

Visalia–Tulare–Porterville, CA National Compensation Survey June 2006



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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 establishments and government agencies 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, call (202) 691-6199, or send an 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 presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

Results of earlier surveys of this area are 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 Visalia–Tulare–Porterville, CA, metropolitan area. Data were collected between December 2005 and January 2007; the average reference month is June 2006. 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 an appendix with detailed information on occupational classifications.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and fire fighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications have undergone a number of significant changes. Beginning with the 3135 bulletin series, the releases employ:

1. The 2000 Standard Occupational Classification (SOC) system and the 2002 North American Industry Classification System (NAICS)
2. An expanded scope of establishments, lowering the minimum establishment size for private industry from 50 workers to 1 worker
3. Imputation for temporary non-response situations
4. Benchmarking of estimated employment
5. Redesigned tables, to reflect the new classification system and to emphasize work levels

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 800 detailed occupations, listed in Appendix B, 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 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 high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 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.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational ag-

gregations in the private sector. Tables 15 and 16 provide mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Visalia-Tulare-Porterville, CA, June 2006

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	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)	
All workers	\$16.28	2.0	35.6	\$13.82	3.7	35.2	\$23.50	2.0	36.8
Worker characteristics^{4,5}									
Management, professional, and related	28.31	3.8	36.4	23.30	6.9	38.4	31.54	3.8	35.3
Management, business, and financial	29.91	6.7	40.0	27.60	7.6	40.0	33.21	12.2	40.0
Professional and related	27.71	4.5	35.2	20.28	9.1	37.3	31.16	3.9	34.4
Service	11.95	4.3	32.9	9.11	7.3	31.0	18.51	2.7	38.6
Sales and office	13.93	5.0	35.4	13.87	6.0	35.0	14.25	3.9	37.6
Sales and related	13.73	10.2	32.7	13.68	10.3	32.6	-	-	-
Office and administrative support	14.08	3.1	37.7	14.06	4.0	37.8	14.13	4.2	37.5
Natural resources, construction, and maintenance	16.29	8.8	38.6	16.17	9.4	38.5	17.87	4.3	40.0
Construction and extraction	15.84	14.0	36.9	15.62	14.0	36.8	20.72	5.8	40.0
Installation, maintenance, and repair	17.44	7.8	39.9	17.50	8.6	39.9	16.85	1.9	40.0
Production, transportation, and material moving	12.65	3.3	37.3	12.70	3.6	37.4	12.05	6.2	36.6
Production	13.71	4.2	39.7	13.72	4.3	39.7	-	-	-
Transportation and material moving	11.90	4.6	35.8	11.90	5.1	35.8	11.92	6.7	36.2
Full time	17.32	2.5	39.8	14.73	4.1	39.9	24.83	2.3	39.5
Part time	10.29	5.8	22.0	8.60	3.6	21.0	15.49	8.5	26.0
Union	23.18	3.0	37.1	17.64	14.3	33.7	24.32	1.1	37.9
Nonunion	14.45	3.3	35.2	13.63	3.9	35.3	21.73	8.2	34.6
Time	16.00	1.9	35.4	13.26	3.0	35.0	23.50	2.0	36.8
Incentive	22.01	4.7	38.8	22.01	4.7	38.8	-	-	-
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	15.84	4.7	38.5	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	13.12	4.9	34.2	(⁶)	(⁶)	(⁶)
1-99 workers	13.94	3.9	34.6	13.77	4.1	34.6	21.97	4.7	34.7
100-499 workers	16.15	2.7	36.9	13.74	4.6	36.1	22.81	1.5	39.1
500 workers or more	21.86	2.4	36.8	14.59	4.0	39.0	23.82	3.0	36.2

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. See appendix A for more information.

