8
7	22.68	6.2	14.51	16.0	24.37	5.5
8	23.36	8.4	18.02	13.6	27.23	5.6
9	23.08	17.7	—	—	27.82	6.0
Protective service	17.00	14.7	8.91	8.3	24.71	3.2
4	17.69	6.7	—	—	19.79	4.8
5	17.96	11.5	11.03	4.1	21.98	6.4
6	26.03	9.8	—	—	26.46	10.1
7	25.38	4.2	—	—	25.49	4.3
8	27.01	6.8	—	—	27.08	7.2
9	27.82	6.0	—	—	27.82	6.0
Supervisors, firefighters and fire prevention	28.27	7.7	—	—	28.27	7.7
Firefighting	22.48	5.8	—	—	22.48	5.8

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Protective service—Continued						
Police and detectives, public service	\$28.45	3.6	—	—	\$28.45	3.6
7	27.99	3.6	—	—	27.99	3.6
Sheriffs, bailiffs, and other law enforcement officers						
.....	22.43	7.7	—	—	22.43	7.7
Correctional institution officers	20.77	2.7	—	—	20.77	2.7
Guards and police, except public service	8.84	8.4	\$8.63	7.6	—	—
Food service						
1	9.01	5.5	8.84	5.9	11.59	8.0
2	6.90	4.6	6.83	4.5	—	—
3	8.09	3.5	8.02	3.8	—	—
4	8.72	8.3	8.16	9.4	—	—
.....	10.06	7.8	10.04	7.9	—	—
Supervisors, food preparation and service	12.98	3.5	12.98	3.5	—	—
Waiters and waitresses						
3	6.57	7.0	6.57	7.0	—	—
.....	6.60	12.6	6.60	12.6	—	—
Cooks	14.06	12.4	13.76	14.2	—	—
Kitchen workers, food preparation	9.01	4.3	8.81	4.3	—	—
Waiters'/Waitresses' assistants						
1	8.45	10.6	8.45	10.6	—	—
.....	6.90	8.4	6.90	8.4	—	—
Food preparation, n.e.c.						
1	7.71	7.8	7.37	8.2	9.65	2.7
.....	7.06	8.2	—	—	—	—
Health service						
2	11.68	3.6	10.90	3.1	16.81	9.1
3	8.74	5.9	8.74	5.9	—	—
4	11.21	6.4	10.12	3.9	15.10	12.7
5	12.89	7.9	12.01	6.9	—	—
.....	14.71	10.8	—	—	—	—
Health aides, except nursing						
3	14.20	7.8	12.88	6.1	18.80	12.4
4	11.58	5.5	10.91	4.4	—	—
.....	17.75	10.8	—	—	—	—
Nursing aides, orderlies and attendants						
2	10.80	3.7	10.29	3.1	15.28	10.8
3	8.73	6.2	8.73	6.2	—	—
4	11.09	8.3	9.87	5.1	—	—
.....	11.65	6.7	11.35	6.9	—	—
Cleaning and building service						
1	11.19	7.1	9.31	5.7	17.45	7.7
2	7.80	4.9	7.80	4.9	—	—
3	9.71	8.5	9.62	8.9	—	—
4	14.42	7.2	11.75	7.2	16.67	7.6
.....	11.62	16.1	—	—	—	—
Supervisors, cleaning and building service workers						
.....	23.55	19.5	—	—	—	—
Maids and housemen						
1	9.62	7.7	9.30	7.5	—	—
2	8.10	13.3	8.10	13.3	—	—
.....	9.12	8.0	9.12	8.0	—	—
Janitors and cleaners						
1	11.00	7.9	9.16	6.9	16.34	5.8
2	7.72	4.9	7.72	4.9	—	—
3	9.82	9.6	9.71	10.1	—	—
4	15.47	6.8	12.62	7.9	16.76	7.9
.....	11.51	17.6	—	—	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Personal service	\$12.02	10.6	\$11.33	11.8	\$14.78	16.6
1	7.34	13.7	7.35	14.3	—	—
2	7.85	9.7	7.31	6.8	—	—
3	9.85	4.5	9.50	3.9	—	—
4	13.51	5.5	—	—	12.72	6.0
Attendants, amusement, and recreation facilities	8.72	8.4	—	—	9.90	12.4
Baggage porters and bellhops	7.87	3.5	7.87	3.5	—	—
2	6.86	2.0	6.86	2.0	—	—
3	9.59	5.1	9.59	5.1	—	—
Early childhood teachers' assistants	10.02	11.6	—	—	—	—
Child care workers, n.e.c.	13.42	22.6	—	—	—	—
Service, n.e.c.	11.12	8.5	10.12	8.1	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendices C and D for more information.

³ All workers include full-time and part-time workers.

⁴ 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.

