

Sacramento–Yolo, CA National Compensation Survey July 2003



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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) 691-6199, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.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 Sacramento–Yolo, CA, metropolitan area. Data were collected between December 2002 and January 2004; the average reference month is July 2003. 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 occupational leveling methodology.

NCS products

The Bureau's National Compensation Survey provides data on 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, is 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.

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). 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 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 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. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

Table 3–1 provides 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. Table 3–2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4–1 provides 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 within the private sector.

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, July 2003

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	\$20.75	2.2	37.4	\$18.40	3.0	36.5	\$23.96	2.3	38.6
Worker characteristics:⁴									
White-collar occupations ⁵	23.17	1.5	38.0	21.86	2.6	37.2	24.45	1.2	38.8
Professional specialty and technical	30.64	2.3	37.8	29.28	4.2	38.5	31.68	2.7	37.3
Executive, administrative, and managerial	29.57	3.3	40.2	32.61	4.4	40.5	27.70	2.7	40.1
Sales	15.04	7.5	32.7	15.04	7.5	32.7	-	-	-
Administrative support	15.16	1.3	38.4	14.72	2.5	37.5	15.58	1.0	39.2
Blue-collar occupations ⁵	17.28	5.4	37.5	16.58	6.4	37.2	20.45	4.2	38.9
Precision production, craft, and repair	22.23	5.7	39.4	22.07	8.1	39.2	22.60	1.2	39.8
Machine operators, assemblers, and inspectors	12.22	5.7	38.3	12.22	5.7	38.3	-	-	-
Transportation and material moving	16.76	5.3	38.4	16.56	6.5	39.2	17.39	5.7	36.0
Handlers, equipment cleaners, helpers, and laborers	14.21	6.4	34.0	13.85	7.5	33.4	16.94	9.6	40.0
Service occupations ⁵	15.36	16.2	34.9	10.32	3.3	33.6	23.39	14.9	37.3
Full time	21.58	2.2	39.8	19.40	3.0	39.9	24.22	2.3	39.7
Part time	13.12	5.6	23.9	12.62	5.6	24.5	16.19	16.8	20.9
Union	22.13	2.4	37.6	19.03	3.6	35.5	23.27	3.0	38.5
Nonunion	19.65	3.1	37.2	18.24	3.6	36.8	26.20	2.9	39.0
Time	20.55	2.2	37.3	17.89	2.9	36.4	23.96	2.3	38.6
Incentive	25.97	9.0	38.2	25.97	9.0	38.2	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	17.61	3.4	35.6	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	16.73	7.8	34.5	16.62	7.9	34.5	-	-	-
100-499 workers	17.11	5.6	37.1	16.85	5.9	37.2	21.31	5.0	35.1
500 workers or more	23.17	2.1	38.2	21.43	3.9	37.2	24.05	2.4	38.7

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.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, July 2003

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	\$20.75	2.2	\$18.40	3.0	\$23.96	2.3
All excluding sales	21.13	2.2	18.81	3.0	23.96	2.3
White collar	23.17	1.5	21.86	2.6	24.45	1.2
White collar excluding sales	24.04	1.2	23.51	2.3	24.45	1.2
Professional specialty and technical	30.64	2.3	29.28	4.2	31.68	2.7
Professional specialty	32.41	2.8	31.81	4.1	32.78	4.2
Engineers, architects, and surveyors	31.60	2.5	31.26	2.7	—	—
Civil engineers	35.78	3.9	—	—	—	—
Mathematical and computer scientists	29.86	4.6	30.88	9.9	—	—
Computer systems analysts and scientists	30.44	4.7	32.77	7.4	—	—
Natural scientists	19.82	8.0	—	—	—	—
Health related	36.04	7.8	35.99	7.9	—	—
Registered nurses	31.19	2.7	32.57	.5	—	—
Teachers, college and university	37.34	8.3	—	—	—	—
Teachers, except college and university	39.39	6.9	—	—	39.56	7.1
Elementary school teachers	41.62	6.8	—	—	41.67	6.8
Secondary school teachers	40.49	3.0	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.81	17.3	12.96	6.8	23.32	11.9
Social workers	21.02	16.4	12.96	6.8	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.85	5.6	—	—	—	—
Technical	22.70	2.7	22.30	4.0	—	—
Clinical laboratory technologists and technicians	20.58	13.3	20.58	13.3	—	—
Licensed practical nurses	20.28	4.8	20.28	4.8	—	—
Electrical and electronic technicians	21.99	10.4	21.99	10.4	—	—
Executive, administrative, and managerial	29.57	3.3	32.61	4.4	27.70	2.7
Executives, administrators, and managers	32.79	3.6	34.91	5.9	30.97	2.3
Administrators and officials, public administration	30.60	1.7	—	—	30.60	1.7
Financial managers	36.21	13.2	36.31	16.3	—	—
Managers and administrators, n.e.c.	35.47	5.4	35.47	5.4	—	—
Management related	25.89	3.9	28.40	4.9	24.86	4.1
Accountants and auditors	30.62	14.9	32.60	14.3	—	—
Other financial officers	28.72	7.0	28.72	7.0	—	—
Personnel, training, and labor relations specialists	23.06	9.4	24.16	6.6	—	—
Management related, n.e.c.	24.51	10.3	29.12	10.6	—	—
Sales	15.04	7.5	15.04	7.5	—	—
Sales workers, other commodities	11.91	13.6	11.91	13.6	—	—
Cashiers	13.02	5.3	13.02	5.3	—	—
Administrative support, including clerical	15.16	1.3	14.72	2.5	15.58	1.0
Supervisors, general office	18.77	4.5	—	—	—	—
Secretaries	17.00	5.3	15.57	3.9	19.61	8.9
Receptionists	12.95	5.3	13.01	6.5	—	—
Records clerks, n.e.c.	14.77	3.5	13.32	10.8	—	—
Bookkeepers, accounting and auditing clerks	14.66	2.9	13.89	5.9	—	—
Traffic, shipping and receiving clerks	16.13	13.1	16.13	13.1	—	—
Stock and inventory clerks	14.43	7.0	13.82	6.1	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	10.06	7.2	10.06	7.2	—	—
Insurance adjusters, examiners, and investigators	20.74	15.7	20.74	15.7	—	—
Investigators and adjusters, except insurance	17.50	8.3	17.50	8.3	—	—
General office clerks	13.97	3.3	14.10	6.1	13.84	1.6
Bank tellers	10.75	5.5	10.75	5.5	—	—
Data entry keyers	14.52	1.9	—	—	—	—
Teachers' aides	12.29	8.0	—	—	12.29	8.0
Administrative support, n.e.c.	14.49	5.7	13.56	10.8	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, July 2003 — 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	\$17.28	5.4	\$16.58	6.4	\$20.45	4.2
Precision production, craft, and repair	22.23	5.7	22.07	8.1	22.60	1.2
Bus, truck, and stationary engine mechanics	22.30	5.0	23.04	6.4	—	—
Industrial machinery repairers	22.47	1.6	22.47	1.6	—	—
Mechanics and repairers, n.e.c.	17.82	11.0	—	—	—	—
Construction trades, n.e.c.	18.56	9.7	—	—	—	—
Machine operators, assemblers, and inspectors	12.22	5.7	12.22	5.7	—	—
Packaging and filling machine operators	11.72	9.8	11.72	9.8	—	—
Miscellaneous machine operators, n.e.c.	13.49	19.1	13.49	19.1	—	—
Assemblers	10.13	5.0	10.13	5.0	—	—
Transportation and material moving	16.76	5.3	16.56	6.5	17.39	5.7
Truck drivers	17.47	5.3	17.58	5.8	—	—
Industrial truck and tractor equipment operators ..	12.46	8.3	12.46	8.3	—	—
Handlers, equipment cleaners, helpers, and laborers	14.21	6.4	13.85	7.5	16.94	9.6
Construction laborers	17.74	9.8	—	—	—	—
Stock handlers and baggers	12.82	6.4	12.82	6.4	—	—
Freight, stock, and material handlers, n.e.c.	14.23	8.0	14.23	8.0	—	—
Laborers, except construction, n.e.c.	15.13	11.5	14.33	15.2	—	—
Service	15.36	16.2	10.32	3.3	23.39	14.9
Protective service	21.98	23.3	—	—	27.68	8.9
Firefighting	18.70	2.8	—	—	18.70	2.8
Police and detectives, public service	28.49	3.8	—	—	28.49	3.8
Food service	8.92	8.2	8.82	8.6	—	—
Waiters, waitresses, and bartenders	6.68	1.1	6.68	1.1	—	—
Waiters and waitresses	6.70	.9	6.70	.9	—	—
Other food service	10.28	8.7	10.21	9.4	—	—
Cooks	9.99	2.7	9.91	2.7	—	—
Food preparation, n.e.c.	8.64	5.3	8.01	6.9	—	—
Health service	12.05	6.8	12.14	7.8	—	—
Health aides, except nursing	12.95	7.2	13.76	8.5	—	—
Nursing aides, orderlies and attendants	11.64	7.7	11.64	7.7	—	—
Cleaning and building service	13.37	3.4	11.73	6.5	15.31	3.1
Janitors and cleaners	14.56	4.5	13.73	10.5	15.09	4.6
Personal service	10.40	3.4	10.04	2.7	10.83	7.6
Early childhood teachers' assistants	12.59	1.2	—	—	12.62	1.1
Service, n.e.c.	9.76	5.4	—	—	—	—

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 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.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, July 2003