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Visalia-Tulare-Porterville, CA, June 2006**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$16.28	2.0	\$17.32	2.5	\$10.29	5.8
Management occupations	35.32	8.9	35.32	8.9	—	—
Level 9	41.32	16.3	41.32	16.3	—	—
Level 11	44.11	8.5	44.11	8.5	—	—
Education administrators	38.88	20.7	38.88	20.7	—	—
Business and financial operations occupations	25.34	6.9	25.34	6.9	—	—
Life, physical, and social science occupations	27.37	20.0	27.39	20.7	—	—
Community and social services occupations	19.67	7.0	19.67	7.0	—	—
Education, training, and library occupations	36.73	1.7	38.72	1.5	15.31	10.1
Level 2	12.59	15.6	—	—	—	—
Level 8	39.51	7.4	39.78	7.7	—	—
Level 9	44.54	1.3	44.60	1.3	—	—
Primary, secondary, and special education school teachers	42.07	3.0	42.72	2.9	—	—
Level 8	41.36	5.6	41.36	5.6	—	—
Level 9	44.54	1.3	44.60	1.3	—	—
Preschool and kindergarten teachers	38.02	7.9	37.85	8.8	—	—
Kindergarten teachers, except special education	43.59	4.2	—	—	—	—
Elementary and middle school teachers	42.81	5.3	43.97	5.1	—	—
Level 9	45.63	4.6	45.63	4.6	—	—
Elementary school teachers, except special education	44.18	3.8	45.53	4.0	—	—
Level 9	45.65	4.8	45.65	4.8	—	—
Secondary school teachers	40.49	.2	40.49	.2	—	—
Level 9	40.49	.2	40.49	.2	—	—
Secondary school teachers, except special and vocational education	40.49	.2	40.49	.2	—	—
Level 9	40.49	.2	40.49	.2	—	—
Special education teachers	47.05	1.1	47.05	1.1	—	—
Level 9	46.85	1.3	46.85	1.3	—	—
Teacher assistants	11.48	12.3	11.17	13.1	12.01	10.1
Level 2	12.59	15.6	—	—	—	—
Healthcare practitioner and technical occupations	23.07	9.4	23.31	11.0	22.17	17.4
Level 6	19.50	3.5	—	—	—	—
Level 9	34.10	2.2	33.08	1.7	—	—
Registered nurses	32.31	3.2	31.39	2.2	—	—
Level 9	33.72	2.3	33.08	1.7	—	—
Licensed practical and licensed vocational nurses	18.42	4.6	19.27	4.0	—	—
Healthcare support occupations	10.52	7.6	10.48	7.7	—	—
Level 3	8.99	2.8	9.12	2.6	—	—
Level 4	14.55	5.8	14.85	4.0	—	—
Nursing, psychiatric, and home health aides	9.04	2.7	9.06	2.4	—	—
Level 3	8.74	.4	8.85	.3	—	—
Nursing aides, orderlies, and attendants	8.87	1.0	8.85	.3	—	—
Level 3	8.74	.4	8.85	.3	—	—
Miscellaneous healthcare support occupations	14.11	4.4	13.84	7.0	—	—
Protective service occupations	18.71	13.7	18.68	14.3	—	—
Level 7	22.97	4.1	22.97	4.1	—	—
Police officers	27.61	3.4	29.37	5.2	—	—
Police and sheriff's patrol officers	27.61	3.4	29.37	5.2	—	—
Food preparation and serving related occupations	8.10	3.5	8.84	6.8	7.47	3.4
Level 1	7.12	2.8	7.32	3.7	6.89	.8
Level 2	7.26	5.1	—	—	7.14	5.1
Level 3	10.55	6.8	10.58	8.2	—	—
Food preparation workers	7.36	8.3	—	—	—	—
Food service, tipped	7.24	2.3	—	—	7.23	4.9
Level 1	7.11	.3	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³,
Visalia-Tulare-Porterville, CA, June 2006 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Dining room and cafeteria attendants and bartender helpers	\$8.06	6.9	-	-	-	-
Fast food and counter workers	7.73	4.2	-	-	\$7.44	1.6
Combined food preparation and serving workers, including fast food	7.78	3.9	-	-	7.49	1.2
Building and grounds cleaning and maintenance occupations	12.54	7.7	\$13.47	1.8	-	-
Level 1	7.43	4.2	-	-	-	-
Level 3	15.46	6.3	15.58	5.6	-	-
Building cleaning workers	11.44	6.6	12.75	3.1	-	-
Level 1	7.43	4.2	-	-	-	-
Level 3	15.32	6.2	15.44	5.6	-	-