⁵ 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. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$21.64	2.3	\$20.89	2.9	\$24.69	1.8
All excluding sales	21.92	2.3	21.19	2.9	24.70	1.8
White collar	25.36	2.2	25.17	2.7	26.05	2.3
1	7.77	5.8	7.77	5.8	—	—
2	10.08	4.2	10.04	4.2	—	—
3	11.90	3.1	11.46	3.0	16.68	4.7
4	14.03	2.5	13.77	2.7	15.69	2.7
5	17.09	1.8	16.74	2.2	17.99	3.0
6	19.60	5.6	18.39	2.2	25.04	19.2
7	21.89	3.5	21.29	2.4	23.13	8.9
8	23.65	4.3	22.32	3.4	27.17	8.2
9	28.30	1.6	27.32	1.9	29.99	2.7
10	29.73	4.7	30.79	5.6	26.79	7.0
11	34.94	2.8	35.27	3.1	32.75	4.4
12	40.53	2.2	40.49	2.3	41.01	5.8
13	47.81	3.1	47.99	3.4	45.92	6.5
14	64.62	8.1	65.12	8.7	—	—
15	103.35	19.2	103.35	19.2	—	—
Not able to be leveled	24.78	5.7	23.69	6.8	26.95	8.4
White collar excluding sales	26.14	2.2	26.16	2.8	26.07	2.3
1	9.29	6.3	9.29	6.3	—	—
2	10.23	4.7	10.19	4.7	—	—
3	12.16	3.5	11.62	3.5	16.68	4.7
4	14.41	2.3	14.18	2.6	15.63	2.7
5	17.22	1.8	16.83	2.2	17.99	3.0
6	19.84	6.0	18.53	1.9	25.04	19.2
7	21.92	3.6	21.29	2.3	23.13	8.9
8	23.76	4.6	22.28	3.7	27.17	8.2
9	28.39	1.6	27.43	1.9	30.02	2.7
10	29.51	4.9	30.54	5.9	26.79	7.0
11	35.02	2.9	35.39	3.2	32.75	4.4
12	40.60	2.2	40.56	2.3	41.01	5.8
13	47.81	3.1	47.99	3.4	45.92	6.5
14	64.62	8.1	65.12	8.7	—	—
15	103.35	19.2	103.35	19.2	—	—
Not able to be leveled	24.94	5.7	23.91	6.9	26.95	8.4
Professional specialty and technical	30.28	2.2	30.29	2.8	30.27	2.9
Professional specialty	32.31	2.2	32.59	2.9	31.69	3.1
5	23.38	5.4	22.37	3.7	—	—
6	24.66	19.7	18.41	4.3	—	—
7	27.82	9.1	24.00	4.3	32.22	13.7
8	25.84	6.3	22.91	4.6	29.82	7.8
9	30.36	1.9	29.37	2.1	31.43	3.1
10	28.16	7.3	28.09	9.3	28.33	11.0
11	34.82	3.6	35.75	4.0	29.71	5.1
12	39.28	3.0	38.93	3.1	—	—
13	46.92	4.7	46.99	5.2	46.40	7.7
14	56.62	5.4	56.62	5.4	—	—
Not able to be leveled	25.79	9.4	21.55	20.6	28.32	7.1
Engineers, architects, and surveyors	33.44	2.6	33.77	2.5	29.49	11.4
6	20.24	2.5	20.24	2.5	—	—
7	24.95	5.5	23.79	3.6	—	—
8	23.04	6.5	23.04	6.5	—	—
9	29.55	2.1	29.49	2.2	—	—
10	31.18	12.0	35.47	6.5	—	—
11	34.92	2.8	34.88	3.0	—	—
12	39.25	3.9	39.25	3.9	—	—
13	43.29	2.9	43.41	3.0	—	—
14	53.63	3.9	53.63	3.9	—	—
Civil engineers	35.41	5.2	—	—	32.68	7.8
Electrical and electronic engineers	33.21	4.1	33.13	4.1	—	—
9	29.76	3.6	29.76	3.6	—	—
11	33.76	3.3	33.76	3.3	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Engineers, architects, and surveyors —Continued						
Electrical and electronic engineers —Continued						
12	\$39.06	8.8	\$39.06	8.8	—	—
Industrial engineers	27.01	5.6	27.01	5.6	—	—
Mechanical engineers	31.29	7.5	31.29	7.5	—	—
Engineers, n.e.c.	34.64	4.4	35.70	3.3	—	—
9	30.11	4.1	30.11	4.1	—	—
10	23.94	17.4	—	—	—	—
11	39.14	4.0	39.14	4.0	—	—
12	41.95	2.9	41.95	2.9	—	—
13	44.79	2.4	44.79	2.4	—	—
Mathematical and computer scientists	34.79	3.7	35.29	3.7	\$25.75	2.0
7	28.05	2.2	28.31	2.0	—	—
8	24.78	8.6	24.78	8.6	—	—
9	32.88	4.6	32.93	4.6	—	—
10	29.42	4.7	29.94	5.1	—	—
11	34.85	4.9	36.02	4.4	—	—
12	37.76	5.8	37.76	5.8	—	—
13	46.16	9.7	46.16	9.7	—	—
Computer systems analysts and scientists	34.65	3.9	35.17	3.9	25.75	2.0
7	28.05	2.2	28.31	2.0	—	—
8	24.84	8.7	24.84	8.7	—	—
9	32.88	4.6	32.93	4.6	—	—
10	29.42	4.7	29.94	5.1	—	—
11	34.81	5.4	36.12	4.8	—	—
12	36.19	5.3	36.19	5.3	—	—
13	46.16	9.7	46.16	9.7	—	—
Natural scientists	32.49	12.0	34.28	12.3	—	—
Physical scientists, n.e.c.	33.57	17.9	33.57	17.9	—	—
Health related	27.17	3.9	25.23	4.2	30.03	6.7
7	28.16	12.4	—	—	—	—
8	22.59	9.3	21.61	11.3	—	—
9	27.08	3.2	27.95	3.3	25.86	5.4
10	26.27	12.3	—	—	—	—
11	26.72	12.1	—	—	—	—
Physicians	32.70	20.2	—	—	—	—
Registered nurses	27.62	3.0	28.01	3.5	27.03	5.1
9	27.35	3.4	28.33	3.4	25.90	5.8
Teachers, college and university	40.21	9.4	49.46	12.9	34.52	6.0
9	35.00	4.0	—	—	—	—
10	38.88	14.0	—	—	—	—
11	52.61	16.5	—	—	—	—
13	49.99	7.4	46.14	13.6	—	—
Teachers, post secondary, subject not specified ..	35.08	14.5	—	—	—	—
Teachers, except college and university	32.58	4.5	18.87	8.9	34.36	4.5
6	33.61	25.0	13.82	7.8	—	—
7	37.78	10.1	13.26	14.1	43.37	3.1
8	29.26	9.5	17.39	16.6	30.19	8.9
9	33.17	3.4	24.67	6.3	33.80	3.5
10	31.44	18.2	—	—	31.29	19.6
Prekindergarten and kindergarten	17.47	21.2	11.68	3.9	—	—
Elementary school teachers	35.04	5.6	19.82	10.5	35.45	5.7
8	29.86	9.2	—	—	30.05	9.2
9	35.27	2.8	—	—	35.48	2.9
Secondary school teachers	32.47	11.1	22.17	15.3	—	—
9	34.15	5.5	27.22	6.0	—	—
Teachers, special education	36.77	3.9	—	—	37.45	3.5
7	40.26	9.3	—	—	—	—
Teachers, n.e.c.	32.46	7.1	—	—	33.56	7.8
Vocational and educational counselors	21.65	5.7	16.83	9.8	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Librarians, archivists, and curators	\$26.61	5.3	—	—	\$27.02	5.8
9	27.51	6.7	—	—	—	—
Librarians	26.61	5.3	—	—	27.02	5.8
9	27.51	6.7	—	—	—	—
Social scientists and urban planners	28.31	8.3	\$29.77	9.9	24.25	8.6
Economists	29.83	10.8	29.83	10.8	—	—
Psychologists	25.16	7.6	—	—	24.25	8.6
Social, recreation, and religious workers	19.75	12.1	14.97	20.0	23.40	5.9
9	23.97	8.4	—	—	—	—
Social workers	24.03	4.8	22.33	9.3	24.54	5.6
Lawyers and judges	46.65	4.7	46.60	5.3	—	—
12	44.71	6.0	—	—	—	—
Lawyers	46.65	4.7	46.60	5.3	—	—
12	44.71	6.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.00	11.9	26.20	12.6	—	—
11	30.31	4.8	—	—	—	—
Not able to be leveled	19.70	25.9	—	—	—	—
Designers	24.76	9.6	24.76	9.6	—	—
Professional, n.e.c.	28.21	5.0	28.70	5.2	—	—
Technical	22.77	4.2	23.32	4.9	19.76	3.4
3	10.95	8.7	10.95	8.7	—	—
4	13.69	5.4	13.75	5.9	—	—
5	17.55	3.0	17.53	3.6	17.61	4.9
6	19.78	3.5	19.59	3.8	—	—
7	20.21	2.5	20.71	2.9	19.00	3.6
8	22.22	3.0	22.14	3.4	22.69	4.3
9	29.51	6.4	29.59	6.8	—	—
11	43.01	18.3	43.83	19.2	—	—
Clinical laboratory technologists and technicians	21.75	4.5	21.52	4.6	—	—
Radiologic technicians	24.47	4.6	24.21	4.5	—	—