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	\$21.58	2.2	\$19.40	3.0	\$24.22	2.3
All excluding sales	21.80	2.2	19.60	3.2	24.22	2.3
White collar	23.78	1.3	22.94	2.4	24.50	1.2
White collar excluding sales	24.28	1.3	23.98	2.4	24.50	1.2
Professional specialty and technical	30.83	2.4	29.13	4.9	32.04	2.7
Professional specialty	32.65	3.1	31.60	5.2	33.25	4.5
Engineers, architects, and surveyors	32.12	1.4	31.87	1.5	—	—
Civil engineers	35.78	3.9	—	—	—	—
Mathematical and computer scientists	29.86	4.6	30.88	9.9	—	—
Computer systems analysts and scientists	30.44	4.7	32.77	7.4	—	—
Natural scientists	19.82	8.0	—	—	—	—
Health related	36.30	10.5	36.16	12.1	—	—
Registered nurses	30.15	3.9	31.42	2.0	—	—
Teachers, college and university	36.67	7.1	—	—	—	—
Teachers, except college and university	41.31	3.3	—	—	41.50	3.4
Elementary school teachers	42.02	5.9	—	—	42.08	6.0
Secondary school teachers	40.49	3.0	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.86	16.6	—	—	—	—
Social workers	20.86	16.6	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.86	5.7	—	—	—	—
Technical	22.96	2.6	22.69	4.1	—	—
Licensed practical nurses	20.33	5.7	20.33	5.7	—	—
Electrical and electronic technicians	21.99	10.4	21.99	10.4	—	—
Executive, administrative, and managerial	29.62	3.3	32.78	4.5	27.70	2.7
Executives, administrators, and managers	32.79	3.6	34.91	5.9	30.97	2.3
Administrators and officials, public administration	30.60	1.7	—	—	30.60	1.7
Financial managers	36.21	13.2	36.31	16.3	—	—
Managers and administrators, n.e.c.	35.47	5.4	35.47	5.4	—	—
Management related	25.91	4.0	28.66	5.1	24.86	4.1
Accountants and auditors	32.33	16.8	—	—	—	—
Other financial officers	28.72	7.0	28.72	7.0	—	—
Personnel, training, and labor relations specialists	23.06	9.4	24.16	6.6	—	—
Management related, n.e.c.	24.51	10.3	29.12	10.6	—	—
Sales	17.16	9.3	17.16	9.3	—	—
Sales workers, other commodities	14.86	12.6	14.86	12.6	—	—
Cashiers	14.78	10.9	14.78	10.9	—	—
Administrative support, including clerical	15.43	1.2	15.22	2.3	15.61	1.0
Supervisors, general office	18.77	4.5	—	—	—	—
Secretaries	17.19	5.4	15.80	3.8	19.61	8.9
Receptionists	12.95	5.3	13.01	6.5	—	—
Records clerks, n.e.c.	14.86	3.5	—	—	—	—
Bookkeepers, accounting and auditing clerks	14.75	2.7	14.05	6.8	—	—
Stock and inventory clerks	14.69	8.2	14.06	7.3	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	10.38	6.9	10.38	6.9	—	—
Insurance adjusters, examiners, and investigators	21.31	18.3	21.31	18.3	—	—
Investigators and adjusters, except insurance	17.61	9.1	17.61	9.1	—	—
General office clerks	14.17	3.0	14.61	5.9	13.80	1.5
Data entry keyers	14.59	1.6	—	—	—	—
Administrative support, n.e.c.	15.32	1.9	15.48	4.4	—	—
Blue collar	17.94	5.1	17.26	6.2	20.78	3.7
Precision production, craft, and repair	22.47	5.9	22.40	8.4	22.63	1.3
Bus, truck, and stationary engine mechanics	22.30	5.0	23.04	6.4	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, July 2003 — 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						
Industrial machinery repairers	\$22.47	1.6	\$22.47	1.6	–	–
Mechanics and repairers, n.e.c.	19.67	7.3	–	–	–	–
Construction trades, n.e.c.	18.71	9.8	–	–	–	–
Machine operators, assemblers, and inspectors	12.46	6.6	12.46	6.6	–	–
Miscellaneous machine operators, n.e.c.	14.31	21.1	14.31	21.1	–	–
Assemblers	10.22	5.1	10.22	5.1	–	–
Transportation and material moving	17.00	5.7	16.70	7.1	\$18.11	2.0
Truck drivers	17.60	5.6	17.73	6.2	–	–
Industrial truck and tractor equipment operators ..	12.46	8.3	12.46	8.3	–	–
Handlers, equipment cleaners, helpers, and laborers	15.73	6.0	15.49	7.0	17.12	10.6
Construction laborers	18.17	8.8	–	–	–	–
Stock handlers and baggers	17.02	9.4	17.02	9.4	–	–
Laborers, except construction, n.e.c.	15.13	11.5	14.33	15.2	–	–
Service	16.65	17.0	10.86	4.3	24.70	13.3
Protective service	22.23	22.9	–	–	27.68	8.9
Firefighting	18.70	2.8	–	–	18.70	2.8
Police and detectives, public service	28.49	3.8	–	–	28.49	3.8
Food service	9.86	14.6	9.84	14.8	–	–
Other food service	12.26	12.4	12.27	12.7	–	–
Cooks	10.16	2.7	–	–	–	–
Health service	11.99	7.0	12.08	8.1	–	–
Health aides, except nursing	12.95	7.2	13.76	8.5	–	–
Nursing aides, orderlies and attendants	11.53	8.0	11.53	8.0	–	–
Cleaning and building service	13.41	3.5	11.70	6.7	15.44	2.7
Janitors and cleaners	14.68	4.5	13.78	11.2	15.25	4.1
Personal service	10.23	2.8	–	–	–	–

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ 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.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, July 2003

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	\$13.12	5.6	\$12.62	5.6	\$16.19	16.8
All excluding sales	13.75	6.4	13.23	6.7	16.19	16.8
White collar	15.91	8.5	15.05	8.1	21.86	30.3
White collar excluding sales	19.49	11.4	18.85	11.6	21.86	30.3
Professional specialty and technical	28.26	10.9	30.52	6.3	24.33	28.8
Professional specialty	29.64	12.2	33.31	6.8	24.33	28.8
Engineers, architects, and surveyors	-	-	-	-	-	-
Health related	35.17	5.1	35.61	5.0	-	-
Registered nurses	34.00	3.2	34.55	2.9	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	17.02	13.0	17.02	13.0	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	10.64	7.2	10.64	7.2	-	-
Sales workers, other commodities	9.95	10.8	9.95	10.8	-	-
Cashiers	11.78	10.9	11.78	10.9	-	-
Administrative support, including clerical	11.17	8.1	10.99	8.7	-	-
General office clerks	12.44	13.0	12.20	13.0	-	-
Bank tellers	10.22	2.7	10.22	2.7	-	-
Blue collar	11.89	16.6	11.80	18.1	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	9.28	9.4	9.28	9.4	-	-
Transportation and material moving	13.39	9.0	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.85	6.1	8.81	6.1	-	-
Stock handlers and baggers	8.39	7.6	8.39	7.6	-	-
Service	8.92	2.7	8.34	3.7	10.98	6.1
Protective service	-	-	-	-	-	-
Food service	7.83	2.5	7.56	2.5	-	-
Waiters, waitresses, and bartenders	6.57	2.2	6.57	2.2	-	-
Other food service	8.40	3.5	8.07	3.9	-	-
Food preparation, n.e.c.	9.28	7.0	-	-	-	-
Health service	-	-	-	-	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	10.60	7.4	-	-	10.86	8.5
Early childhood teachers' assistants	12.59	1.2	-	-	12.62	1.1
Service, n.e.c.	8.23	1.6	-	-	-	-

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.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, July 2003

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	\$859	2.1	39.8	\$774	2.9	39.9	\$962	2.4	39.7
All excluding sales	868	2.2	39.8	783	3.0	39.9	962	2.4	39.7
White collar	947	1.3	39.8	925	2.4	40.3	966	1.1	39.4
White collar excluding sales	968	1.2	39.9	971	2.4	40.5	966	1.1	39.4
Professional specialty and technical	1,220	2.2	39.6	1,196	4.8	41.1	1,236	2.1	38.6
Professional specialty	1,290	2.7	39.5	1,313	4.9	41.6	1,277	3.0	38.4
Engineers, architects, and surveyors	1,370	2.4	42.7	1,381	2.9	43.3	-	-	-
Civil engineers	1,541	8.5	43.1	-	-	-	-	-	-
Mathematical and computer scientists	1,217	5.6	40.8	1,301	10.3	42.1	-	-	-
Computer systems analysts and scientists	1,241	6.1	40.8	1,391	7.4	42.4	-	-	-
Natural scientists	793	8.0	40.0	-	-	-	-	-	-
Health related	1,427	10.6	39.3	1,411	12.6	39.0	-	-	-
Registered nurses	1,175	3.7	39.0	1,205	2.7	38.4	-	-	-
Teachers, college and university	1,649	10.7	45.0	-	-	-	-	-	-
Teachers, except college and university	1,446	4.1	35.0	-	-	-	1,450	4.2	34.9
Elementary school teachers	1,520	6.5	36.2	-	-	-	1,522	6.5	36.2
Secondary school teachers	1,389	6.9	34.3	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	834	16.6	40.0	-	-	-	-	-	-
Social workers	834	16.6	40.0	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,034	5.7	40.0	-	-	-	-	-	-
Technical	916	2.6	39.9	904	4.1	39.8	-	-	-
Licensed practical nurses	809	5.8	39.8	809	5.8	39.8	-	-	-
Electrical and electronic technicians	879	10.4	40.0	879	10.4	40.0	-	-	-
Executive, administrative, and managerial	1,197	3.5	40.4	1,342	4.3	40.9	1,110	2.9	40.1
Executives, administrators, and managers	1,338	3.7	40.8	1,451	5.9	41.6	1,245	2.6	40.2
Administrators and officials, public administration	1,231	2.0	40.2	-	-	-	1,231	2.0	40.2
Financial managers	1,486	12.3	41.0	1,500	15.0	41.3	-	-	-
Managers and administrators, n.e.c.	1,476	6.3	41.6	1,476	6.3	41.6	-	-	-
Management related	1,035	3.8	39.9	1,141	4.2	39.8	994	4.1	40.0
Accountants and auditors	1,172	12.0	36.3	-	-	-	-	-	-
Other financial officers	1,175	6.8	40.9	1,175	6.8	40.9	-	-	-
Personnel, training, and labor relations specialists	919	9.4	39.9	955	7.4	39.5	-	-	-
Management related, n.e.c.	985	10.3	40.2	1,238	13.8	42.5	-	-	-
Sales	677	9.4	39.5	677	9.4	39.5	-	-	-
Sales workers, other commodities	582	12.8	39.1	582	12.8	39.1	-	-	-
Cashiers	591	10.9	40.0	591	10.9	40.0	-	-	-
Administrative support, including clerical	613	1.2	39.7	607	2.4	39.9	618	1.1	39.6
Supervisors, general office	755	4.9	40.2	-	-	-	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, July 2003 — 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									
Secretaries	\$688	5.4	40.0	\$632	3.8	40.0	\$784	8.9	40.0
Receptionists	518	5.3	40.0	520	6.5	40.0	—	—	—
Records clerks, n.e.c.	595	3.5	40.0	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	590	2.7	40.0	562	6.8	40.0	—	—	—
Stock and inventory clerks	588	8.2	40.0	562	7.3	40.0	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	413	6.4	39.7	413	6.4	39.7	—	—	—
Insurance adjusters, examiners, and investigators	852	18.3	40.0	852	18.3	40.0	—	—	—
Investigators and adjusters, except insurance	704	9.1	40.0	704	9.1	40.0	—	—	—
General office clerks	561	2.9	39.6	584	5.9	40.0	542	1.5	39.3
Data entry keyers	580	1.9	39.7	—	—	—	—	—	—
Administrative support, n.e.c.	609	2.0	39.8	610	4.1	39.4	—	—	—
Blue collar	717	5.0	40.0	690	6.0	40.0	831	3.7	40.0
Precision production, craft, and repair	899	5.9	40.0	896	8.4	40.0	905	1.3	40.0
Bus, truck, and stationary engine mechanics	892	5.0	40.0	922	6.4	40.0	—	—	—
Industrial machinery repairers	899	1.6	40.0	899	1.6	40.0	—	—	—
Mechanics and repairers, n.e.c.	787	7.3	40.0	—	—	—	—	—	—
Construction trades, n.e.c.	748	9.8	40.0	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	494	6.1	39.6	494	6.1	39.6	—	—	—
Miscellaneous machine operators, n.e.c.	547	17.5	38.2	547	17.5	38.2	—	—	—
Assemblers	409	5.1	40.0	409	5.1	40.0	—	—	—
Transportation and material moving	685	5.5	40.3	674	6.9	40.4	724	2.0	40.0
Truck drivers	712	4.5	40.5	718	4.9	40.5	—	—	—
Industrial truck and tractor equipment operators	499	8.3	40.0	499	8.3	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	628	6.0	39.9	618	7.0	39.9	685	10.6	40.0
Construction laborers	727	8.8	40.0	—	—	—	—	—	—
Stock handlers and baggers ..	679	9.4	39.9	679	9.4	39.9	—	—	—
Laborers, except construction, n.e.c.	605	11.5	40.0	573	15.2	40.0	—	—	—
Service	659	17.4	39.6	416	6.0	38.4	1,021	11.8	41.3
Protective service	915	23.1	41.2	—	—	—	1,159	6.2	41.9
Firefighting	991	2.8	53.0	—	—	—	991	2.8	53.0
Police and detectives, public service	1,140	3.8	40.0	—	—	—	1,140	3.8	40.0
Food service	362	19.4	36.7	361	19.7	36.7	—	—	—
Other food service	480	14.6	39.2	480	14.9	39.1	—	—	—
Cooks	396	2.1	38.9	—	—	—	—	—	—
Health service	465	9.0	38.8	467	10.3	38.7	—	—	—
Health aides, except nursing ..	506	7.8	39.1	532	10.3	38.7	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, July 2003 — 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—Continued									
Nursing aides, orderlies and attendants	\$446	10.1	38.7	\$446	10.1	38.7	—	—	—
Cleaning and building service	525	4.5	39.1	449	7.5	38.4	\$618	2.7	40.0
Janitors and cleaners	587	4.5	40.0	551	11.2	40.0	610	4.1	40.0
Personal service	394	4.1	38.5	—	—	—	—	—	—

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.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, July 2003