Janitors and cleaners, except maids and housekeeping cleaners	11.81	14.1	14.43	9.1	-	-
Level 3	15.97	3.9	16.01	3.7	-	-
Grounds maintenance workers	15.04	6.8	15.04	6.8	-	-
Landscaping and groundskeeping workers	15.04	6.8	15.04	6.8	-	-
Personal care and service occupations	15.00	12.2	17.28	6.4	9.92	15.1
Sales and related occupations	13.73	10.2	14.98	12.8	8.50	9.9
Level 1	8.08	1.2	-	-	-	-
Level 2	8.68	7.2	-	-	7.83	9.4
Level 3	11.61	4.0	12.82	10.5	-	-
Level 4	13.79	6.1	13.53	7.8	-	-
Level 5	20.87	22.1	20.87	22.1	-	-
Retail sales workers	11.84	14.4	12.92	19.1	8.36	7.8
Level 1	8.08	1.2	-	-	-	-
Level 2	8.74	6.8	-	-	7.86	9.8
Level 3	12.09	1.8	-	-	-	-
Level 4	12.84	5.7	12.49	9.3	-	-
Cashiers, all workers	9.81	1.8	9.92	1.9	9.44	12.8
Level 2	9.27	5.1	-	-	-	-
Cashiers	9.81	1.8	9.92	1.9	9.44	12.8
Level 2	9.27	5.1	-	-	-	-
Retail salespersons	14.23	19.6	16.34	19.3	7.48	1.9
Office and administrative support occupations	14.08	3.1	14.43	3.1	11.74	6.4
Level 2	9.94	6.1	9.84	11.0	10.07	10.6
Level 3	11.67	3.3	12.02	4.2	10.99	6.3
Level 4	15.08	4.6	15.08	4.6	-	-
Level 5	14.95	3.4	15.01	3.8	-	-
Level 6	16.97	2.5	16.97	2.5	-	-
Not able to be leveled	11.90	6.3	11.93	6.6	-	-
Financial clerks	15.68	6.2	15.98	6.4	-	-
Level 3	12.55	5.1	-	-	-	-
Level 4	16.36	7.3	16.35	7.4	-	-
Billing and posting clerks and machine operators	14.86	5.0	-	-	-	-
Bookkeeping, accounting, and auditing clerks	16.46	8.8	16.46	8.8	-	-
Level 4	16.54	10.4	16.54	10.4	-	-
Customer service representatives	16.08	3.8	16.22	3.7	-	-
Loan interviewers and clerks	13.69	3.4	-	-	-	-
Receptionists and information clerks	10.37	14.5	10.88	16.2	-	-
Level 2	8.95	4.7	-	-	-	-
Shipping, receiving, and traffic clerks	10.85	5.5	-	-	-	-
Secretaries and administrative assistants	15.66	5.5	16.17	5.6	-	-
Level 5	16.14	9.7	17.36	11.0	-	-
Secretaries, except legal, medical, and executive	15.00	5.5	15.70	3.8	-	-
Office clerks, general	13.34	7.2	13.97	7.2	-	-
Construction and extraction occupations	15.84	14.0	16.71	12.4	-	-
Installation, maintenance, and repair occupations	17.44	7.8	17.44	7.8	-	-
Level 5	15.48	9.1	15.48	9.1	-	-
Level 7	21.68	9.0	21.68	9.0	-	-

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Visalia-Tulare-Porterville, CA, June 2006 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Industrial machinery installation, repair, and maintenance workers	\$15.86	6.8	\$15.86	6.8	—	—
Production occupations	13.71	4.2	13.75	4.6	—	—
Level 1	8.18	2.6	8.18	2.6	—	—
Level 2	11.11	6.2	11.12	6.2	—	—
Level 3	14.00	3.5	14.00	3.5	—	—
Level 4	16.04	6.6	16.04	6.6	—	—
Level 5	16.25	2.1	16.25	2.1	—	—
Printers	13.42	2.5	13.42	2.5	—	—
Printing machine operators	14.71	1.6	14.71	1.6	—	—
Inspectors, testers, sorters, samplers, and weighers	14.96	17.6	14.96	17.6	—	—
Miscellaneous production workers	12.58	7.4	12.62	7.6	—	—
Transportation and material moving occupations	11.90	4.6	12.16	4.9	\$9.94	12.4
Level 1	8.21	3.4	8.10	1.2	8.52	12.2
Level 2	9.96	9.9	10.07	9.4	—	—
Level 3	13.76	3.9	—	—	—	—
Level 4	14.42	9.3	14.43	9.6	—	—
Driver/sales workers and truck drivers	14.32	6.9	14.35	7.0	—	—
Truck drivers, heavy and tractor-trailer	14.74	8.4	14.74	8.4	—	—
Laborers and material movers, hand	9.92	6.3	10.32	5.8	8.69	13.6
Level 1	8.07	5.3	7.76	3.7	8.52	12.2
Laborers and freight, stock, and material movers, hand	10.58	7.5	—	—	8.97	15.0
Level 1	8.64	12.4	—	—	8.63	13.1
Packers and packagers, hand	9.29	6.3	9.48	6.2	—	—