Licensed practical nurses	17.62	2.9	17.33	2.3	—	—
Health technologists and technicians, n.e.c.	17.15	5.0	17.06	10.4	17.21	3.8
Electrical and electronic technicians	20.39	4.1	20.20	4.0	—	—
7	19.69	5.3	19.69	5.3	—	—
8	23.46	8.0	23.46	8.0	—	—
Engineering technicians, n.e.c.	19.92	4.4	19.65	4.8	—	—
Drafters	27.58	13.1	27.58	13.1	—	—
Airplane pilots and navigators	117.64	17.9	117.64	17.9	—	—
Computer programmers	29.14	10.3	29.02	10.7	—	—
9	31.47	10.7	—	—	—	—
Legal assistants	20.26	8.4	—	—	—	—
Technical and related, n.e.c.	19.55	3.5	19.56	4.1	19.50	6.6
Executive, administrative, and managerial	33.59	3.0	34.91	3.3	27.68	4.9
5	17.72	3.6	17.51	3.8	—	—
6	18.80	4.3	18.84	4.6	—	—
7	21.19	4.3	22.00	4.9	18.79	6.3
8	21.87	8.7	22.26	10.7	20.44	7.0
9	25.54	2.1	25.48	2.6	25.73	3.9
10	32.52	5.2	34.25	5.5	27.03	4.3
11	33.78	3.5	33.10	3.9	38.13	4.0
12	41.91	2.9	42.28	3.1	38.30	4.7
13	47.63	3.4	47.82	3.6	—	—
14	67.43	10.5	68.45	11.5	—	—
15	103.35	19.2	103.35	19.2	—	—
Not able to be leveled	30.35	10.3	33.49	9.9	—	—
Executives, administrators, and managers	39.88	3.7	40.75	4.0	34.49	6.4
7	22.42	9.3	22.42	9.3	—	—
8	19.37	9.4	19.28	9.6	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Executives, administrators, and managers						
—Continued						
9	\$25.59	4.7	\$25.08	5.5	\$26.88	9.6
10	34.65	5.3	36.58	5.2	27.26	4.3
11	34.79	4.4	33.98	5.2	38.56	4.2
12	42.81	3.3	43.37	3.6	38.33	4.8
13	47.80	3.6	48.01	3.7	—	—
14	67.45	10.7	68.50	11.8	—	—
15	103.35	19.2	103.35	19.2	—	—
Not able to be leveled	38.15	10.2	38.91	10.8	—	—
Administrators and officials, public administration	30.73	8.4	—	—	30.73	8.4
Financial managers	36.02	6.2	36.08	6.2	—	—
9	24.85	6.2	24.85	6.2	—	—
10	29.80	8.6	29.80	8.6	—	—
11	31.70	9.4	31.76	9.8	—	—
Personnel and labor relations managers	33.34	8.6	33.60	8.8	—	—
Managers, marketing, advertising, and public relations	43.57	6.9	43.57	6.9	—	—
12	54.05	8.2	54.05	8.2	—	—
Administrators, education and related fields	34.30	7.3	21.94	7.9	39.55	3.5
11	34.19	10.3	—	—	—	—
Managers, medicine and health	29.82	9.6	26.33	9.5	—	—
12	38.11	3.0	—	—	—	—
Managers, service organizations, n.e.c.	22.98	9.5	22.87	10.4	—	—
Managers and administrators, n.e.c.	45.74	5.5	45.76	5.6	—	—
7	24.01	10.7	24.01	10.7	—	—
9	24.57	6.9	24.57	6.9	—	—
10	36.48	6.0	37.43	5.6	—	—
11	35.76	4.8	36.14	4.8	—	—
12	43.05	3.3	43.05	3.3	—	—
13	47.91	4.5	47.91	4.5	—	—
14	69.73	15.6	71.04	17.5	—	—
15	103.35	19.2	103.35	19.2	—	—
Not able to be leveled	40.93	10.6	40.93	10.6	—	—
Management related	25.04	2.5	25.91	2.7	22.32	5.0
5	17.72	3.6	17.51	3.8	—	—
6	19.24	4.5	19.09	4.9	—	—
7	20.76	4.9	21.77	5.9	18.79	6.3
8	23.84	12.4	25.90	16.6	—	—
9	25.52	2.0	25.69	2.5	25.03	2.7
10	25.73	3.7	25.29	4.5	—	—
11	31.24	3.5	31.20	3.6	—	—
12	37.39	4.0	37.40	4.0	—	—
Not able to be leveled	25.29	13.2	27.80	10.6	—	—
Accountants and auditors	24.37	4.2	24.32	4.6	—	—
7	21.58	10.7	21.58	10.7	—	—
8	17.56	8.4	16.96	8.8	—	—
9	27.85	3.6	28.47	3.2	—	—
Other financial officers	27.47	6.3	27.77	6.6	—	—
11	27.59	5.4	27.59	5.4	—	—
Management analysts	28.95	6.8	28.72	7.4	—	—
Personnel, training, and labor relations specialists	27.57	7.3	28.62	9.6	—	—
Purchasing agents and buyers, n.e.c.	26.68	4.6	26.75	4.8	—	—
Construction inspectors	28.22	6.8	—	—	28.22	6.8
Inspectors and compliance officers, except construction	23.83	14.0	—	—	—	—
Management related, n.e.c.	23.54	4.4	25.68	4.3	18.65	6.3
6	20.27	9.2	20.45	9.9	—	—
7	20.58	5.2	22.65	7.5	—	—
8	21.42	11.8	25.48	16.0	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Management related —Continued						
Management related, n.e.c. —Continued						
9	\$25.16	3.9	\$25.93	4.4	—	—
11	34.21	10.5	34.21	10.5	—	—
Sales	16.48	7.9	16.46	7.9	—	—
1	6.77	4.9	6.77	4.9	—	—
3	10.91	5.5	10.91	5.5	—	—
4	12.19	6.0	12.08	6.1	—	—
5	16.36	7.0	16.36	7.0	—	—
6	17.23	13.3	17.23	13.3	—	—
7	21.22	12.2	21.22	12.2	—	—
8	22.53	7.0	22.53	7.0	—	—
Supervisors, sales	17.69	15.9	17.67	16.1	—	—
4	10.47	14.9	10.47	14.9	—	—
5	12.60	3.7	12.60	3.7	—	—
8	19.48	8.5	19.48	8.5	—	—
Securities and financial services sales	17.38	23.0	17.38	23.0	—	—
Advertising and related sales	26.21	10.2	26.21	10.2	—	—
Sales workers, apparel	9.69	11.8	9.69	11.8	—	—
3	10.52	12.9	10.52	12.9	—	—
Sales workers, other commodities	11.21	11.7	11.11	11.9	—	—
3	10.02	8.8	10.02	8.8	—	—
4	11.46	10.4	10.99	9.9	—	—
Cashiers	11.24	7.4	11.15	7.5	—	—
Sales support, n.e.c.	18.37	9.2	18.37	9.2	—	—
Administrative support, including clerical	15.57	2.3	15.02	2.7	\$17.77	2.2
1	9.29	6.3	9.29	6.3	—	—
2	10.27	4.9	10.23	4.8	—	—
3	12.28	3.8	11.69	3.7	16.68	4.7
4	14.44	2.3	14.21	2.7	15.69	2.7
5	16.96	2.0	16.51	2.5	17.81	3.1
6	18.22	2.4	18.06	2.8	18.73	4.3
7	19.66	2.9	19.42	2.5	20.07	6.3
8	19.40	11.8	19.50	14.2	—	—
Not able to be leveled	16.29	11.7	16.29	11.7	—	—
Supervisors, general office	23.38	6.0	—	—	22.22	5.1
7	22.87	6.3	—	—	—	—
Supervisors, financial records processing	24.11	9.6	24.11	9.6	—	—
Supervisors, distribution, scheduling, and adjusting clerks	19.61	7.8	19.86	10.2	—	—
Computer operators	18.88	3.1	18.89	3.2	—	—
Secretaries	17.43	2.8	17.46	3.4	17.30	4.0
4	15.06	3.9	14.81	4.4	—	—
5	17.22	3.4	17.22	3.4	17.23	7.2
6	19.82	4.4	19.76	4.7	—	—
7	19.81	3.7	19.97	4.1	—	—
Typists	17.00	7.4	—	—	—	—
Hotel clerks	10.16	8.1	10.16	8.1	—	—
Transportation ticket and reservation agents	13.70	22.7	13.70	22.7	—	—
Receptionists	11.02	4.1	11.02	4.1	—	—
Information clerks, n.e.c.	15.66	6.6	15.66	6.6	—	—
Order clerks	15.58	4.3	15.58	4.3	—	—
4	16.38	3.0	16.38	3.0	—	—
Personnel clerks, except payroll and timekeeping	19.05	4.7	18.81	5.3	—	—
Library clerks	15.20	7.8	—	—	—	—
File clerks	10.55	9.7	10.38	10.4	—	—
Records clerks, n.e.c.	13.00	14.7	12.68	15.6	—	—
4	16.32	5.0	16.34	5.3	—	—
Bookkeepers, accounting and auditing clerks	15.00	3.9	14.46	4.4	17.39	4.3