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	\$43,510	2.1	2,016	\$39,611	2.9	2,042	\$48,081	2.4	1,985
All excluding sales	43,937	2.2	2,016	40,072	3.0	2,044	48,081	2.4	1,985
White collar	47,871	1.3	2,013	47,864	2.4	2,087	47,877	1.1	1,954
White collar excluding sales	48,867	1.2	2,013	50,328	2.4	2,099	47,877	1.1	1,954
Professional specialty and technical	58,503	2.2	1,898	61,907	4.8	2,126	56,496	2.1	1,763
Professional specialty	60,753	2.7	1,861	67,864	4.9	2,147	57,407	3.0	1,726
Engineers, architects, and surveyors	71,240	2.4	2,218	71,805	2.9	2,253	-	-	-
Civil engineers	80,145	8.5	2,240	-	-	-	-	-	-
Mathematical and computer scientists	63,286	5.6	2,119	67,650	10.3	2,191	-	-	-
Computer systems analysts and scientists	64,539	6.1	2,121	72,319	7.4	2,207	-	-	-
Natural scientists	41,273	8.0	2,082	-	-	-	-	-	-
Health related	73,293	10.6	2,019	73,377	12.6	2,029	-	-	-
Registered nurses	61,119	3.7	2,027	62,678	2.7	1,995	-	-	-
Teachers, college and university Teachers, except college and university	73,241	10.7	1,997	-	-	-	-	-	-
Elementary school teachers ...	54,283	4.1	1,314	-	-	-	54,463	4.2	1,312
Secondary school teachers ...	55,539	6.5	1,322	-	-	-	55,618	6.5	1,322
Librarians, archivists, and curators	51,883	6.9	1,282	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Social workers	43,385	16.6	2,080	-	-	-	-	-	-
Lawyers and judges	43,385	16.6	2,080	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	53,928	5.7	2,085	-	-	-	-	-	-
Licensed practical nurses	47,632	2.6	2,074	46,988	4.1	2,071	-	-	-
Electrical and electronic technicians	42,078	5.8	2,070	42,078	5.8	2,070	-	-	-
Executive, administrative, and managerial	45,729	10.4	2,080	45,729	10.4	2,080	-	-	-
Executives, administrators, and managers	62,201	3.5	2,100	69,762	4.3	2,128	57,716	2.9	2,084
Administrators and officials, public administration	69,502	3.7	2,120	75,372	5.9	2,159	64,627	2.6	2,087
Financial managers	63,999	2.0	2,091	-	-	-	63,999	2.0	2,091
Managers and administrators, n.e.c.	77,266	12.3	2,134	77,983	15.0	2,148	-	-	-
Management related	76,764	6.3	2,164	76,764	6.3	2,164	-	-	-
Accountants and auditors	53,853	3.8	2,078	59,336	4.2	2,071	51,730	4.1	2,081
Other financial officers	60,960	12.0	1,885	-	-	-	-	-	-
Personnel, training, and labor relations specialists	61,076	6.8	2,126	61,076	6.8	2,126	-	-	-
Management related, n.e.c.	47,838	9.4	2,075	49,665	7.4	2,056	-	-	-
Sales	51,259	10.3	2,091	64,367	13.8	2,210	-	-	-
Sales workers, other commodities	34,682	9.4	2,021	34,682	9.4	2,021	-	-	-
Cashiers	30,253	12.8	2,035	30,253	12.8	2,035	-	-	-
Administrative support, including clerical	30,746	10.9	2,080	30,746	10.9	2,080	-	-	-
Supervisors, general office	31,610	1.2	2,049	31,418	2.4	2,064	31,769	1.1	2,036
	39,285	4.9	2,093	-	-	-	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, July 2003 — 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									
Secretaries	\$35,330	5.4	2,056	\$32,698	3.8	2,069	\$39,851	8.9	2,032
Receptionists	26,945	5.3	2,080	27,057	6.5	2,080	—	—	—
Records clerks, n.e.c.	30,752	3.5	2,069	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	30,676	2.7	2,080	29,216	6.8	2,080	—	—	—
Stock and inventory clerks	30,557	8.2	2,080	29,237	7.3	2,080	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	21,451	6.4	2,066	21,451	6.4	2,066	—	—	—
Insurance adjusters, examiners, and investigators	44,321	18.3	2,080	44,321	18.3	2,080	—	—	—
Investigators and adjusters, except insurance	36,627	9.1	2,080	36,627	9.1	2,080	—	—	—
General office clerks	28,907	2.9	2,040	30,386	5.9	2,080	27,722	1.5	2,009
Data entry keyers	30,156	1.9	2,067	—	—	—	—	—	—
Administrative support, n.e.c.	31,627	2.0	2,064	31,471	4.1	2,033	—	—	—
Blue collar	36,600	5.0	2,040	35,111	6.0	2,035	42,821	3.7	2,060
Precision production, craft, and repair	46,082	5.9	2,051	45,632	8.4	2,037	47,087	1.3	2,081
Bus, truck, and stationary engine mechanics	46,438	5.0	2,082	47,919	6.4	2,080	—	—	—
Industrial machinery repairers	46,741	1.6	2,080	46,741	1.6	2,080	—	—	—
Mechanics and repairers, n.e.c.	40,905	7.3	2,080	—	—	—	—	—	—
Construction trades, n.e.c.	38,918	9.8	2,080	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	24,937	6.1	2,002	24,937	6.1	2,002	—	—	—
Miscellaneous machine operators, n.e.c.	28,452	17.5	1,989	28,452	17.5	1,989	—	—	—
Assemblers	21,262	5.1	2,080	21,262	5.1	2,080	—	—	—
Transportation and material moving	35,263	5.5	2,074	35,053	6.9	2,099	35,987	2.0	1,987
Truck drivers	37,030	4.5	2,104	37,359	4.9	2,107	—	—	—
Industrial truck and tractor equipment operators	25,923	8.3	2,080	25,923	8.3	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	31,865	6.0	2,026	31,255	7.0	2,017	35,608	10.6	2,080
Construction laborers	34,372	8.8	1,891	—	—	—	—	—	—
Stock handlers and baggers ..	35,325	9.4	2,076	35,325	9.4	2,076	—	—	—
Laborers, except construction, n.e.c.	31,479	11.5	2,080	29,805	15.2	2,080	—	—	—
Service	33,283	17.4	1,999	20,763	6.0	1,913	52,669	11.8	2,133
Protective service	47,593	23.1	2,141	—	—	—	60,267	6.2	2,178
Firefighting	51,535	2.8	2,756	—	—	—	51,535	2.8	2,756
Police and detectives, public service	59,262	3.8	2,080	—	—	—	59,262	3.8	2,080
Food service	16,417	19.4	1,665	16,337	19.7	1,661	—	—	—
Other food service	24,954	14.6	2,036	24,964	14.9	2,035	—	—	—
Cooks	20,577	2.1	2,025	—	—	—	—	—	—
Health service	24,213	9.0	2,019	24,281	10.3	2,011	—	—	—
Health aides, except nursing ..	26,365	7.8	2,037	27,686	10.3	2,012	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, July 2003 — 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—Continued									
Nursing aides, orderlies and attendants	\$23,172	10.1	2,010	\$23,172	10.1	2,010	—	—	—
Cleaning and building service	27,277	4.5	2,034	23,359	7.5	1,997	\$32,117	2.7	2,080
Janitors and cleaners	30,531	4.5	2,080	28,664	11.2	2,080	31,713	4.1	2,080
Personal service	18,971	4.1	1,854	—	—	—	—	—	—

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.

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, Sacramento-Yolo, CA, July 2003

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	\$20.75	2.2	\$18.40	3.0	\$23.96	2.3
All excluding sales	21.13	2.2	18.81	3.0	23.96	2.3
White collar	23.17	1.5	21.86	2.6	24.45	1.2
1	9.23	19.3	10.22	28.6	—	—
2	12.32	4.0	12.34	5.1	—	—
3	13.47	4.3	12.97	6.1	14.13	3.1
4	15.12	4.2	15.40	8.8	14.86	1.1
5	16.00	2.1	15.99	2.9	16.02	2.5
6	25.48	8.0	18.58	4.8	33.76	11.6
7	22.90	5.3	21.93	3.9	23.11	6.5
8	27.34	5.6	26.21	3.6	29.53	12.1
9	30.59	.6	30.75	1.2	30.45	.7
10	31.43	4.6	33.44	6.5	31.07	5.3
11	36.61	4.2	36.83	4.5	36.11	9.4
12	36.40	6.4	39.82	2.4	—	—
13	63.13	4.9	64.09	4.5	—	—
Not able to be leveled	19.24	4.9	19.19	5.2	—	—
White collar excluding sales	24.04	1.2	23.51	2.3	24.45	1.2
1	7.77	3.6	—	—	—	—
2	11.21	2.5	10.40	3.2	—	—
3	13.82	3.9	13.49	6.9	14.13	3.1
4	14.59	1.4	14.24	3.1	14.86	1.1
5	16.06	2.2	16.07	3.2	16.02	2.5
6	25.72	8.2	18.63	5.0	33.76	11.6
7	22.89	5.5	21.60	5.3	23.11	6.5
8	27.34	5.6	26.21	3.6	29.53	12.1
9	30.69	.6	31.00	1.0	30.45	.7
10	31.43	4.6	33.44	6.5	31.07	5.3
11	36.61	4.2	36.83	4.5	36.11	9.4
12	36.40	6.4	39.82	2.4	—	—
13	63.13	4.9	64.09	4.5	—	—
Not able to be leveled	21.24	5.0	21.32	5.4	—	—
Professional specialty and technical	30.64	2.3	29.28	4.2	31.68	2.7
Professional specialty	32.41	2.8	31.81	4.1	32.78	4.2
5	16.54	9.6	—	—	—	—
6	38.71	5.7	—	—	40.14	5.1
7	27.20	13.7	18.30	14.2	28.03	15.3
8	30.48	9.4	26.47	2.0	—	—
9	33.02	.9	31.70	1.1	34.99	1.2
10	32.02	9.0	32.60	9.5	31.88	11.5
11	38.71	5.2	36.97	6.5	41.12	6.2
12	34.85	9.0	39.37	1.6	—	—
Not able to be leveled	25.73	11.2	—	—	—	—
Engineers, architects, and surveyors	31.60	2.5	31.26	2.7	—	—
9	31.16	1.1	—	—	—	—
10	32.92	6.2	—	—	—	—
Civil engineers	35.78	3.9	—	—	—	—
Mathematical and computer scientists	29.86	4.6	30.88	9.9	—	—
9	29.25	4.9	29.25	4.9	—	—
Computer systems analysts and scientists	30.44	4.7	32.77	7.4	—	—
9	29.93	4.6	29.93	4.6	—	—
Natural scientists	19.82	8.0	—	—	—	—
Health related	36.04	7.8	35.99	7.9	—	—
8	28.87	6.5	26.19	5.7	—	—
9	32.33	4.4	33.62	1.2	—	—
Registered nurses	31.19	2.7	32.57	.5	—	—
8	30.34	4.1	—	—	—	—
9	31.74	3.9	33.62	1.2	—	—
Teachers, college and university	37.34	8.3	—	—	—	—
Teachers, except college and university	39.39	6.9	—	—	39.56	7.1
6	41.79	4.4	—	—	41.79	4.4
7	39.73	4.9	—	—	40.13	6.0
9	40.92	2.8	—	—	41.35	2.7
Elementary school teachers	41.62	6.8	—	—	41.67	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, Sacramento-Yolo, CA, July 2003** — 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						
Secondary school teachers	\$40.49	3.0	–	–	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	20.81	17.3	\$12.96	6.8	\$23.32	11.9
Social workers	21.02	16.4	12.96	6.8	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.85	5.6	–	–	–	–
Technical	22.70	2.7	22.30	4.0	–	–
5	17.23	5.7	17.23	5.7	–	–
6	19.50	3.9	19.50	3.9	–	–
7	23.65	3.0	24.61	8.7	–	–
8	23.47	3.2	23.49	3.6	–	–
9	28.52	4.8	–	–	–	–
Clinical laboratory technologists and technicians	20.58	13.3	20.58	13.3	–	–
Licensed practical nurses	20.28	4.8	20.28	4.8	–	–
Electrical and electronic technicians	21.99	10.4	21.99	10.4	–	–
Executive, administrative, and managerial	29.57	3.3	32.61	4.4	27.70	2.7
7	21.71	2.4	23.01	8.3	–	–
8	26.50	5.8	27.21	7.2	–	–
9	28.15	1.1	29.63	3.7	–	–
10	31.05	2.5	34.83	10.1	–	–
11	35.58	5.5	36.78	5.9	–	–
12	39.47	4.3	40.55	5.2	–	–
13	59.70	3.5	–	–	–	–
Not able to be leveled	26.18	2.9	26.69	2.4	–	–
Executives, administrators, and managers	32.79	3.6	34.91	5.9	30.97	2.3
8	27.62	7.9	27.62	7.9	–	–
9	29.64	5.9	29.64	5.9	–	–
10	31.04	2.5	34.84	10.2	–	–
11	36.44	5.2	36.85	6.0	–	–
12	39.78	5.4	–	–	–	–
13	59.70	3.5	–	–	–	–
Not able to be leveled	26.23	7.9	27.10	6.8	–	–
Administrators and officials, public administration	30.60	1.7	–	–	30.60	1.7
Financial managers	36.21	13.2	36.31	16.3	–	–
Managers and administrators, n.e.c.	35.47	5.4	35.47	5.4	–	–
11	38.04	3.6	38.04	3.6	–	–
Management related	25.89	3.9	28.40	4.9	24.86	4.1
7	21.82	3.6	24.89	18.8	–	–
8	25.92	8.1	26.88	11.5	–	–
9	27.93	.7	29.61	3.6	–	–
11	33.39	11.3	–	–	–	–
Not able to be leveled	26.09	11.9	26.09	11.9	–	–
Accountants and auditors	30.62	14.9	32.60	14.3	–	–
Other financial officers	28.72	7.0	28.72	7.0	–	–
Personnel, training, and labor relations specialists	23.06	9.4	24.16	6.6	–	–
Management related, n.e.c.	24.51	10.3	29.12	10.6	–	–
Sales	15.04	7.5	15.04	7.5	–	–
1	11.10	25.4	11.10	25.4	–	–
2	13.99	7.3	13.99	7.3	–	–
3	11.78	5.1	11.78	5.1	–	–
5	15.16	4.1	15.16	4.1	–	–
Not able to be leveled	15.63	5.4	15.63	5.4	–	–
Sales workers, other commodities	11.91	13.6	11.91	13.6	–	–
Cashiers	13.02	5.3	13.02	5.3	–	–
1	8.18	3.7	8.18	3.7	–	–