Level 1	7.74	3.9	7.71	4.5	—	—

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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Visalia-Tulare-Porterville, CA, June 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$13.82	3.7	\$14.73	4.1	\$8.60	3.6
Management occupations	29.72	13.5	29.72	13.5	—	—
Business and financial operations occupations	25.98	6.5	25.98	6.5	—	—
Life, physical, and social science occupations	20.75	1.6	20.75	1.6	—	—
Healthcare practitioner and technical occupations	20.98	15.8	21.32	15.4	—	—
Licensed practical and licensed vocational nurses	19.76	3.0	19.76	3.0	—	—
Healthcare support occupations	10.06	8.6	10.29	8.1	—	—
Level 3	8.96	2.8	9.09	2.6	—	—
Nursing, psychiatric, and home health aides	8.74	.4	8.85	.3	—	—
Level 3	8.74	.4	8.85	.3	—	—
Nursing aides, orderlies, and attendants	8.74	.4	8.85	.3	—	—
Level 3	8.74	.4	8.85	.3	—	—
Food preparation and serving related occupations	7.63	2.0	8.19	3.7	7.19	1.8
Level 1	7.12	2.8	7.32	3.7	6.89	.8
Level 2	7.06	2.6	—	—	6.93	.6
Food preparation workers	7.26	8.3	—	—	—	—
Food service, tipped	7.05	.7	—	—	6.91	.8
Level 1	7.11	.3	—	—	—	—
Fast food and counter workers	7.23	2.2	—	—	7.37	1.2
Combined food preparation and serving workers, including fast food	7.26	2.0	—	—	7.42	.7
Building and grounds cleaning and maintenance occupations	10.27	20.3	11.23	12.5	—	—
Level 1	7.43	4.2	—	—	—	—
Building cleaning workers	7.61	4.2	8.00	2.9	—	—
Level 1	7.43	4.2	—	—	—	—
Personal care and service occupations	15.15	13.1	—	—	—	—
Sales and related occupations	13.68	10.3	14.93	13.0	8.50	9.9
Level 1	8.08	1.2	—	—	—	—
Level 2	8.68	7.2	—	—	7.83	9.4
Level 3	11.61	4.0	12.82	10.5	—	—
Level 4	13.79	6.1	13.53	7.8	—	—
Retail sales workers	11.84	14.4	12.92	19.1	8.36	7.8
Level 1	8.08	1.2	—	—	—	—
Level 2	8.74	6.8	—	—	7.86	9.8
Level 3	12.09	1.8	—	—	—	—
Level 4	12.84	5.7	12.49	9.3	—	—
Cashiers, all workers	9.81	1.8	9.92	1.9	9.44	12.8
Level 2	9.27	5.1	—	—	—	—
Cashiers	9.81	1.8	9.92	1.9	9.44	12.8
Level 2	9.27	5.1	—	—	—	—
Retail salespersons	14.23	19.6	16.34	19.3	7.48	1.9
Office and administrative support occupations	14.06	4.0	14.31	4.1	11.95	8.4
Level 2	8.78	4.4	—	—	—	—
Level 3	11.47	3.7	11.48	5.4	11.45	5.9
Level 4	15.25	4.7	15.22	4.8	—	—
Level 5	15.01	6.0	14.91	6.7	—	—
Not able to be leveled	11.90	6.3	11.93	6.6	—	—
Financial clerks	15.41	7.2	15.72	7.4	—	—
Level 3	12.55	5.1	—	—	—	—
Level 4	16.19	8.0	16.18	8.1	—	—
Billing and posting clerks and machine operators	14.86	5.0	—	—	—	—
Bookkeeping, accounting, and auditing clerks	16.11	11.2	16.11	11.2	—	—
Level 4	16.30	12.0	16.30	12.0	—	—
Customer service representatives	16.08	3.8	16.22	3.7	—	—
Loan interviewers and clerks	13.69	3.4	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Visalia-Tulare-Porterville, CA, June 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Receptionists and information clerks	\$10.43	17.1	\$10.88	16.2	—	—
Shipping, receiving, and traffic clerks	10.85	5.5	—	—	—	—
Office clerks, general	15.31	6.8	15.31	6.8	—	—
Construction and extraction occupations	15.62	14.0	16.50	12.5	—	—
Installation, maintenance, and repair occupations	17.50	8.6	17.50	8.6	—	—
Level 7	21.93	9.7	21.93	9.7	—	—
Production occupations	13.72	4.3	13.76	4.7	—	—
Level 1	8.18	2.6	8.18	2.6	—	—
Level 2	11.11	6.2	11.12	6.2	—	—
Level 3	14.36	1.2	14.36	1.2	—	—
Level 4	16.04	6.6	16.04	6.6	—	—