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Bookkeepers, accounting and auditing clerks						
—Continued						
4	\$13.55	4.3	\$13.39	4.5	—	—
5	16.85	7.6	—	—	\$16.40	4.1
6	17.06	5.6	16.95	7.6	—	—
7	18.70	5.4	17.61	5.4	—	—
Payroll and timekeeping clerks	16.06	16.8	—	—	—	—
Billing clerks	15.27	6.3	14.64	6.9	—	—
Dispatchers	19.20	6.7	16.49	11.7	21.96	3.7
5	20.60	5.9	—	—	—	—
Production coordinators	18.22	9.1	18.22	9.1	—	—
Traffic, shipping and receiving clerks	15.16	10.9	15.09	11.4	—	—
4	15.78	15.5	15.78	15.5	—	—
Stock and inventory clerks	13.16	5.2	12.94	5.6	—	—
3	11.05	6.8	10.88	7.1	—	—
4	14.42	8.1	14.20	9.0	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	17.41	9.9	17.42	11.3	—	—
4	15.52	11.3	—	—	—	—
Insurance adjusters, examiners, and investigators	15.50	6.8	15.50	6.8	—	—
Investigators and adjusters, except insurance	15.69	6.6	15.43	7.6	—	—
Eligibility clerks, social welfare	17.87	8.2	—	—	19.24	7.1
General office clerks	14.78	3.9	14.23	6.4	15.51	2.6
3	15.92	6.0	16.11	8.9	15.60	5.9
4	13.90	3.6	13.82	5.6	13.99	4.4
5	16.87	2.4	17.00	3.8	16.77	3.0
6	15.89	3.1	—	—	—	—
Bank tellers	10.76	4.8	10.76	4.8	—	—
Data entry keyers	13.43	5.6	13.43	5.6	—	—
Administrative support, n.e.c.	16.54	3.5	15.78	4.2	17.85	3.0
4	15.29	6.0	14.34	8.3	—	—
7	19.34	2.2	—	—	—	—
Blue collar	15.75	3.8	15.19	4.2	20.99	4.4
1	8.25	7.1	8.20	7.1	—	—
2	10.83	10.1	10.67	10.4	—	—
3	12.33	6.2	12.19	6.6	14.09	11.3
4	14.46	4.4	14.31	4.8	16.35	4.9
5	16.71	3.8	16.19	4.6	19.32	1.9
6	20.67	4.9	20.50	5.3	22.78	9.6
7	21.22	1.8	20.89	2.0	22.92	3.4
8	25.75	6.6	25.20	7.5	—	—
9	26.74	4.1	26.33	5.1	—	—
Not able to be leveled	24.81	16.6	19.86	15.8	—	—
Precision production, craft, and repair	19.97	3.1	19.36	3.5	24.46	4.4
3	14.88	17.7	14.88	17.7	—	—
4	15.39	11.1	15.05	12.0	—	—
5	16.17	5.9	15.88	6.3	—	—
6	21.43	4.5	21.04	4.9	—	—
7	21.22	1.9	20.95	2.2	22.66	3.2
8	25.88	7.0	25.30	8.0	—	—
9	26.74	4.1	26.33	5.1	—	—
Supervisors, mechanics and repairers	24.86	7.3	23.83	8.8	—	—
Automobile mechanics	21.96	3.8	—	—	—	—
7	22.55	2.1	—	—	—	—
Bus, truck, and stationary engine mechanics	19.68	9.5	19.68	9.5	—	—
7	21.91	5.7	21.91	5.7	—	—
Industrial machinery repairers	21.08	2.8	20.78	2.7	—	—
7	21.08	2.8	20.78	2.7	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Electronic repairers, communications and industrial equipment	\$18.82	8.3	\$18.60	8.8	—	—
Mechanics and repairers, n.e.c.	19.56	5.5	18.52	5.7	\$23.87	5.6
7	20.60	7.1	19.20	8.4	—	—
Electricians	23.86	12.8	25.78	12.5	—	—
Construction trades, n.e.c.	20.31	4.5	—	—	—	—
Supervisors, production	24.40	6.6	24.40	6.6	—	—
Machinists	22.13	5.0	22.13	5.0	—	—
Electrical and electronic equipment assemblers ..	11.09	10.6	11.09	10.6	—	—
5	11.81	6.0	11.81	6.0	—	—
Inspectors, testers, and graders	15.62	11.9	15.62	11.9	—	—
Stationary engineers	24.92	3.1	—	—	—	—
Machine operators, assemblers, and inspectors	12.41	6.5	12.45	6.7	—	—
1	8.41	5.1	8.41	5.1	—	—
2	8.04	6.4	8.04	6.4	—	—
3	12.08	8.7	12.16	9.2	—	—
4	13.00	5.6	13.00	5.6	—	—
5	14.94	6.8	14.94	6.8	—	—
6	14.67	3.0	14.67	3.0	—	—
Miscellaneous machine operators, n.e.c.	12.20	7.0	12.20	7.0	—	—
3	12.05	11.5	12.05	11.5	—	—
4	12.66	7.2	12.66	7.2	—	—
Assemblers	11.60	12.3	11.60	12.3	—	—
3	12.26	16.0	12.26	16.0	—	—
Production inspectors, checkers and examiners ..	11.37	9.8	11.37	9.8	—	—
Transportation and material moving	16.15	9.7	15.76	11.2	18.60	5.6
2	11.86	21.2	11.86	21.2	—	—
4	14.66	8.4	14.61	9.6	—	—
5	19.54	7.0	19.40	9.9	—	—
6	24.22	8.2	24.65	8.3	—	—
7	21.26	8.6	—	—	—	—
Truck drivers	16.14	9.3	16.12	9.7	—	—
2	15.72	6.0	15.72	6.0	—	—
4	17.40	3.6	—	—	—	—
Bus drivers	17.03	9.3	—	—	—	—
Industrial truck and tractor equipment operators ..	14.78	13.6	14.78	13.6	—	—
Handlers, equipment cleaners, helpers, and laborers	11.40	7.7	10.68	8.2	17.86	4.1
1	7.49	6.9	7.40	6.6	—	—
2	11.81	13.7	11.66	14.4	—	—
3	12.05	8.0	11.54	8.2	—	—
5	15.83	6.2	13.90	6.7	—	—
Groundskeepers and gardeners, except farm	15.17	13.9	—	—	17.98	8.5
Stock handlers and baggers	9.49	5.1	9.49	5.1	—	—
3	9.42	6.1	9.42	6.1	—	—
Freight, stock, and material handlers, n.e.c.	14.85	12.7	14.85	12.7	—	—
Vehicle washers and equipment cleaners	8.86	23.4	8.86	23.4	—	—
Hand packers and packagers	7.50	4.1	7.50	4.1	—	—
Laborers, except construction, n.e.c.	14.22	8.8	13.47	10.3	—	—
1	9.94	7.8	9.54	7.5	—	—
Service	13.99	5.4	10.20	4.0	22.22	4.0
1	7.81	4.4	7.81	4.4	—	—
2	8.96	5.4	8.91	5.5	—	—
3	12.95	5.5	10.73	3.6	16.58	6.5
4	13.65	5.4	11.84	5.6	17.45	5.9
5	18.42	11.6	15.52	21.6	21.60	5.9
6	21.96	11.0	14.27	9.5	25.72	9.8