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, Sacramento-Yolo, CA, July 2003 — 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						
Sales —Continued						
Cashiers —Continued						
2	\$15.61	5.4	\$15.61	5.4	—	—
3	12.41	9.6	12.41	9.6	—	—
Administrative support, including clerical	15.16	1.3	14.72	2.5	\$15.58	1.0
1	7.77	3.6	—	—	—	—
2	11.21	2.5	10.40	3.2	—	—
3	13.84	3.9	13.51	7.1	14.13	3.1
4	14.60	1.4	14.22	3.4	14.86	1.1
5	15.79	2.6	15.90	3.8	15.54	1.4
6	17.29	5.1	17.55	6.4	16.55	7.5
7	20.30	9.4	19.54	7.1	20.42	10.7
Not able to be leveled	13.68	3.4	13.68	3.4	—	—
Supervisors, general office	18.77	4.5	—	—	—	—
Secretaries	17.00	5.3	15.57	3.9	19.61	8.9
4	14.56	5.2	14.00	4.6	—	—
7	21.30	3.2	—	—	—	—
Receptionists	12.95	5.3	13.01	6.5	—	—
Records clerks, n.e.c.	14.77	3.5	13.32	10.8	—	—
Bookkeepers, accounting and auditing clerks	14.66	2.9	13.89	5.9	—	—
Traffic, shipping and receiving clerks	16.13	13.1	16.13	13.1	—	—
Stock and inventory clerks	14.43	7.0	13.82	6.1	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	10.06	7.2	10.06	7.2	—	—
Insurance adjusters, examiners, and investigators	20.74	15.7	20.74	15.7	—	—
Investigators and adjusters, except insurance	17.50	8.3	17.50	8.3	—	—
General office clerks	13.97	3.3	14.10	6.1	13.84	1.6
3	14.15	5.0	—	—	13.68	2.5
4	15.06	9.7	15.14	12.3	—	—
Bank tellers	10.75	5.5	10.75	5.5	—	—
Data entry keyers	14.52	1.9	—	—	—	—
Teachers' aides	12.29	8.0	—	—	12.29	8.0
Administrative support, n.e.c.	14.49	5.7	13.56	10.8	—	—
5	15.28	1.9	15.00	4.3	—	—
Blue collar	17.28	5.4	16.58	6.4	20.45	4.2
1	9.24	6.6	9.24	6.6	—	—
2	11.17	4.5	11.07	4.7	—	—
3	12.91	5.2	12.29	4.5	15.84	10.5
4	17.42	5.7	17.52	6.5	—	—
5	19.64	8.1	19.87	10.3	18.87	2.1
6	19.31	5.1	18.64	5.9	—	—
7	24.14	4.2	24.74	5.3	22.75	1.1
8	25.31	6.3	26.06	6.7	—	—
Precision production, craft, and repair	22.23	5.7	22.07	8.1	22.60	1.2
4	13.50	7.6	11.81	10.2	—	—
5	21.09	13.9	21.45	16.7	—	—
6	20.25	4.5	19.58	6.9	—	—
7	24.82	4.7	25.85	5.5	—	—
8	25.25	6.5	26.01	6.9	—	—
Bus, truck, and stationary engine mechanics	22.30	5.0	23.04	6.4	—	—
Industrial machinery repairers	22.47	1.6	22.47	1.6	—	—
Mechanics and repairers, n.e.c.	17.82	11.0	—	—	—	—
Construction trades, n.e.c.	18.56	9.7	—	—	—	—
Machine operators, assemblers, and inspectors	12.22	5.7	12.22	5.7	—	—
1	8.09	2.1	8.09	2.1	—	—
2	9.92	1.5	9.92	1.5	—	—
3	11.96	5.1	11.96	5.1	—	—
5	16.50	10.5	16.50	10.5	—	—

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, Sacramento-Yolo, CA, July 2003 — 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						
7	\$19.22	6.2	\$19.22	6.2	—	—
Packaging and filling machine operators	11.72	9.8	11.72	9.8	—	—
Miscellaneous machine operators, n.e.c.	13.49	19.1	13.49	19.1	—	—
Assemblers	10.13	5.0	10.13	5.0	—	—
Transportation and material moving	16.76	5.3	16.56	6.5	\$17.39	5.7
2	11.97	9.1	11.97	9.1	—	—
3	13.98	11.9	12.70	14.1	—	—
4	18.92	6.7	19.58	7.1	—	—
5	19.21	6.1	19.57	7.1	—	—
Truck drivers	17.47	5.3	17.58	5.8	—	—
4	18.91	7.0	19.62	7.5	—	—
5	18.30	4.1	18.30	4.1	—	—
Industrial truck and tractor equipment operators ..	12.46	8.3	12.46	8.3	—	—
Handlers, equipment cleaners, helpers, and laborers	14.21	6.4	13.85	7.5	16.94	9.6
1	9.68	9.2	9.68	9.2	—	—
2	12.05	8.7	11.90	10.0	—	—
3	13.78	7.0	13.39	8.7	—	—
4	19.75	5.2	19.75	5.2	—	—
5	18.27	8.3	—	—	—	—
Construction laborers	17.74	9.8	—	—	—	—
Stock handlers and baggers	12.82	6.4	12.82	6.4	—	—
1	7.79	3.1	7.79	3.1	—	—
Freight, stock, and material handlers, n.e.c.	14.23	8.0	14.23	8.0	—	—
Laborers, except construction, n.e.c.	15.13	11.5	14.33	15.2	—	—
Service	15.36	16.2	10.32	3.3	23.39	14.9
1	8.64	5.1	7.84	4.4	11.56	6.2
2	9.26	8.6	8.37	7.5	13.58	6.6
3	10.15	5.3	9.77	4.4	12.40	7.6
4	12.29	4.6	11.78	3.1	—	—
5	15.70	3.3	—	—	15.77	4.4
7	22.03	3.0	—	—	22.16	3.2
9	29.44	3.6	—	—	29.42	3.7
Protective service	21.98	23.3	—	—	27.68	8.9
7	22.16	3.2	—	—	22.16	3.2
9	29.42	3.7	—	—	29.42	3.7
Firefighting	18.70	2.8	—	—	18.70	2.8
Police and detectives, public service	28.49	3.8	—	—	28.49	3.8
Food service	8.92	8.2	8.82	8.6	—	—
1	7.24	5.0	6.92	.7	—	—
2	7.57	6.4	7.53	6.3	—	—
3	8.60	6.6	8.43	6.4	—	—
Waiters, waitresses, and bartenders	6.68	1.1	6.68	1.1	—	—
2	6.72	.9	6.72	.9	—	—
Waiters and waitresses	6.70	.9	6.70	.9	—	—
Other food service	10.28	8.7	10.21	9.4	—	—
1	7.69	5.8	7.19	1.9	—	—
2	8.44	9.0	8.39	9.2	—	—
3	10.14	4.0	—	—	—	—
Cooks	9.99	2.7	9.91	2.7	—	—
Food preparation, n.e.c.	8.64	5.3	8.01	6.9	—	—
Health service	12.05	6.8	12.14	7.8	—	—
3	10.98	6.6	10.90	8.0	—	—
4	13.45	3.4	13.45	3.4	—	—
Health aides, except nursing	12.95	7.2	13.76	8.5	—	—
Nursing aides, orderlies and attendants	11.64	7.7	11.64	7.7	—	—
3	10.90	8.0	10.90	8.0	—	—
Cleaning and building service	13.37	3.4	11.73	6.5	15.31	3.1

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, Sacramento-Yolo, CA, July 2003 — 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						
Cleaning and building service—Continued						
1	\$9.92	7.8	\$8.84	3.5	—	—
2	14.63	7.7	—	—	—	—
Janitors and cleaners	14.56	4.5	13.73	10.5	\$15.09	4.6
1	12.35	5.7	—	—	—	—
2	14.63	7.7	—	—	—	—
Personal service	10.40	3.4	10.04	2.7	10.83	7.6
1	9.68	9.5	—	—	9.92	16.0
Early childhood teachers' assistants	12.59	1.2	—	—	12.62	1.1
Service, n.e.c.	9.76	5.4	—	—	—	—

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 appendixes 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.