Level 5	16.25	2.1	16.25	2.1	—	—
Printers	13.26	1.2	13.26	1.2	—	—
Inspectors, testers, sorters, samplers, and weighers	14.96	17.6	14.96	17.6	—	—
Miscellaneous production workers	13.20	10.6	13.26	10.9	—	—
Transportation and material moving occupations	11.90	5.1	12.22	5.4	\$9.45	13.5
Level 1	8.21	3.4	8.10	1.2	8.52	12.2
Level 4	14.28	11.1	14.30	11.6	—	—
Driver/sales workers and truck drivers	14.27	7.1	14.29	7.2	—	—
Truck drivers, heavy and tractor-trailer	14.69	8.7	14.69	8.7	—	—
Laborers and material movers, hand	9.93	6.3	10.32	5.8	8.71	14.0
Level 1	8.07	5.3	7.76	3.7	8.52	12.2
Laborers and freight, stock, and material movers, hand	10.61	7.4	—	—	9.00	15.5
Level 1	8.64	12.4	—	—	8.63	13.1
Packers and packagers, hand	9.29	6.3	9.48	6.2	—	—
Level 1	7.74	3.9	7.71	4.5	—	—

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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Visalia-Tulare-Porterville, CA, June 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$23.50	2.0	\$24.83	2.3	\$15.49	8.5
Management occupations	42.44	6.1	42.44	6.1	—	—
Level 9	41.32	16.3	41.32	16.3	—	—
Community and social services occupations	19.67	7.0	19.67	7.0	—	—
Education, training, and library occupations	37.61	.5	39.52	.0	14.88	11.2
Level 2	12.59	15.6	—	—	—	—
Level 8	40.09	8.0	40.09	8.0	—	—
Level 9	44.54	1.3	44.60	1.3	—	—
Primary, secondary, and special education school teachers	42.98	2.1	43.50	2.3	—	—
Level 8	41.36	5.6	41.36	5.6	—	—
Level 9	44.54	1.3	44.60	1.3	—	—
Preschool and kindergarten teachers	38.02	7.9	37.85	8.8	—	—
Kindergarten teachers, except special education	43.59	4.2	—	—	—	—
Elementary and middle school teachers	44.51	3.5	45.44	3.7	—	—
Level 9	45.63	4.6	45.63	4.6	—	—
Elementary school teachers, except special education	44.54	3.7	45.53	4.0	—	—
Level 9	45.65	4.8	45.65	4.8	—	—
Secondary school teachers	40.49	.2	40.49	.2	—	—
Level 9	40.49	.2	40.49	.2	—	—
Secondary school teachers, except special and vocational education	40.49	.2	40.49	.2	—	—
Level 9	40.49	.2	40.49	.2	—	—
Special education teachers	47.05	1.1	47.05	1.1	—	—
Level 9	46.85	1.3	46.85	1.3	—	—
Teacher assistants	11.48	12.3	11.17	13.1	12.01	10.1
Level 2	12.59	15.6	—	—	—	—
Healthcare practitioner and technical occupations	25.84	3.1	27.42	11.2	23.47	14.9
Level 9	33.75	2.4	—	—	—	—
Registered nurses	32.64	3.2	31.74	2.1	—	—
Level 9	33.75	2.4	—	—	—	—
Healthcare support occupations	13.05	2.3	—	—	—	—
Protective service occupations	22.11	5.8	22.30	5.3	—	—
Level 7	22.97	4.1	22.97	4.1	—	—
Police officers	27.61	3.4	29.37	5.2	—	—
Police and sheriff's patrol officers	27.61	3.4	29.37	5.2	—	—
Food preparation and serving related occupations	12.19	7.6	12.95	5.2	—	—
Level 3	11.77	6.8	—	—	—	—
Building and grounds cleaning and maintenance occupations	16.41	1.6	16.51	2.4	—	—
Level 3	15.79	5.4	15.95	4.3	—	—
Building cleaning workers	16.47	2.4	16.62	3.7	—	—
Level 3	15.67	5.4	15.83	4.3	—	—
Janitors and cleaners, except maids and housekeeping cleaners	15.96	3.3	15.99	3.1	—	—
Level 3	16.05	3.8	16.10	3.6	—	—
Office and administrative support occupations	14.13	4.2	14.76	3.2	11.43	9.9
Level 3	12.16	7.4	13.24	3.1	—	—
Level 4	13.96	10.7	14.11	11.3	—	—
Level 5	14.90	3.6	15.10	3.8	—	—
Secretaries and administrative assistants	15.66	5.0	16.49	.4	—	—
Secretaries, except legal, medical, and executive	15.00	5.5	15.70	3.8	—	—
Office clerks, general	11.39	6.9	—	—	—	—