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
7	\$22.68	6.2	\$14.50	16.0	\$24.37	5.5
8	23.36	8.4	18.01	13.6	27.23	5.6
9	23.08	17.7	—	—	27.82	6.0
Protective service	21.39	6.8	10.87	9.4	25.15	3.3
4	17.93	6.8	—	—	19.79	4.8
5	18.94	10.3	11.00	3.9	22.53	6.1
6	26.03	9.8	—	—	26.46	10.1
7	25.38	4.2	—	—	25.49	4.3
8	27.01	6.8	—	—	27.08	7.2
9	27.82	6.0	—	—	27.82	6.0
Supervisors, firefighters and fire prevention	28.27	7.7	—	—	28.27	7.7
Firefighting	22.48	5.8	—	—	22.48	5.8
Police and detectives, public service	28.45	3.6	—	—	28.45	3.6
7	27.99	3.6	—	—	27.99	3.6
Sheriffs, bailiffs, and other law enforcement officers	22.43	7.7	—	—	22.43	7.7
Correctional institution officers	20.77	2.7	—	—	20.77	2.7
Guards and police, except public service	10.84	10.0	10.51	10.0	—	—
Food service	9.83	5.9	9.69	6.1	—	—
1	7.35	5.9	7.35	5.9	—	—
2	8.20	4.0	8.20	4.0	—	—
3	10.60	5.6	10.15	3.9	—	—
4	9.69	8.6	9.66	8.8	—	—
Supervisors, food preparation and service	12.98	3.5	12.98	3.5	—	—
Waiters and waitresses	6.82	7.2	6.82	7.2	—	—
Cooks	15.26	11.9	15.06	13.9	—	—
Kitchen workers, food preparation	8.78	3.4	8.78	3.4	—	—
Waiters/Waitresses' assistants	8.32	11.6	8.32	11.6	—	—
1	7.34	9.8	7.34	9.8	—	—
Food preparation, n.e.c.	8.51	8.2	8.46	8.4	—	—
1	7.91	7.6	7.91	7.6	—	—
Health service	11.36	4.6	10.32	3.9	17.18	9.6
3	11.01	8.3	9.61	3.4	—	—
4	12.74	9.3	11.58	7.9	—	—
Health aides, except nursing	14.40	9.2	12.77	7.4	19.16	12.7
4	17.88	11.1	—	—	—	—
Nursing aides, orderlies and attendants	10.25	4.7	9.57	3.9	15.56	11.9
3	10.85	10.6	9.27	4.2	—	—
4	11.12	7.4	10.66	7.3	—	—
Cleaning and building service	11.62	7.7	9.60	6.3	17.45	7.7
1	7.91	5.0	7.91	5.0	—	—
2	10.24	6.9	10.13	7.3	—	—
3	14.60	7.3	11.96	7.6	16.67	7.6
4	12.35	16.2	—	—	—	—
Supervisors, cleaning and building service workers	23.55	19.5	—	—	—	—
Maids and housemen	9.67	7.9	9.34	7.7	—	—
1	8.14	13.5	8.14	13.5	—	—
2	9.21	8.4	9.21	8.4	—	—
Janitors and cleaners	11.49	8.7	9.51	7.9	16.34	5.8
1	7.84	4.9	7.84	4.9	—	—
2	10.45	7.5	10.33	8.0	—	—
3	15.75	6.7	13.19	7.2	16.76	7.9