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, Sacramento-Yolo, CA, July 2003

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	\$21.58	2.2	\$19.40	3.0	\$24.22	2.3
All excluding sales	21.80	2.2	19.60	3.2	24.22	2.3
White collar	23.78	1.3	22.94	2.4	24.50	1.2
2	12.06	6.6	11.96	11.8	—	—
3	13.79	4.1	13.42	6.9	14.16	3.0
4	15.26	4.5	15.68	9.8	14.91	.9
5	16.03	2.2	16.01	3.0	16.06	3.2
6	25.73	8.1	18.53	5.0	34.33	11.6
7	22.91	5.4	21.96	4.0	23.11	6.5
8	27.42	5.8	26.17	3.8	29.74	11.9
9	30.42	.7	30.26	1.3	30.53	.8
10	31.31	4.6	32.48	6.2	31.11	5.3
11	36.38	4.1	37.04	4.6	34.75	8.1
12	36.40	6.4	39.82	2.4	—	—
13	63.13	4.9	64.09	4.5	—	—
Not able to be leveled	19.46	4.9	19.41	5.2	—	—
White collar excluding sales	24.28	1.3	23.98	2.4	24.50	1.2
2	11.48	3.1	10.60	4.9	—	—
3	13.93	4.1	13.64	8.3	14.16	3.0
4	14.71	1.4	14.41	3.6	14.91	.9
5	16.08	2.4	16.09	3.3	16.06	3.2
6	25.99	8.3	18.58	5.2	34.33	11.6
7	22.90	5.6	21.63	5.5	23.11	6.5
8	27.42	5.8	26.17	3.8	29.74	11.9
9	30.53	.7	30.53	1.2	30.53	.8
10	31.31	4.6	32.48	6.2	31.11	5.3
11	36.38	4.1	37.04	4.6	34.75	8.1
12	36.40	6.4	39.82	2.4	—	—
13	63.13	4.9	64.09	4.5	—	—
Not able to be leveled	21.38	5.1	21.48	5.6	—	—
Professional specialty and technical	30.83	2.4	29.13	4.9	32.04	2.7
Professional specialty	32.65	3.1	31.60	5.2	33.25	4.5
6	39.64	4.9	—	—	41.20	4.2
7	27.25	13.8	18.43	15.2	28.03	15.3
8	30.61	9.6	—	—	—	—
9	32.96	1.0	31.13	1.0	35.31	1.0
10	31.72	9.7	30.33	7.3	32.01	11.5
11	38.43	4.7	37.83	6.3	—	—
12	34.85	9.0	39.37	1.6	—	—
Engineers, architects, and surveyors	32.12	1.4	31.87	1.5	—	—
9	31.16	1.1	—	—	—	—
10	32.92	6.2	—	—	—	—
Civil engineers	35.78	3.9	—	—	—	—
Mathematical and computer scientists	29.86	4.6	30.88	9.9	—	—
9	29.25	4.9	29.25	4.9	—	—
Computer systems analysts and scientists	30.44	4.7	32.77	7.4	—	—
9	29.93	4.6	29.93	4.6	—	—
Natural scientists	19.82	8.0	—	—	—	—
Health related	36.30	10.5	36.16	12.1	—	—
9	31.53	6.8	32.93	1.7	—	—
Registered nurses	30.15	3.9	31.42	2.0	—	—
9	30.62	5.7	32.93	1.7	—	—
Teachers, college and university	36.67	7.1	—	—	—	—
Teachers, except college and university	41.31	3.3	—	—	41.50	3.4
7	39.85	5.2	—	—	40.13	6.0
9	40.92	2.8	—	—	41.35	2.7
Elementary school teachers	42.02	5.9	—	—	42.08	6.0
Secondary school teachers	40.49	3.0	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.86	16.6	—	—	—	—
Social workers	20.86	16.6	—	—	—	—
Lawyers and judges	—	—	—	—	—	—

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, Sacramento-Yolo, CA, July 2003 — 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						
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
	\$25.86	5.7	–	–	–	–
Technical						
	22.96	2.6	\$22.69	4.1	–	–
5	17.23	5.7	17.23	5.7	–	–
6	19.43	4.6	19.43	4.6	–	–
7	23.65	3.0	24.61	8.7	–	–
8	23.47	3.2	23.49	3.6	–	–
Licensed practical nurses	20.33	5.7	20.33	5.7	–	–
Electrical and electronic technicians	21.99	10.4	21.99	10.4	–	–
Executive, administrative, and managerial						
	29.62	3.3	32.78	4.5	\$27.70	2.7
7	21.70	2.4	23.01	8.8	–	–
8	26.65	6.1	27.49	7.5	–	–
9	28.15	1.1	29.63	3.7	–	–
10	31.05	2.5	34.83	10.1	–	–
11	35.58	5.5	36.78	5.9	–	–
12	39.47	4.3	40.55	5.2	–	–
13	59.70	3.5	–	–	–	–
Not able to be leveled	26.18	2.9	26.69	2.4	–	–
Executives, administrators, and managers						
	32.79	3.6	34.91	5.9	30.97	2.3
8	27.62	7.9	27.62	7.9	–	–
9	29.64	5.9	29.64	5.9	–	–
10	31.04	2.5	34.84	10.2	–	–
11	36.44	5.2	36.85	6.0	–	–
12	39.78	5.4	–	–	–	–
13	59.70	3.5	–	–	–	–
Not able to be leveled	26.23	7.9	27.10	6.8	–	–
Administrators and officials, public administration						
	30.60	1.7	–	–	30.60	1.7
Financial managers						
	36.21	13.2	36.31	16.3	–	–
Managers and administrators, n.e.c.						
	35.47	5.4	35.47	5.4	–	–
11	38.04	3.6	38.04	3.6	–	–
Management related						
	25.91	4.0	28.66	5.1	24.86	4.1
7	21.81	3.7	–	–	–	–
8	26.09	8.9	27.36	12.6	–	–
9	27.93	.7	29.61	3.6	–	–
11	33.39	11.3	–	–	–	–
Not able to be leveled	26.09	11.9	26.09	11.9	–	–
Accountants and auditors						
	32.33	16.8	–	–	–	–
Other financial officers						
	28.72	7.0	28.72	7.0	–	–
Personnel, training, and labor relations specialists						
	23.06	9.4	24.16	6.6	–	–
Management related, n.e.c.						
	24.51	10.3	29.12	10.6	–	–
Sales						
	17.16	9.3	17.16	9.3	–	–
3	12.76	10.1	12.76	10.1	–	–
Not able to be leveled	15.86	5.5	15.86	5.5	–	–
Sales workers, other commodities						
	14.86	12.6	14.86	12.6	–	–
Cashiers	14.78	10.9	14.78	10.9	–	–
Administrative support, including clerical						
	15.43	1.2	15.22	2.3	15.61	1.0
2	11.48	3.1	10.60	4.9	–	–
3	13.94	4.1	13.64	8.5	14.16	3.0
4	14.70	1.4	14.37	3.9	14.91	.9
5	15.79	2.6	15.91	3.9	15.53	1.4
6	17.29	5.1	17.55	6.4	16.55	7.5
7	20.30	9.4	19.54	7.1	20.42	10.7
Not able to be leveled	13.78	3.4	13.78	3.4	–	–
Supervisors, general office						
	18.77	4.5	–	–	–	–
Secretaries						
	17.19	5.4	15.80	3.8	19.61	8.9
4	14.62	5.3	14.06	4.7	–	–
7	21.30	3.2	–	–	–	–

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, Sacramento-Yolo, CA, July 2003 — 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						
Receptionists	\$12.95	5.3	\$13.01	6.5	–	–
Records clerks, n.e.c.	14.86	3.5	–	–	–	–
Bookkeepers, accounting and auditing clerks	14.75	2.7	14.05	6.8	–	–
Stock and inventory clerks	14.69	8.2	14.06	7.3	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	10.38	6.9	10.38	6.9	–	–
Insurance adjusters, examiners, and investigators	21.31	18.3	21.31	18.3	–	–
Investigators and adjusters, except insurance	17.61	9.1	17.61	9.1	–	–
General office clerks	14.17	3.0	14.61	5.9	\$13.80	1.5
3	14.10	5.4	–	–	13.68	2.5
4	15.23	10.3	15.35	13.3	–	–
Data entry keyers	14.59	1.6	–	–	–	–
Administrative support, n.e.c.	15.32	1.9	15.48	4.4	–	–
5	15.28	1.9	15.00	4.3	–	–
Blue collar	17.94	5.1	17.26	6.2	20.78	3.7
1	10.19	10.5	10.19	10.5	–	–
2	11.27	5.4	11.16	5.7	–	–
3	12.94	5.2	12.33	4.5	16.80	8.3
4	17.44	5.8	17.53	6.5	–	–
5	19.65	8.2	19.89	10.4	18.87	2.1
6	19.31	5.1	18.64	5.9	–	–
7	24.38	4.5	25.19	5.6	22.75	1.1
8	25.31	6.3	26.06	6.7	–	–
Precision production, craft, and repair	22.47	5.9	22.40	8.4	22.63	1.3
4	13.52	7.8	11.81	10.2	–	–
5	21.09	13.9	21.45	16.7	–	–
6	20.25	4.5	19.58	6.9	–	–
7	25.17	5.3	26.61	5.5	–	–
8	25.25	6.5	26.01	6.9	–	–
Bus, truck, and stationary engine mechanics	22.30	5.0	23.04	6.4	–	–
Industrial machinery repairers	22.47	1.6	22.47	1.6	–	–
Mechanics and repairers, n.e.c.	19.67	7.3	–	–	–	–
Construction trades, n.e.c.	18.71	9.8	–	–	–	–
Machine operators, assemblers, and inspectors	12.46	6.6	12.46	6.6	–	–
1	8.23	3.9	8.23	3.9	–	–
2	9.90	1.4	9.90	1.4	–	–
3	12.01	5.4	12.01	5.4	–	–
5	16.50	10.5	16.50	10.5	–	–
7	19.15	6.5	19.15	6.5	–	–
Miscellaneous machine operators, n.e.c.	14.31	21.1	14.31	21.1	–	–
Assemblers	10.22	5.1	10.22	5.1	–	–
Transportation and material moving	17.00	5.7	16.70	7.1	18.11	2.0
3	14.15	12.9	12.76	14.9	–	–
4	18.92	6.7	19.58	7.1	–	–
5	19.23	6.2	19.61	7.2	–	–
Truck drivers	17.60	5.6	17.73	6.2	–	–
4	18.91	7.0	19.62	7.5	–	–
5	18.29	4.3	18.29	4.3	–	–
Industrial truck and tractor equipment operators ..	12.46	8.3	12.46	8.3	–	–
Handlers, equipment cleaners, helpers, and laborers	15.73	6.0	15.49	7.0	17.12	10.6
1	11.33	13.3	11.33	13.3	–	–
2	12.24	9.5	12.07	11.2	–	–
3	13.85	7.6	13.39	8.7	–	–
4	19.87	5.0	19.87	5.0	–	–
5	18.27	8.3	–	–	–	–
Construction laborers	18.17	8.8	–	–	–	–

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, Sacramento-Yolo, CA, July 2003 — 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						
Handlers, equipment cleaners, helpers, and laborers —Continued						
Stock handlers and baggers	\$17.02	9.4	\$17.02	9.4	—	—
Laborers, except construction, n.e.c.	15.13	11.5	14.33	15.2	—	—
Service	16.65	17.0	10.86	4.3	\$24.70	13.3
1	9.06	6.4	8.30	3.3	—	—
2	9.40	12.2	8.40	9.7	—	—
3	10.29	6.0	9.91	5.1	12.58	7.7
4	12.47	4.9	11.94	3.6	—	—
5	15.74	3.5	—	—	15.77	4.4
7	22.03	3.0	—	—	22.16	3.2
9	29.44	3.6	—	—	29.42	3.7
Protective service	22.23	22.9	—	—	27.68	8.9
7	22.16	3.2	—	—	22.16	3.2
9	29.42	3.7	—	—	29.42	3.7
Firefighting	18.70	2.8	—	—	18.70	2.8
Police and detectives, public service	28.49	3.8	—	—	28.49	3.8
Food service	9.86	14.6	9.84	14.8	—	—
Other food service	12.26	12.4	12.27	12.7	—	—
Cooks	10.16	2.7	—	—	—	—
Health service	11.99	7.0	12.08	8.1	—	—
3	10.87	6.6	10.75	7.9	—	—
4	13.41	3.2	13.41	3.2	—	—
Health aides, except nursing	12.95	7.2	13.76	8.5	—	—
Nursing aides, orderlies and attendants	11.53	8.0	11.53	8.0	—	—
3	10.75	7.9	10.75	7.9	—	—
Cleaning and building service	13.41	3.5	11.70	6.7	15.44	2.7
1	9.92	7.8	8.84	3.5	—	—
Janitors and cleaners	14.68	4.5	13.78	11.2	15.25	4.1
1	12.35	5.7	—	—	—	—
Personal service	10.23	2.8	—	—	—	—

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 appendixes 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.