Construction and extraction occupations	20.72	5.8	20.72	5.8	—	—

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Visalia-Tulare-Porterville, CA, June 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations	\$16.85	1.9	\$16.85	1.9	—	—
Transportation and material moving occupations	11.92	6.7	11.64	8.5	—	—

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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Visalia-Tulare-Porterville, CA, June 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$16.28	2.0	\$17.32	2.5	\$10.29	5.8
Management occupations	35.32	8.9	35.32	8.9	—	—
Group III	41.85	10.8	—	—	—	—
Education administrators	38.88	20.7	38.88	20.7	—	—
Business and financial operations occupations	25.34	6.9	25.34	6.9	—	—
Group II	25.89	7.8	—	—	—	—
Group III	29.20	12.8	—	—	—	—
Life, physical, and social science occupations	27.37	20.0	27.39	20.7	—	—
Group III	32.47	24.8	—	—	—	—
Community and social services occupations	19.67	7.0	19.67	7.0	—	—
Education, training, and library occupations	36.73	1.7	38.72	1.5	15.31	10.1
Group I	11.48	12.3	—	—	—	—
Group II	35.12	5.2	—	—	—	—
Group III	44.54	1.3	—	—	—	—
Primary, secondary, and special education school teachers	42.07	3.0	42.72	2.9	—	—
Group II	37.12	5.8	—	—	—	—
Group III	44.54	1.3	—	—	—	—
Preschool and kindergarten teachers	38.02	7.9	37.85	8.8	—	—
Kindergarten teachers, except special education	43.59	4.2	—	—	—	—
Elementary and middle school teachers	42.81	5.3	43.97	5.1	—	—
Group II	38.93	8.7	—	—	—	—
Group III	45.63	4.6	—	—	—	—
Elementary school teachers, except special education	44.18	3.8	45.53	4.0	—	—
Group II	41.73	2.5	—	—	—	—
Group III	45.65	4.8	45.65	4.8	—	—
Secondary school teachers	40.49	.2	40.49	.2	—	—
Group III	40.49	.2	—	—	—	—
Secondary school teachers, except special and vocational education	40.49	.2	40.49	.2	—	—
Group III	40.49	.2	40.49	.2	—	—
Special education teachers	47.05	1.1	47.05	1.1	—	—
Group III	46.85	1.3	—	—	—	—
Teacher assistants	11.48	12.3	11.17	13.1	12.01	10.1
Group I	11.48	12.3	11.17	13.1	12.01	10.1
Healthcare practitioner and technical occupations	23.07	9.4	23.31	11.0	22.17	17.4
Group II	19.69	4.2	—	—	—	—
Group III	37.55	6.0	—	—	—	—
Registered nurses	32.31	3.2	31.39	2.2	—	—
Group III	34.16	2.4	33.77	1.9	—	—
Licensed practical and licensed vocational nurses	18.42	4.6	19.27	4.0	—	—
Group II	18.42	4.6	19.27	4.0	—	—
Healthcare support occupations	10.52	7.6	10.48	7.7	—	—
Group I	9.85	6.5	—	—	—	—
Nursing, psychiatric, and home health aides	9.04	2.7	9.06	2.4	—	—
Group I	9.04	2.7	—	—	—	—
Nursing aides, orderlies, and attendants	8.87	1.0	8.85	.3	—	—
Group I	8.87	1.0	8.85	.3	—	—
Miscellaneous healthcare support occupations	14.11	4.4	13.84	7.0	—	—
Group I	13.64	7.2	—	—	—	—
Protective service occupations	18.71	13.7	18.68	14.3	—	—
Group I	9.42	15.5	—	—	—	—
Group II	20.66	8.2	—	—	—	—
Police officers	27.61	3.4	29.37	5.2	—	—
Group II	22.51	10.6	—	—	—	—
Police and sheriff's patrol officers	27.61	3.4	29.37	5.2	—	—
Group II	22.51	10.6	23.92	4.8	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Visalia-Tulare-Porterville, CA, June 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations	\$8.10	3.5	\$8.84	6.8	\$7.47	3.4
Group I	7.99	2.5	—	—	—	—
Food preparation workers	7.36	8.3	—	—	—	—
Group I	7.36	8.3	—	—	—	—
Food service, tipped	7.24	2.3	—	—	7.23	4.9
Group I	7.24	2.3	—	—	—	—
Dining room and cafeteria attendants and bartender helpers	8.06	6.9	—	—	—	—