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Personal service	\$13.60	13.2	\$12.69	13.4	—	—
3	9.52	4.7	9.54	4.8	—	—
Baggage porters and bellhops	7.91	4.8	7.91	4.8	—	—
Service, n.e.c.	11.12	9.2	10.09	8.4	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendices C and D for more information.

³ 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.

⁴ 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.

⁵ 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. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$13.09	5.1	\$12.09	6.0	\$16.97	4.4
All excluding sales	13.70	5.8	12.73	7.0	16.97	4.4
White collar	16.20	4.0	15.25	5.4	18.54	4.6
1	6.18	2.9	6.18	2.9	—	—
2	9.09	3.9	8.94	4.9	9.50	5.5
3	9.76	3.1	9.53	3.4	11.75	2.5
4	12.15	5.3	11.64	6.6	13.27	7.8
5	14.47	2.6	15.64	5.5	14.02	2.6
6	15.89	9.6	15.14	15.0	16.98	9.2
7	23.25	8.5	25.76	7.5	17.75	8.0
8	24.00	6.9	21.92	10.2	27.39	5.8
9	29.94	1.9	29.80	2.5	30.29	3.1
10	35.75	7.7	33.62	5.8	38.18	13.4
11	26.13	7.5	—	—	—	—
12	30.35	22.6	—	—	—	—
Not able to be leveled	16.81	15.7	18.98	14.5	12.74	28.3
White collar excluding sales	18.20	4.2	18.01	6.0	18.54	4.6
2	9.47	3.4	9.46	4.2	9.50	5.5
3	10.73	3.8	10.50	4.1	11.75	2.5
4	12.83	4.9	12.55	6.2	13.27	7.8
5	14.49	2.7	16.89	4.7	14.02	2.6
6	15.90	9.7	15.15	15.1	16.98	9.2
7	23.25	8.5	25.76	7.5	17.75	8.0
8	24.00	6.9	21.92	10.2	27.39	5.8
9	29.94	1.9	29.80	2.5	30.29	3.1
10	35.75	7.7	33.62	5.8	38.18	13.4
11	26.13	7.5	—	—	—	—
12	30.35	22.6	—	—	—	—
Not able to be leveled	17.15	16.3	19.71	14.4	12.74	28.3
Professional specialty and technical	25.98	3.0	25.92	3.7	26.11	5.0
Professional specialty	27.35	3.2	27.56	4.1	27.00	5.2
6	18.10	17.4	18.62	23.8	17.43	23.6
7	23.64	10.5	28.63	5.2	17.08	8.6
8	24.64	6.9	23.36	11.4	26.30	4.8
9	29.94	2.0	29.80	2.6	30.29	3.1
10	35.75	7.7	33.62	5.8	38.18	13.4
11	27.14	7.5	—	—	—	—
12	30.35	22.6	—	—	—	—
Not able to be leveled	32.63	14.9	31.87	15.1	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Health related	30.01	2.5	30.06	2.8	29.83	5.0
7	29.99	2.8	29.99	2.8	—	—
8	26.75	5.0	26.42	7.5	—	—
9	30.56	1.3	31.08	1.2	28.77	3.1
Registered nurses	30.14	1.7	30.71	1.9	28.39	2.3
7	29.99	2.8	29.99	2.8	—	—
8	28.05	4.4	28.62	7.7	—	—
9	30.60	1.3	31.06	1.3	29.00	2.6
Teachers, college and university	27.65	10.3	26.05	10.5	28.36	13.9
6	30.56	25.4	—	—	—	—
7	20.48	8.4	—	—	—	—
10	30.69	6.7	34.85	5.8	—	—
Business, commerce, and marketing teachers	28.68	15.7	26.74	16.0	—	—
English teachers	36.05	10.4	—	—	—	—
Teachers, post secondary, subject not specified	27.14	15.1	—	—	27.08	16.4
Teachers, except college and university	23.53	11.6	18.32	17.8	25.14	13.4
6	13.81	9.6	—	—	—	—
7	13.00	5.3	—	—	—	—
8	25.49	2.8	—	—	—	—
9	34.11	8.8	—	—	—	—
10	45.70	3.5	—	—	—	—
Elementary school teachers	38.87	36.3	—	—	—	—
Teachers, n.e.c.	24.11	12.1	18.75	21.9	30.31	10.1

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
Substitute teachers	\$12.65	4.6	–	–	\$12.64	4.7
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	20.41	10.8	–	–	–	–
Social, recreation, and religious workers	17.34	9.7	–	–	–	–
Social workers	17.24	10.4	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.45	13.9	–	–	–	–
Not able to be leveled	16.74	9.9	–	–	–	–
Technical	19.12	5.2	\$19.51	6.1	17.54	8.5
4	18.49	16.4	–	–	–	–
5	16.68	4.0	17.21	5.5	15.95	4.1
6	20.12	5.2	–	–	–	–
Licensed practical nurses	18.36	3.6	18.57	4.3	–	–
5	18.04	4.0	–	–	–	–
Health technologists and technicians, n.e.c.	20.14	10.5	–	–	–	–
Technical and related, n.e.c.	14.18	3.7	–	–	14.43	5.1
Executive, administrative, and managerial	22.09	16.2	19.77	14.5	–	–
Executives, administrators, and managers	–	–	–	–	–	–
Management related	21.74	18.6	18.98	16.4	–	–
Sales	8.14	5.6	8.14	5.6	–	–
1	6.19	3.1	6.19	3.1	–	–
3	8.49	5.2	8.49	5.2	–	–
4	9.24	11.9	9.24	11.9	–	–
5	14.36	9.8	14.36	9.8	–	–
Sales workers, apparel	7.57	8.9	7.57	8.9	–	–
Sales workers, furniture and home furnishings	8.21	1.3	8.21	1.3	–	–
3	8.18	1.3	8.18	1.3	–	–
Sales workers, other commodities	7.49	5.7	7.49	5.7	–	–
4	7.94	7.4	7.94	7.4	–	–
Cashiers	9.13	12.2	9.13	12.2	–	–
1	6.67	2.8	6.67	2.8	–	–
3	9.61	14.2	9.61	14.2	–	–
Administrative support, including clerical	11.34	3.2	10.68	3.9	12.38	4.0
2	9.47	3.4	9.46	4.2	9.50	5.5
3	10.71	3.8	10.46	4.1	11.80	2.5
4	12.47	4.6	11.90	5.0	13.24	8.0
5	14.03	2.6	–	–	14.04	2.6
6	13.48	13.1	–	–	–	–
Not able to be leveled	10.95	9.5	13.91	7.0	–	–
Secretaries	14.40	12.9	14.41	13.0	–	–
4	13.25	5.9	–	–	–	–
Receptionists	9.79	6.1	9.79	6.1	–	–
Library clerks	12.83	8.2	–	–	12.87	8.3
General office clerks	10.60	8.8	9.69	11.6	11.70	9.9
2	9.16	10.6	–	–	–	–
3	11.04	6.7	–	–	–	–
4	12.37	7.4	12.31	13.3	–	–
Bank tellers	9.28	3.9	9.28	3.9	–	–
3	9.26	1.8	9.26	1.8	–	–
Teachers' aides	12.09	5.3	–	–	12.16	5.3
2	9.23	7.8	–	–	9.26	7.8
3	12.06	2.5	–	–	12.05	2.6
4	11.26	10.5	–	–	11.44	10.7
Administrative support, n.e.c.	11.41	7.5	11.69	7.4	–	–
Blue collar	11.93	14.9	11.91	15.7	–	–