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, Sacramento-Yolo, CA, July 2003

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	\$13.12	5.6	\$12.62	5.6	\$16.19	16.8
All excluding sales	13.75	6.4	13.23	6.7	16.19	16.8
White collar	15.91	8.5	15.05	8.1	21.86	30.3
1	7.71	3.3	7.71	3.3	-	-
2	12.66	3.6	12.63	3.7	-	-
3	11.62	6.8	11.63	7.1	-	-
4	13.06	4.2	13.18	4.9	-	-
9	33.42	3.9	34.57	3.5	-	-
Not able to be leveled	15.73	15.6	15.73	15.6	-	-
White collar excluding sales	19.49	11.4	18.85	11.6	21.86	30.3
2	10.39	5.1	10.08	4.5	-	-
3	12.78	5.4	12.85	5.6	-	-
4	13.06	4.2	13.18	4.9	-	-
9	33.42	3.9	34.57	3.5	-	-
Professional specialty and technical	28.26	10.9	30.52	6.3	24.33	28.8
Professional specialty	29.64	12.2	33.31	6.8	24.33	28.8
9	33.50	3.9	34.67	3.3	-	-
Engineers, architects, and surveyors	-	-	-	-	-	-
Health related	35.17	5.1	35.61	5.0	-	-
9	34.06	3.6	34.67	3.3	-	-
Registered nurses	34.00	3.2	34.55	2.9	-	-
9	34.06	3.6	34.67	3.3	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	17.02	13.0	17.02	13.0	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	10.64	7.2	10.64	7.2	-	-
1	7.95	2.1	7.95	2.1	-	-
2	13.81	5.8	13.81	5.8	-	-
3	10.34	5.8	10.34	5.8	-	-
Sales workers, other commodities	9.95	10.8	9.95	10.8	-	-
Cashiers	11.78	10.9	11.78	10.9	-	-
Administrative support, including clerical	11.17	8.1	10.99	8.7	-	-
2	10.39	5.1	10.08	4.5	-	-
3	12.81	5.6	12.90	5.9	-	-
4	13.06	4.6	13.20	5.4	-	-
General office clerks	12.44	13.0	12.20	13.0	-	-
Bank tellers	10.22	2.7	10.22	2.7	-	-
Blue collar	11.89	16.6	11.80	18.1	-	-
1	8.00	2.3	8.00	2.3	-	-
2	10.67	4.6	10.67	4.6	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	9.28	9.4	9.28	9.4	-	-
Transportation and material moving	13.39	9.0	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.85	6.1	8.81	6.1	-	-
1	8.06	2.5	8.06	2.5	-	-
Stock handlers and baggers	8.39	7.6	8.39	7.6	-	-
1	7.73	2.9	7.73	2.9	-	-
Service	8.92	2.7	8.34	3.7	10.98	6.1
1	8.03	11.3	7.04	.7	10.30	13.8

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, Sacramento-Yolo, CA, July 2003 — 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						
2	\$9.09	9.4	\$8.33	8.1	\$11.78	7.2
3	8.85	12.9	—	—	—	—
Protective service	—	—	—	—	—	—
Food service	7.83	2.5	7.56	2.5	—	—
1	7.43	8.4	6.93	.5	—	—
2	8.10	8.3	8.04	8.4	—	—
Waiters, waitresses, and bartenders	6.57	2.2	6.57	2.2	—	—
Other food service	8.40	3.5	8.07	3.9	—	—
1	7.96	9.8	—	—	—	—
2	8.42	10.7	—	—	—	—
Food preparation, n.e.c.	9.28	7.0	—	—	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	10.60	7.4	—	—	10.86	8.5
1	9.63	13.8	—	—	9.92	16.0
Early childhood teachers' assistants	12.59	1.2	—	—	12.62	1.1
Service, n.e.c.	8.23	1.6	—	—	—	—

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 appendixes 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.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Sacramento-Yolo, CA, July 2003**

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	\$21.58	\$13.12	\$22.13	\$19.65	\$20.55	\$25.97
All excluding sales	21.80	13.75	22.34	20.10	20.93	29.15
White collar	23.78	15.91	22.93	23.36	23.09	25.03
White-collar excluding sales	24.28	19.49	23.30	24.68	23.91	—
Professional specialty and technical	30.83	28.26	32.38	28.74	30.64	—
Professional specialty	32.65	29.64	34.04	30.50	32.41	—
Technical	22.96	17.02	23.49	22.04	22.70	—
Executive, administrative, and managerial	29.62	—	25.15	31.39	29.40	—
Sales	17.16	10.64	15.16	15.01	13.20	21.05
Administrative support, including clerical	15.43	11.17	15.71	14.52	15.10	—
Blue collar	17.94	11.89	19.60	15.41	16.70	28.58
Precision production, craft, and repair	22.47	—	22.40	22.03	21.12	—
Machine operators, assemblers, and inspectors	12.46	9.28	17.72	11.31	12.22	—
Transportation and material moving	17.00	13.39	17.96	15.65	16.56	—
Handlers, equipment cleaners, helpers, and laborers	15.73	8.85	16.85	11.28	14.21	—
Service	16.65	8.92	22.11	10.00	15.36	—
	Relative error ⁶ (percent)					
All occupations	2.2	5.6	2.4	3.1	2.2	9.0
All excluding sales	2.2	6.4	2.5	2.9	2.2	11.3
White collar	1.3	8.5	1.7	2.5	1.5	3.8
White-collar excluding sales	1.3	11.4	1.7	2.0	1.3	—
Professional specialty and technical	2.4	10.9	1.7	4.6	2.3	—
Professional specialty	3.1	12.2	4.2	5.0	2.8	—
Technical	2.6	13.0	1.9	4.4	2.7	—
Executive, administrative, and managerial	3.3	—	4.6	2.9	3.4	—
Sales	9.3	7.2	4.2	9.7	4.3	11.2
Administrative support, including clerical	1.2	8.1	1.3	3.6	1.4	—
Blue collar	5.1	16.6	3.9	8.6	4.7	25.6
Precision production, craft, and repair	5.9	—	3.3	12.1	3.1	—
Machine operators, assemblers, and inspectors	6.6	9.4	9.4	5.4	5.7	—
Transportation and material moving	5.7	9.0	4.3	8.6	5.5	—
Handlers, equipment cleaners, helpers, and laborers	6.0	6.1	6.3	7.5	6.4	—
Service	17.0	2.7	15.3	4.9	16.2	—

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.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Sacramento-Yolo, CA, July 2003

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	\$18.40	-	-	-	\$19.93	\$17.61	\$19.94	\$14.84	-	-
All excluding sales	18.81	-	-	-	19.93	18.02	19.80	14.66	-	-
White collar	21.86	-	-	-	27.14	20.59	20.36	17.35	-	-
White-collar excluding sales	23.51	-	-	-	27.14	22.28	20.14	20.27	-	-
Professional specialty and technical	29.28	-	-	-	-	29.84	28.05	-	-	-
Professional specialty	31.81	-	-	-	-	32.49	-	-	-	-
Technical	22.30	-	-	-	20.54	23.13	-	-	-	-
Executive, administrative, and managerial	32.61	-	-	-	31.29	32.02	28.87	29.82	-	-
Sales	15.04	-	-	-	-	15.04	-	15.30	-	-
Administrative support, including clerical	14.72	-	-	-	16.26	14.64	17.65	13.10	-	-
Blue collar	16.58	-	-	-	13.91	16.74	19.29	14.97	-	-
Precision production, craft, and repair	22.07	-	-	-	17.15	23.93	24.20	19.44	-	-
Machine operators, assemblers, and inspectors	12.22	-	-	-	12.32	11.94	-	-	-	-
Transportation and material moving	16.56	-	-	-	14.99	16.34	18.64	13.82	-	-
Handlers, equipment cleaners, helpers, and laborers	13.85	-	-	-	12.28	12.58	-	13.54	-	-
Service	10.32	-	-	-	-	10.24	-	9.04	-	-
	Relative error ⁵ (percent)									
All occupations	3.0	-	-	-	7.3	3.4	5.0	3.3	-	-
All excluding sales	3.0	-	-	-	7.3	3.4	5.4	3.7	-	-
White collar	2.6	-	-	-	4.8	3.1	4.5	5.8	-	-
White-collar excluding sales	2.3	-	-	-	4.8	2.6	5.3	10.0	-	-
Professional specialty and technical	4.2	-	-	-	-	5.9	8.1	-	-	-
Professional specialty	4.1	-	-	-	-	6.2	-	-	-	-
Technical	4.0	-	-	-	6.8	4.8	-	-	-	-
Executive, administrative, and managerial	4.4	-	-	-	2.6	5.6	6.4	13.1	-	-
Sales	7.5	-	-	-	-	7.5	-	11.1	-	-
Administrative support, including clerical	2.5	-	-	-	8.6	2.6	7.9	3.9	-	-
Blue collar	6.4	-	-	-	7.6	9.9	8.3	9.2	-	-
Precision production, craft, and repair	8.1	-	-	-	6.5	13.7	14.4	8.8	-	-
Machine operators, assemblers, and inspectors	5.7	-	-	-	7.6	7.6	-	-	-	-
Transportation and material moving	6.5	-	-	-	7.5	7.8	6.1	16.4	-	-
Handlers, equipment cleaners, helpers, and laborers	7.5	-	-	-	15.8	4.8	-	4.2	-	-
Service	3.3	-	-	-	-	3.3	-	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 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.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Sacramento-Yolo, CA, July 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$18.40	\$16.62	\$18.96	\$16.85	\$21.43
All excluding sales	18.81	17.13	19.35	17.00	21.91
White collar	21.86	22.13	21.81	19.27	23.95
White-collar excluding sales	23.51	26.01	23.15	20.54	24.94
Professional specialty and technical	29.28	31.33	29.07	27.11	29.66
Professional specialty	31.81	31.91	31.80	29.70	32.27
Technical	22.30	-	22.40	23.79	21.65
Executive, administrative, and managerial	32.61	34.60	32.11	29.96	33.79
Sales	15.04	10.62	15.96	15.94	16.00
Administrative support, including clerical	14.72	14.49	14.75	14.68	14.82
Blue collar	16.58	17.23	16.22	16.84	14.95
Precision production, craft, and repair	22.07	26.25	19.79	20.59	18.09
Machine operators, assemblers, and inspectors	12.22	10.02	13.35	13.92	12.68
Transportation and material moving	16.56	14.94	17.24	16.76	18.61
Handlers, equipment cleaners, helpers, and laborers	13.85	14.11	13.68	14.53	11.22
Service	10.32	9.41	10.87	9.65	13.50
Relative error ⁴ (percent)					
All occupations	3.0	7.9	3.3	5.9	3.9
All excluding sales	3.0	8.2	3.7	6.3	4.1
White collar	2.6	6.5	2.8	6.1	2.8
White-collar excluding sales	2.3	4.2	2.4	6.1	3.0
Professional specialty and technical	4.2	12.2	4.3	9.0	5.6
Professional specialty	4.1	11.3	4.3	9.6	5.0
Technical	4.0	-	4.0	7.8	6.0
Executive, administrative, and managerial	4.4	10.8	4.3	6.3	5.2
Sales	7.5	13.9	8.4	12.3	6.6
Administrative support, including clerical	2.5	8.1	2.5	5.3	2.1
Blue collar	6.4	14.0	5.2	6.3	7.1
Precision production, craft, and repair	8.1	16.3	6.8	8.7	10.3
Machine operators, assemblers, and inspectors	5.7	9.2	4.1	9.7	5.5
Transportation and material moving	6.5	19.0	4.6	4.5	8.8
Handlers, equipment cleaners, helpers, and laborers	7.5	13.6	10.3	11.6	7.0
Service	3.3	8.3	7.3	8.0	3.9