Group I	8.06	6.9	—	—	—	—
Fast food and counter workers	7.73	4.2	—	—	7.44	1.6
Group I	7.73	4.2	—	—	—	—
Combined food preparation and serving workers, including fast food	7.78	3.9	—	—	7.49	1.2
Group I	7.78	3.9	—	—	7.49	1.2
Building and grounds cleaning and maintenance occupations	12.54	7.7	13.47	1.8	—	—
Group I	11.38	8.1	—	—	—	—
Group II	18.17	4.8	—	—	—	—
Building cleaning workers	11.44	6.6	12.75	3.1	—	—
Group I	10.90	8.5	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.81	14.1	14.43	9.1	—	—
Group I	11.54	15.2	14.21	10.5	—	—
Grounds maintenance workers	15.04	6.8	15.04	6.8	—	—
Landscaping and groundskeeping workers	15.04	6.8	15.04	6.8	—	—
Personal care and service occupations	15.00	12.2	17.28	6.4	9.92	15.1
Group I	10.81	14.2	—	—	—	—
Sales and related occupations	13.73	10.2	14.98	12.8	8.50	9.9
Group I	10.18	2.8	—	—	—	—
Group II	22.24	13.9	—	—	—	—
Retail sales workers	11.84	14.4	12.92	19.1	8.36	7.8
Group I	9.86	1.8	—	—	—	—
Cashiers, all workers	9.81	1.8	9.92	1.9	9.44	12.8
Group I	9.81	1.8	—	—	—	—
Cashiers	9.81	1.8	9.92	1.9	9.44	12.8
Group I	9.81	1.8	9.92	1.9	9.44	12.8
Retail salespersons	14.23	19.6	16.34	19.3	7.48	1.9
Group I	9.89	8.3	11.55	4.1	7.48	1.9
Office and administrative support occupations	14.08	3.1	14.43	3.1	11.74	6.4
Group I	13.54	4.7	—	—	—	—
Group II	15.84	3.0	—	—	—	—
Financial clerks	15.68	6.2	15.98	6.4	—	—
Group I	15.64	6.9	—	—	—	—
Billing and posting clerks and machine operators	14.86	5.0	—	—	—	—
Group I	14.86	5.0	—	—	—	—
Bookkeeping, accounting, and auditing clerks	16.46	8.8	16.46	8.8	—	—
Group I	16.52	10.4	16.52	10.4	—	—
Customer service representatives	16.08	3.8	16.22	3.7	—	—
Loan interviewers and clerks	13.69	3.4	—	—	—	—
Receptionists and information clerks	10.37	14.5	10.88	16.2	—	—
Group I	10.38	14.6	10.88	16.2	—	—
Shipping, receiving, and traffic clerks	10.85	5.5	—	—	—	—
Secretaries and administrative assistants	15.66	5.5	16.17	5.6	—	—
Group II	15.85	8.1	—	—	—	—
Secretaries, except legal, medical, and executive	15.00	5.5	15.70	3.8	—	—
Office clerks, general	13.34	7.2	13.97	7.2	—	—
Group I	11.89	5.8	12.48	6.0	—	—
Construction and extraction occupations	15.84	14.0	16.71	12.4	—	—
Group I	12.46	28.0	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Visalia-Tulare-Porterville, CA, June 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations	\$17.44	7.8	\$17.44	7.8	—	—
Group II	19.42	8.0	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	15.86	6.8	15.86	6.8	—	—
Group II	18.88	4.6	—	—	—	—
Production occupations	13.71	4.2	13.75	4.6	—	—
Group I	12.81	4.5	—	—	—	—
Group II	16.47	2.7	—	—	—	—
Printers	13.42	2.5	13.42	2.5	—	—
Group I	13.82	1.9	—	—	—	—
Printing machine operators	14.71	1.6	14.71	1.6	—	—
Group I	14.71	1.6	14.71	1.6	—	—
Inspectors, testers, sorters, samplers, and weighers	14.96	17.6	14.96	17.6	—	—
Miscellaneous production workers	12.58	7.4	12.62	7.6	—	—
Group I	10.85	2.5	—	—	—	—
Transportation and material moving occupations	11.90	4.6	12.16	4.9	\$9.94	12.4
Group I	10.64	6.3	—	—	—	—
Driver/sales workers and truck drivers	14.32	6.9	14.35	7.0	—	—
Group I	14.05	13.3	—	—	—	—
Truck drivers, heavy and tractor-trailer	14.74	8.4	14.74	8.4	—	—
Laborers and material movers, hand	9.92	6.3	10.32	5.8	8.69	13.6
Group I	9.92	6.3	—	—	—	—
Laborers and freight, stock, and material movers, hand	10.58	7.5	—	—	8.97	15.0