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
1	\$8.98	13.7	\$9.00	14.3	—	—
2	8.05	5.3	8.05	5.3	—	—
3	13.02	8.9	12.71	11.7	—	—
4	14.18	4.9	14.18	4.9	—	—
5	14.58	24.7	14.58	24.7	—	—
Precision production, craft, and repair	20.04	31.0	20.04	31.0	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	12.49	13.3	12.08	14.4	—	—
Handlers, equipment cleaners, helpers, and laborers	9.23	5.3	9.22	5.5	—	—
1	8.30	8.7	8.28	9.1	—	—
2	7.78	5.0	7.78	5.0	—	—
3	11.29	8.7	11.51	10.3	—	—
Stock handlers and baggers	8.65	9.1	8.65	9.1	—	—
1	6.78	2.6	6.78	2.6	—	—
Freight, stock, and material handlers, n.e.c.	9.95	7.7	9.95	7.7	—	—
Service	8.37	4.1	8.00	3.6	\$11.20	4.1
1	6.50	4.8	6.39	4.6	—	—
2	8.01	5.7	7.70	5.2	10.11	14.7
3	8.02	4.7	7.63	2.7	11.48	4.0
4	11.19	7.8	10.96	10.2	11.83	7.0
5	13.16	6.4	13.30	8.2	—	—
Protective service	—	—	—	—	—	—
Food service	7.45	6.3	7.02	6.5	10.24	4.8
1	6.39	5.3	6.22	4.1	—	—
2	7.77	8.8	7.37	11.3	—	—
3	7.20	8.3	6.43	5.5	—	—
Waiters and waitresses	6.33	7.8	6.33	7.8	—	—
Food preparation, n.e.c.	7.02	9.4	6.16	5.4	—	—
Health service	12.91	3.6	12.89	3.8	—	—
3	11.78	5.3	11.48	6.5	—	—
4	13.51	6.6	13.51	6.6	—	—
Health aides, except nursing	13.31	3.6	13.28	4.0	—	—
Nursing aides, orderlies and attendants	12.79	4.4	12.77	4.7	—	—
3	11.89	7.0	11.65	8.7	—	—
4	13.44	6.9	13.44	6.9	—	—
Cleaning and building service	7.37	6.7	7.37	6.7	—	—
Janitors and cleaners	7.35	7.0	7.35	7.0	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Personal service	\$9.28	7.9	\$7.93	9.3	\$11.54	6.4
2	8.40	18.9	—	—	—	—
3	10.39	6.2	9.37	3.8	—	—
4	10.23	11.4	—	—	11.83	7.0
Attendants, amusement, and recreation facilities	9.35	12.2	—	—	9.90	12.4
Baggage porters and bellhops	7.73	7.8	7.73	7.8	—	—
Early childhood teachers' assistants	11.01	10.4	—	—	—	—
Child care workers, n.e.c.	10.92	8.4	—	—	—	—
Service, n.e.c.	11.08	6.1	—	—	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendices C and D for more information.

³ 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.

⁴ 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.

⁵ 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. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$21.64	\$13.09	\$20.77	\$20.61	\$20.74	\$17.95
All excluding sales	21.92	13.70	20.92	21.10	21.09	17.85
White collar	25.36	16.20	23.66	24.72	24.54	20.37
White-collar excluding sales	26.14	18.20	24.11	25.95	25.44	25.64
Professional specialty and technical	30.28	25.98	30.55	29.55	29.89	–
Professional specialty	32.31	27.35	31.58	31.93	31.84	–
Technical	22.77	19.12	24.89	21.73	22.49	–
Executive, administrative, and managerial	33.59	22.09	24.24	34.78	33.35	40.43
Sales	16.48	8.14	14.07	14.79	13.89	18.09
Administrative support, including clerical	15.57	11.34	16.46	14.33	15.03	13.52
Blue collar	15.75	11.93	19.28	12.07	15.51	15.89
Precision production, craft, and repair	19.97	20.04	22.38	16.85	20.52	14.04
Machine operators, assemblers, and inspectors	12.41	–	17.14	10.59	12.40	–
Transportation and material moving	16.15	12.49	19.61	11.06	15.37	22.76
Handlers, equipment cleaners, helpers, and laborers	11.40	9.23	14.34	8.24	11.11	–
Service	13.99	8.37	16.34	9.14	12.62	–
	Relative error ⁶ (percent)					
All occupations	2.3	5.1	2.3	3.2	2.3	7.6
All excluding sales	2.3	5.8	2.4	3.3	2.3	11.5
White collar	2.2	4.0	2.4	2.8	2.2	9.5
White-collar excluding sales	2.2	4.2	2.4	2.8	2.2	19.0
Professional specialty and technical	2.2	3.0	2.6	2.8	2.0	–
Professional specialty	2.2	3.2	2.5	2.9	2.1	–
Technical	4.2	5.2	10.6	3.9	3.9	–
Executive, administrative, and managerial	3.0	16.2	4.7	3.2	3.1	12.1
Sales	7.9	5.6	11.9	8.6	9.6	10.9
Administrative support, including clerical	2.3	3.2	2.0	2.8	2.1	6.3
Blue collar	3.8	14.9	2.9	4.8	3.8	11.9
Precision production, craft, and repair	3.1	31.0	2.3	6.0	3.5	10.2
Machine operators, assemblers, and inspectors	6.5	–	4.8	5.6	6.5	–
Transportation and material moving	9.7	13.3	6.6	11.5	9.5	13.2
Handlers, equipment cleaners, helpers, and laborers	7.7	5.3	5.0	4.8	6.8	–
Service	5.4	4.1	7.1	4.4	5.1	–

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ 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.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ 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. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$19.90	-	\$26.86	-	-	-	\$18.91	-	-	-
All excluding sales	20.30	-	26.84	-	-	-	18.80	-	-	-
White collar	24.26	-	27.77	-	-	-	24.01	-	-	-
White-collar excluding sales	25.55	-	27.75	-	-	-	23.85	-	-	-
Professional specialty and technical	29.91	-	-	-	-	-	37.70	-	-	-
Professional specialty	32.13	-	-	-	-	-	28.54	-	-	-
Technical	23.05	-	-	-	-	-	62.73	-	-	-
Executive, administrative, and managerial	34.73	-	31.40	-	-	-	32.40	-	-	-
Sales	14.68	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	14.56	-	17.42	-	-	-	16.71	-	-	-
Blue collar	15.00	-	-	-	-	-	15.99	-	-	-
Precision production, craft, and repair	19.38	-	-	-	-	-	20.76	-	-	-
Machine operators, assemblers, and inspectors	12.43	-	-	-	-	-	-	-	-	-
Transportation and material moving	15.52	-	-	-	-	-	14.14	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.47	-	-	-	-	-	12.73	-	-	-
Service	9.53	-	-	-	-	-	14.40	-	-	-
	Relative error ⁵ (percent)									
All occupations	2.8	-	6.5	-	-	-	6.8	-	-	-
All excluding sales	2.9	-	6.6	-	-	-	6.7	-	-	-
White collar	2.7	-	6.0	-	-	-	7.0	-	-	-
White-collar excluding sales	2.7	-	6.0	-	-	-	7.0	-	-	-
Professional specialty and technical	2.6	-	-	-	-	-	15.8	-	-	-
Professional specialty	2.8	-	-	-	-	-	4.0	-	-	-
Technical	4.6	-	-	-	-	-	29.9	-	-	-
Executive, administrative, and managerial	3.3	-	17.9	-	-	-	5.6	-	-	-
Sales	7.8	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	2.6	-	2.5	-	-	-	6.3	-	-	-
Blue collar	4.0	-	-	-	-	-	7.4	-	-	-
Precision production, craft, and repair	3.8	-	-	-	-	-	3.4	-	-	-
Machine operators, assemblers, and inspectors	6.6	-	-	-	-	-	-	-	-	-
Transportation and material moving	10.8	-	-	-	-	-	16.7	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.0	-	-	-	-	-	8.2	-	-	-
Service	3.6	-	-	-	-	-	28.1	-	-	-

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and services.