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 Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, July 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.00	\$13.00	\$18.50	\$26.92	\$34.17
All excluding sales	9.00	13.25	19.01	27.74	34.63
White collar	11.55	14.90	21.22	29.03	36.54
White collar excluding sales	12.45	15.29	22.22	30.18	37.76
Professional specialty and technical	18.75	22.95	28.66	36.45	44.99
Professional specialty	19.82	24.76	30.97	38.13	47.79
Engineers, architects, and surveyors	24.76	27.35	30.58	33.49	40.14
Civil engineers	27.64	30.58	33.40	35.17	55.05
Mathematical and computer scientists	20.00	22.78	29.51	36.45	38.61
Computer systems analysts and scientists	20.99	23.15	31.25	36.45	38.61
Natural scientists	14.90	15.56	18.49	21.89	24.75
Health related	25.59	26.85	33.50	40.32	52.31
Registered nurses	25.59	26.78	30.67	35.72	37.49
Teachers, college and university	23.08	26.61	42.21	44.83	44.99
Teachers, except college and university	26.21	30.78	39.99	48.27	55.22
Elementary school teachers	28.26	32.59	40.67	50.87	58.05
Secondary school teachers	26.21	30.43	39.60	51.02	55.22
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.00	15.70	21.57	26.01	27.31
Social workers	12.00	15.70	22.35	26.01	27.31
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.06	21.62	25.41	30.48	33.65
Technical	16.58	20.16	23.05	24.50	29.65
Clinical laboratory technologists and technicians	12.13	13.93	23.17	27.83	28.81
Licensed practical nurses	15.83	17.72	20.90	22.12	24.19
Electrical and electronic technicians	16.92	18.63	20.76	24.88	28.93
Executive, administrative, and managerial	20.21	24.50	28.83	31.47	39.83
Executives, administrators, and managers	24.66	28.83	31.47	34.95	43.28
Administrators and officials, public administration	28.83	28.83	31.47	31.47	31.47
Financial managers	21.42	26.21	34.95	38.78	62.22
Managers and administrators, n.e.c.	22.89	28.08	33.65	42.35	47.18
Management related	18.58	21.70	26.43	28.83	29.81
Accountants and auditors	18.65	22.53	25.78	43.75	43.75
Other financial officers	16.75	19.23	25.76	34.21	41.39
Personnel, training, and labor relations specialists	18.10	18.10	22.44	27.52	29.48
Management related, n.e.c.	19.39	21.00	23.98	28.83	28.83
Sales	7.75	9.70	13.90	17.88	22.28
Sales workers, other commodities	8.00	8.00	11.95	13.61	17.15
Cashiers	7.50	8.00	11.55	18.58	19.08
Administrative support, including clerical	9.48	12.76	14.94	17.30	21.04
Supervisors, general office	15.49	17.60	18.44	18.44	23.98
Secretaries	12.66	14.95	16.12	19.02	21.91
Receptionists	9.77	11.81	12.78	14.82	15.00
Records clerks, n.e.c.	12.83	14.00	14.95	16.04	16.04
Bookkeepers, accounting and auditing clerks	13.00	14.18	15.10	15.51	15.51
Traffic, shipping and receiving clerks	10.50	13.00	14.79	19.45	27.44
Stock and inventory clerks	10.00	11.50	14.08	15.63	19.08
Material recording, scheduling, and distribution clerks, n.e.c.	8.00	8.40	9.00	10.90	13.75
Insurance adjusters, examiners, and investigators	13.87	15.11	17.68	28.51	31.19
Investigators and adjusters, except insurance	11.31	12.98	18.41	21.36	22.99
General office clerks	11.08	12.60	13.49	15.08	16.67
Bank tellers	9.00	9.00	10.50	11.75	13.53
Data entry keyers	12.24	13.87	14.65	16.04	16.04
Teachers' aides	10.56	11.56	12.24	12.99	14.03
Administrative support, n.e.c.	9.48	13.56	14.90	16.52	18.50
Blue collar	8.40	11.30	17.65	21.64	24.10
Precision production, craft, and repair	12.00	18.64	22.00	24.00	31.35
Bus, truck, and stationary engine mechanics	19.04	19.50	22.52	24.23	26.50

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, July 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Industrial machinery repairers	\$18.50	\$20.31	\$20.31	\$27.04	\$27.04
Mechanics and repairers, n.e.c.	9.33	12.75	18.54	21.67	25.08
Construction trades, n.e.c.	10.25	14.19	18.27	24.54	25.88
Machine operators, assemblers, and inspectors					
Packaging and filling machine operators	8.00	9.00	10.82	14.83	18.45
Miscellaneous machine operators, n.e.c.	8.00	8.25	11.25	19.69	20.86
Assemblers	7.75	8.75	10.00	10.86	12.93
Transportation and material moving					
Truck drivers	10.50	13.00	17.49	20.03	24.00
Industrial truck and tractor equipment operators ..	11.00	15.63	17.65	19.56	24.10
Industrial truck and tractor equipment operators ..	9.00	10.00	11.62	13.25	17.87
Handlers, equipment cleaners, helpers, and laborers					
Construction laborers	7.30	9.00	14.50	18.63	21.39
Stock handlers and baggers	12.00	15.00	17.00	21.56	24.02
Freight, stock, and material handlers, n.e.c.	6.75	8.10	10.90	18.15	19.96
Freight, stock, and material handlers, n.e.c.	8.00	12.00	15.03	17.43	18.87
Laborers, except construction, n.e.c.	8.95	11.00	16.77	18.63	19.37
Service					
Protective service	6.75	8.75	12.00	19.58	30.94
Firefighting	8.80	11.00	23.61	30.68	34.23
Police and detectives, public service	13.65	17.18	18.73	20.70	22.15
Police and detectives, public service	24.62	26.59	28.95	29.99	31.20
Food service	6.75	6.75	7.00	10.43	12.70
Waiters, waitresses, and bartenders	6.25	6.75	6.75	6.75	6.75
Waiters and waitresses	6.75	6.75	6.75	6.75	6.75
Other food service	6.75	7.24	9.00	12.00	19.08
Cooks	7.64	9.00	10.00	11.00	13.21
Food preparation, n.e.c.	6.75	6.75	7.25	11.00	11.85
Health service	9.00	10.25	11.68	14.06	15.30
Health aides, except nursing	10.53	10.87	12.29	15.38	15.99
Nursing aides, orderlies and attendants	8.75	9.25	11.52	13.38	15.10
Cleaning and building service	7.25	9.41	13.79	16.49	17.88
Janitors and cleaners	11.39	12.61	14.00	16.49	17.88
Personal service	8.00	9.36	10.24	11.62	12.40
Early childhood teachers' assistants	11.24	12.14	12.30	12.40	15.07
Service, n.e.c.	7.81	8.50	10.24	10.24	10.24

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time 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.

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.

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.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Sacramento-Yolo, CA, July 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.00	\$10.56	\$15.53	\$22.98	\$32.61
All excluding sales	8.10	10.75	15.83	23.93	33.01
White collar	10.00	13.45	18.58	28.81	37.16
White collar excluding sales	11.45	14.18	20.70	30.63	38.78
Professional specialty and technical	17.92	22.12	28.85	33.65	40.32
Professional specialty	20.67	26.23	30.65	36.45	43.00
Engineers, architects, and surveyors	24.14	27.14	30.08	32.89	41.49
Mathematical and computer scientists	19.24	22.00	29.51	38.61	42.31
Computer systems analysts and scientists	20.58	26.39	31.49	39.50	42.97
Natural scientists	—	—	—	—	—
Health related	25.59	27.72	34.00	38.46	44.15
Registered nurses	26.67	28.65	32.46	36.35	39.52
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.25	11.87	12.00	14.30	17.03
Social workers	11.25	11.87	12.00	14.30	17.03
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	14.35	18.02	22.00	25.99	30.96
Clinical laboratory technologists and technicians	12.13	13.93	23.17	27.83	28.81
Licensed practical nurses	15.83	17.72	20.90	22.12	24.19
Electrical and electronic technicians	16.92	18.63	20.76	24.88	28.93
Executive, administrative, and managerial	19.35	24.09	31.02	38.78	44.78
Executives, administrators, and managers	21.37	27.59	33.65	41.22	47.77
Financial managers	21.42	25.14	30.64	38.78	62.22
Managers and administrators, n.e.c.	22.89	28.08	33.65	42.35	47.18
Management related	18.58	21.64	27.94	31.90	41.40
Accountants and auditors	22.53	24.34	30.29	43.75	43.75
Other financial officers	16.75	19.23	25.76	34.21	41.39
Personnel, training, and labor relations specialists	15.85	20.70	24.23	28.97	30.77
Management related, n.e.c.	18.37	24.68	30.79	33.87	36.58
Sales	7.75	9.70	13.90	17.88	22.28
Sales workers, other commodities	8.00	8.00	11.95	13.61	17.15
Cashiers	7.50	8.00	11.55	18.58	19.08
Administrative support, including clerical	9.27	12.00	14.18	17.24	19.76
Secretaries	11.91	14.65	15.38	17.83	18.70
Receptionists	9.77	11.10	13.14	15.00	15.00
Records clerks, n.e.c.	9.40	10.80	14.00	14.00	17.13
Bookkeepers, accounting and auditing clerks	7.75	13.00	14.18	15.10	17.41
Traffic, shipping and receiving clerks	10.50	13.00	14.79	19.45	27.44
Stock and inventory clerks	10.00	11.50	14.08	15.33	19.08
Material recording, scheduling, and distribution clerks, n.e.c.	8.00	8.40	9.00	10.90	13.75
Insurance adjusters, examiners, and investigators	13.87	15.11	17.68	28.51	31.19
Investigators and adjusters, except insurance	11.31	12.98	18.41	21.36	22.99
General office clerks	9.86	11.81	13.50	15.46	18.84
Bank tellers	9.00	9.00	10.50	11.75	13.53
Administrative support, n.e.c.	6.75	10.10	14.11	17.16	18.57
Blue collar	8.25	10.49	15.99	20.63	24.50
Precision production, craft, and repair	10.70	17.09	21.46	25.87	31.55
Bus, truck, and stationary engine mechanics	19.15	19.55	23.57	26.00	28.25
Industrial machinery repairers	18.50	20.31	20.31	27.04	27.04
Machine operators, assemblers, and inspectors	8.00	9.00	10.82	14.83	18.45
Packaging and filling machine operators	8.00	8.50	10.50	15.25	17.26
Miscellaneous machine operators, n.e.c.	8.00	8.25	11.25	19.69	20.86
Assemblers	7.75	8.75	10.00	10.86	12.93

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Sacramento-Yolo, CA, July 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Transportation and material moving	\$10.00	\$12.00	\$17.65	\$19.96	\$24.10
Truck drivers	10.50	14.10	18.11	20.32	24.10
Industrial truck and tractor equipment operators ..	9.00	10.00	11.62	13.25	17.87
Handlers, equipment cleaners, helpers, and laborers	7.25	8.40	13.00	18.63	21.39
Stock handlers and baggers	6.75	8.10	10.90	18.15	19.96
Freight, stock, and material handlers, n.e.c.	8.00	12.00	15.03	17.43	18.87
Laborers, except construction, n.e.c.	8.95	9.88	12.04	18.63	21.58
Service	6.75	7.25	9.15	12.00	15.30
Protective service	—	—	—	—	—
Food service	6.75	6.75	7.00	9.50	13.01
Waiters, waitresses, and bartenders	6.25	6.75	6.75	6.75	6.75
Waiters and waitresses	6.75	6.75	6.75	6.75	6.75
Other food service	6.75	7.10	8.50	12.00	19.08
Cooks	7.64	8.94	9.50	10.43	13.21
Food preparation, n.e.c.	6.75	6.75	7.00	8.50	11.72
Health service	8.75	10.25	11.96	14.45	15.31
Health aides, except nursing	10.25	11.21	14.45	15.71	16.83
Nursing aides, orderlies and attendants	8.75	9.25	11.52	13.38	15.10
Cleaning and building service	7.25	7.25	10.25	14.51	16.54
Janitors and cleaners	9.14	11.72	13.19	14.54	24.17
Personal service	9.00	9.60	10.24	10.24	10.24

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time 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.

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.

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.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Sacramento-Yolo, CA, July 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$13.48	\$16.04	\$23.22	\$29.27	\$35.54
All excluding sales	13.48	16.04	23.22	29.27	35.54
White collar	13.56	16.04	23.98	29.41	36.45
White collar excluding sales	13.56	16.04	23.98	29.41	36.45
Professional specialty and technical	20.16	23.34	28.50	37.93	49.54
Professional specialty	19.16	23.97	31.50	40.14	50.53
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	-	-	-	-	-
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	26.21	31.09	39.99	49.08	55.22
Elementary school teachers	28.37	32.59	40.67	50.87	58.05
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	16.49	21.29	24.64	27.31	27.31
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	-	-	-	-	-
Executive, administrative, and managerial	20.71	25.19	28.83	31.47	31.47
Executives, administrators, and managers	28.83	28.83	31.47	31.47	31.47
Administrators and officials, public administration	28.83	28.83	31.47	31.47	31.47
Management related	18.65	21.74	26.16	28.83	29.03
Administrative support, including clerical	10.19	13.48	15.29	17.32	22.05
Secretaries	15.15	17.03	19.98	22.20	24.17
General office clerks	12.24	12.90	13.49	14.51	15.23
Teachers' aides	10.56	11.56	12.24	12.99	14.03
Blue collar	14.61	17.69	21.16	23.22	23.22
Precision production, craft, and repair	18.28	21.16	22.52	23.22	25.08
Transportation and material moving	12.19	14.89	16.41	21.02	21.64
Handlers, equipment cleaners, helpers, and laborers	12.02	14.61	17.97	19.37	20.81
Service	11.85	16.13	24.07	30.98	34.31
Protective service	18.73	23.49	28.95	33.33	34.67
Firefighting	13.65	17.18	18.73	20.70	22.15
Police and detectives, public service	24.62	26.59	28.95	29.99	31.20
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	-	-	-	-	-
Cleaning and building service	12.50	13.79	15.68	16.52	17.88
Janitors and cleaners	12.14	13.79	15.24	16.49	17.88
Personal service	7.66	8.33	11.62	12.30	13.21
Early childhood teachers' assistants	11.34	12.14	12.30	12.40	15.43

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time 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.

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.

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.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, July 2003

Occupation ³	10	25	Median 50	75	90
All	\$10.00	\$14.00	\$19.25	\$27.96	\$34.67
All excluding sales	10.00	14.08	19.76	28.70	34.82
White collar	12.50	15.39	22.04	29.48	37.02
White collar excluding sales	12.86	15.51	22.89	30.24	37.76
Professional specialty and technical	19.24	23.30	28.76	36.45	45.20
Professional specialty	20.37	25.00	31.03	38.13	48.27
Engineers, architects, and surveyors	25.33	27.67	30.94	33.94	40.26
Civil engineers	27.64	30.58	33.40	35.17	55.05
Mathematical and computer scientists	20.00	22.78	29.51	36.45	38.61
Computer systems analysts and scientists	20.99	23.15	31.25	36.45	38.61
Natural scientists	14.90	15.56	18.49	21.89	24.75
Health related	24.18	25.78	32.39	40.32	54.52
Registered nurses	25.59	25.61	29.13	34.40	36.54
Teachers, college and university	23.08	26.45	37.76	42.21	48.25
Teachers, except college and university	28.37	32.59	40.67	49.66	55.29
Elementary school teachers	28.37	33.23	40.98	50.87	58.05
Secondary school teachers	26.21	30.43	39.60	51.02	55.22
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.00	15.70	21.57	26.01	27.31
Social workers	12.00	15.70	21.57	26.01	27.31
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.06	21.59	25.41	30.48	33.65
Technical	17.27	20.16	23.34	24.50	29.65
Licensed practical nurses	14.96	17.58	21.22	22.12	25.03
Electrical and electronic technicians	16.92	18.63	20.76	24.88	28.93
Executive, administrative, and managerial	20.20	24.66	28.83	31.47	39.83
Executives, administrators, and managers	24.66	28.83	31.47	34.95	43.28
Administrators and officials, public administration	28.83	28.83	31.47	31.47	31.47
Financial managers	21.42	26.21	34.95	38.78	62.22
Managers and administrators, n.e.c.	22.89	28.08	33.65	42.35	47.18
Management related	18.52	21.64	26.80	28.83	29.81
Accountants and auditors	18.65	21.59	31.50	43.75	43.75
Other financial officers	16.75	19.23	25.76	34.21	41.39
Personnel, training, and labor relations specialists	18.10	18.10	22.44	27.52	29.48
Management related, n.e.c.	19.39	21.00	23.98	28.83	28.83
Sales	9.55	12.74	16.82	18.58	23.88
Sales workers, other commodities	9.36	11.50	13.21	17.15	23.88
Cashiers	8.53	10.00	18.58	18.58	19.08
Administrative support, including clerical	10.07	13.06	15.00	17.65	21.74
Supervisors, general office	15.49	17.60	18.44	18.44	23.98
Secretaries	13.61	15.00	16.49	19.02	21.91
Receptionists	9.77	11.81	12.78	14.82	15.00
Records clerks, n.e.c.	12.83	14.22	15.68	16.04	16.04
Bookkeepers, accounting and auditing clerks	13.40	14.18	15.29	15.51	15.51
Stock and inventory clerks	10.00	13.75	14.10	15.63	19.08
Material recording, scheduling, and distribution clerks, n.e.c.	8.00	9.00	9.08	11.15	14.25
Insurance adjusters, examiners, and investigators	14.16	15.76	18.46	28.82	32.43
Investigators and adjusters, except insurance	11.45	13.56	18.41	21.36	22.99
General office clerks	11.66	12.90	13.59	15.12	16.67
Data entry keyers	12.38	13.87	14.94	16.04	16.04
Administrative support, n.e.c.	12.57	13.78	14.94	17.10	18.57
Blue collar	9.43	12.00	18.15	22.00	25.00
Precision production, craft, and repair	12.44	18.64	22.14	24.88	31.35
Bus, truck, and stationary engine mechanics	19.04	19.50	22.52	24.23	26.50
Industrial machinery repairers	18.50	20.31	20.31	27.04	27.04
Mechanics and repairers, n.e.c.	13.57	18.54	19.21	23.36	25.08
Construction trades, n.e.c.	10.25	14.90	18.27	24.54	25.88

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, July 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors	\$8.00	\$9.56	\$11.01	\$14.90	\$18.45
Miscellaneous machine operators, n.e.c.	8.25	10.00	11.64	19.81	20.86
Assemblers	8.00	8.98	10.00	10.86	12.93
Transportation and material moving	10.50	13.25	17.65	20.34	24.00
Truck drivers	11.50	15.63	17.65	20.32	24.10
Industrial truck and tractor equipment operators ..	9.00	10.00	11.62	13.25	17.87
Handlers, equipment cleaners, helpers, and laborers	8.95	12.00	16.30	19.74	21.39
Construction laborers	12.00	15.00	17.00	22.82	24.02
Stock handlers and baggers	11.07	15.99	18.15	19.96	19.96
Laborers, except construction, n.e.c.	8.95	11.00	16.77	18.63	19.37
Service	7.25	9.25	13.65	23.60	31.72
Protective service	8.80	11.00	23.71	30.94	34.31
Firefighting	13.65	17.18	18.73	20.70	22.15
Police and detectives, public service	24.62	26.59	28.95	29.99	31.20
Food service	6.75	6.75	7.00	12.00	19.08
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	7.00	8.94	11.92	13.75	19.25
Cooks	7.50	9.00	10.43	11.78	13.21
Health service	8.75	10.25	11.50	14.06	15.31
Health aides, except nursing	10.53	10.87	12.29	15.38	15.99
Nursing aides, orderlies and attendants	8.75	9.15	11.25	13.25	15.10
Cleaning and building service	7.25	9.14	13.79	16.52	17.88
Janitors and cleaners	11.39	12.61	14.51	16.49	17.88
Personal service	9.36	9.73	10.24	10.24	10.53

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time 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.

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.

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.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, July 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.75	\$7.50	\$10.25	\$14.17	\$22.00
All excluding sales	6.75	7.50	10.78	14.97	24.99
White collar	7.25	8.00	12.63	19.08	33.50
White collar excluding sales	7.40	11.11	14.17	26.64	38.94
Professional specialty and technical	14.17	17.24	27.85	36.54	44.15
Professional specialty	14.17	21.22	30.35	38.24	44.99
Engineers, architects, and surveyors	—	—	—	—	—
Health related	27.44	30.59	34.94	40.32	44.15
Registered nurses	27.74	30.59	34.40	36.54	40.32
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.00	12.63	17.04	21.03	22.12
Executive, administrative, and managerial	—	—	—	—	—
Management related	—	—	—	—	—
Sales	7.25	7.75	8.50	12.71	19.08
Sales workers, other commodities	8.00	8.00	8.00	12.63	13.61
Cashiers	7.25	7.75	9.00	18.58	19.08
Administrative support, including clerical	6.75	8.50	11.35	13.80	14.39
General office clerks	8.25	10.00	12.00	14.97	16.00
Bank tellers	9.00	9.00	10.00	11.00	11.89
Blue collar	6.75	7.90	8.75	15.10	22.00
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	7.00	8.00	8.00	9.00	14.00
Transportation and material moving	10.50	11.73	12.12	15.25	18.25
Handlers, equipment cleaners, helpers, and laborers	6.75	7.00	8.10	8.50	12.50
Stock handlers and baggers	6.75	7.25	8.10	8.40	8.50
Service	6.75	6.75	7.74	11.16	12.66
Protective service	—	—	—	—	—
Food service	6.25	6.75	7.08	8.25	11.16
Waiters, waitresses, and bartenders	6.25	6.25	6.75	6.75	6.75
Other food service	6.75	7.06	7.50	9.25	11.84
Food preparation, n.e.c.	6.75	7.00	8.50	11.65	12.11
Health service	—	—	—	—	—
Cleaning and building service	—	—	—	—	—
Personal service	7.66	8.09	11.24	12.30	13.21
Early childhood teachers' assistants	11.24	12.14	12.30	12.40	15.07
Service, n.e.c.	7.09	7.81	8.20	8.50	9.22

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time 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.

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.

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.

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 is an economic unit that 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 is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

The Sacramento–Yolo, CA, Metropolitan Statistical Area includes El Dorado, Placer, Sacramento, and Yolo Counties.

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. Approximately one-fifth of the sample is reselected each year.

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 that were not selected for collection. 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. Field economists collected the data, working out of the Regional Office and visiting 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 multistep 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 determined.

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 for which data were collected in each establishment was based on the establishment's employment size. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 and over	8

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. For cases in which 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.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using an "occupational leveling" process. Occupational leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

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 the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. 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 job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

Wage data collected in prior surveys using the occupational leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 occupational leveling factors (and levels within those factors). The analysis showed that several of the occupational leveling factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased.

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 (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (for example, tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were 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 on occupational leveling through point factor analysis 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.

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 data for 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 data for the nonrespondents equals the mean value of data for 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

	<i>Establish- ments</i>
Total in sampling frame	1,941
Total in sample	335
Responding	209
Out of business or not in survey scope	42
Unable or refused to provide data	84

In this survey, the nonresponse rate for private industry exceeded regular survey standards.

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by: the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work.

Not all calculated series 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 the publication of a series that could have revealed information about a specific establishment.

Estimates of the number of workers 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 to indicate only the relative importance of the occupational groups studied.

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. For example, at the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$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. 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, Sacramento-Yolo, CA, July 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	336,600	195,200	141,400
All excluding sales	313,600	172,200	141,400
White collar	212,200	103,700	108,500
White-collar excluding sales	189,200	80,700	108,500
Professional specialty and technical	66,300	25,200	41,000
Professional specialty	55,600	18,300	37,300
Technical	10,600	6,900	–
Executive, administrative, and managerial	47,200	17,900	29,300
Sales	23,000	23,000	–
Administrative support, including clerical	75,700	37,600	38,200
Blue collar	65,200	53,500	11,600
Precision production, craft, and repair	23,000	16,400	–
Machine operators, assemblers, and inspectors	12,200	12,200	–
Transportation and material moving	11,600	8,400	3,200
Handlers, equipment cleaners, helpers, and laborers	18,300	16,500	1,800
Service	59,200	38,000	21,300

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force 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.