⁵ 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. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$19.90	\$16.93	\$20.57	\$17.39	\$24.24
All excluding sales	20.30	17.27	20.97	17.72	24.43
White collar	24.26	21.02	24.97	21.75	27.79
White-collar excluding sales	25.55	22.45	26.19	23.47	28.19
Professional specialty and technical	29.91	27.10	30.28	27.85	31.72
Professional specialty	32.13	29.13	32.55	30.96	33.31
Technical	23.05	19.58	23.44	21.95	25.04
Executive, administrative, and managerial	34.73	29.17	36.32	34.27	37.59
Sales	14.68	13.73	14.99	14.49	17.23
Administrative support, including clerical	14.56	14.06	14.68	14.34	15.04
Blue collar	15.00	13.37	15.31	14.49	16.65
Precision production, craft, and repair	19.38	17.37	19.75	19.90	19.54
Machine operators, assemblers, and inspectors	12.43	10.68	12.78	12.20	13.39
Transportation and material moving	15.52	13.75	16.08	14.08	21.59
Handlers, equipment cleaners, helpers, and laborers	10.47	8.69	10.72	9.78	13.00
Service	9.53	8.41	9.92	8.47	13.28
	Relative error ³ (percent)				
All occupations	2.8	5.8	3.2	5.6	3.5
All excluding sales	2.9	6.2	3.3	5.9	3.5
White collar	2.7	6.4	2.9	5.7	3.5
White-collar excluding sales	2.7	6.6	3.0	5.8	3.5
Professional specialty and technical	2.6	12.3	2.5	6.4	2.3
Professional specialty	2.8	14.1	2.5	6.8	2.1
Technical	4.6	6.3	4.9	6.5	7.5
Executive, administrative, and managerial	3.3	5.9	3.8	7.3	4.3
Sales	7.8	16.9	9.0	11.3	11.3
Administrative support, including clerical	2.6	3.6	3.1	4.3	4.9
Blue collar	4.0	5.8	4.7	6.9	5.2
Precision production, craft, and repair	3.8	7.7	4.1	6.7	2.8
Machine operators, assemblers, and inspectors	6.6	10.8	7.7	13.6	7.4
Transportation and material moving	10.8	10.7	13.3	14.8	12.7
Handlers, equipment cleaners, helpers, and laborers	7.0	7.0	8.0	9.1	9.6
Service	3.6	6.2	4.5	3.3	5.7

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ 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. For more information about RSEs, see appendix A.

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Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey an establishment was an economic unit which produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment was usually at a single physical location. For State and local governments, an establishment was defined as all locations of a government entity.

The San Francisco-Oakland-San Jose, CA, Metropolitan Statistical Area includes Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma Counties, CA.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

Sample design

The sample for this survey area was selected using a two stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy which were not selected for collection. See appendix table 1 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Collection was the responsibility of the field economists, working out of the Regional Office, who visited each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multi-step process:

1. Probability-proportional-to-size selection of establishment jobs.
2. Classification of jobs into occupations based on the Census of Population system.
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive.
4. Determination of the level of work of each job.

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be deter-

mined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50-99	8
100-249	10
250-999	12
1000-2,499	16
2,500+	20

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. In cases where a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOGs:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong. In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on

hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of Terms" section on the following page for more detail.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on which written description best matched the job. Within each occupation, the points for 9 factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents average work levels for published occupational groups and selected occupations. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a leveled job and a guide to help data users evaluate jobs in their firm.

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most nota-

bly knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. Detailed research continues in the area. The results of this research will be published by BLS in the future.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

In order to calculate earnings for various time periods (hourly, weekly, and annual), data on work schedules were also collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers, exempt from overtime provisions, often work beyond the assigned work schedule, their typical

number of hours actually worked was collected.

Definition of terms

Full-time worker. Any employee that the employer considers to be full time.

Incentive worker. Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note and the example for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage (see below).

Part-time worker. Any employee that the employer considers to be part-time.

Straight-time. Time worked at the standard rate of pay for the job.

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

Union worker. Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed mutually binding collective bargaining agreement

Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing

data. This technique assumes that the mean value of the nonrespondents equals the mean value of the respondents at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	Establishments
Total in sample	621
Responding	411
Out of business or not in survey scope	41
Unable or refused to provide data	169

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

Estimation

The wage series in the tables are computed by combining the wages for individual establishment/occupations. Before being combined, individual wage rates are weighted by: number of workers; the sample weight adjusted for nonresponding establishments and other factors; and the occupation work schedule, varying depending on whether hourly, weekly, or annual rates are being calculated.

Not all series that were calculated met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented publishing a series that could have revealed information about a specific establishment.

The number of workers estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of the number of workers obtained from the sample of establishments serve

only to indicate the relative importance of the occupational groups studied.

Data reliability

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

Sampling errors occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. Appendix table 2 contains RSE data for selected series in this bulletin. RSE data for all series in this bulletin are available on the Internet web site and by request to the BLS National Office.

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose table A-1 shows that mean hourly earnings for all workers was \$12.79 per hour, and appendix table 2 shows a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (\$12.79 plus and minus 1.645 times 3.6 percent times \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, July 1998**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,588,300	1,235,900	352,400
All excluding sales	1,486,100	1,134,100	352,000
White collar	1,002,500	745,400	257,000
White-collar excluding sales	900,300	643,600	256,700
Professional specialty and technical	393,100	254,900	138,200
Professional specialty	319,000	193,100	125,900
Technical	74,100	61,800	12,300
Executive, administrative, and managerial	178,600	144,500	34,100
Sales	102,200	101,800	–
Administrative support, including clerical	328,500	244,200	84,400
Blue collar	327,400	297,000	30,400
Precision production, craft, and repair	121,100	107,100	14,000
Machine operators, assemblers, and inspectors	65,600	64,400	–
Transportation and material moving	52,200	45,100	7,100
Handlers, equipment cleaners, helpers, and laborers	88,500	80,400	8,200
Service	258,400	193,500	64,900

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, San Francisco-Oakland-San Jose, CA, July 1998**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	8,100	404	99	305	153	152
Private industry	7,800	350	98	252	145	107
Goods-producing industries	1,500	80	12	68	31	37
Mining	(²)	6	—	6	4	2
Construction	400	10	4	6	6	—
Manufacturing	1,100	64	8	56	21	35
Service-producing industries	6,300	270	86	184	114	70
Transportation and public utilities	500	32	8	24	11	13
Wholesale and retail trade	2,500	61	24	37	32	5
Finance, insurance and real estate	600	26	5	21	10	11
Services	2,700	151	49	102	61	41
State and local government	300	54	1	53	8	45

¹ Number of establishments represented by the survey rounded to the nearest 100.
² Number of establishments represented by the survey is fewer than 50.

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.