Group I	10.58	7.5	—	—	8.97	15.0
Packers and packagers, hand	9.29	6.3	9.48	6.2	—	—
Group I	9.29	6.3	9.48	6.2	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² 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. See appendix A 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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles¹, Visalia-Tulare-Porterville, CA, June 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$7.25	\$9.08	\$13.75	\$19.11	\$28.50
Management occupations	19.50	25.40	32.86	49.33	51.28
Education administrators	15.30	19.50	51.28	51.28	58.94
Business and financial operations occupations	17.53	22.77	23.52	27.57	33.06
Life, physical, and social science occupations	18.83	19.31	19.33	32.68	51.59
Community and social services occupations	12.10	13.36	22.07	24.37	25.68
Education, training, and library occupations	12.10	27.65	40.78	48.91	53.37
Primary, secondary, and special education school teachers	28.15	36.84	43.80	50.92	53.63
Preschool and kindergarten teachers	12.10	28.15	40.52	52.65	54.70
Kindergarten teachers, except special education	28.15	36.17	45.85	52.93	54.95
Elementary and middle school teachers	28.15	37.35	43.80	52.65	54.70
Elementary school teachers, except special education	31.76	38.60	45.18	52.65	54.70
Secondary school teachers	30.10	33.70	40.05	48.33	51.09
Secondary school teachers, except special and vocational education	30.10	33.70	40.05	48.33	51.09
Special education teachers	45.82	45.82	47.20	47.85	50.07
Teacher assistants	8.29	9.42	11.99	12.80	15.05
Healthcare practitioner and technical occupations	8.11	17.61	20.08	28.26	37.52
Registered nurses	26.00	28.43	31.69	34.50	41.44
Licensed practical and licensed vocational nurses	13.01	17.14	19.11	20.08	21.13
Healthcare support occupations	7.89	8.76	9.25	11.00	15.60
Nursing, psychiatric, and home health aides	7.75	8.11	8.79	9.25	10.75
Nursing aides, orderlies, and attendants	7.75	8.10	8.76	9.25	9.32
Miscellaneous healthcare support occupations	10.97	12.55	15.50	15.60	15.60
Protective service occupations	6.80	10.14	17.80	24.62	33.79
Police officers	19.24	22.30	25.18	34.95	36.41
Police and sheriff's patrol officers	19.24	22.30	25.18	34.95	36.41
Food preparation and serving related occupations	6.75	6.75	6.90	8.50	11.13
Food preparation workers	6.00	6.88	6.88	8.19	8.19
Food service, tipped	6.75	6.75	6.88	7.25	7.50
Dining room and cafeteria attendants and bartender helpers	6.75	7.15	7.40	8.50	10.05
Fast food and counter workers	6.75	6.75	6.75	7.40	11.13
Combined food preparation and serving workers, including fast food	6.75	6.75	6.75	7.40	11.37
Building and grounds cleaning and maintenance occupations	7.00	7.66	13.00	16.27	19.23
Building cleaning workers	7.00	7.16	8.20	15.35	17.32
Janitors and cleaners, except maids and housekeeping cleaners	7.00	7.00	13.58	16.86	17.32
Grounds maintenance workers	10.00	14.25	16.27	16.27	17.92
Landscaping and groundskeeping workers	10.00	14.25	16.27	16.27	17.92
Personal care and service occupations	7.45	8.55	16.04	18.80	22.81
Sales and related occupations	7.00	8.00	11.00	16.72	25.49
Retail sales workers	6.93	8.00	9.00	12.85	19.79
Cashiers, all workers	6.80	8.00	8.50	10.37	17.44
Cashiers	6.80	8.00	8.50	10.37	17.44
Retail salespersons	7.07	8.15	10.64	17.02	30.14
Office and administrative support occupations	9.50	11.63	13.73	16.78	18.75
Financial clerks	10.50	13.00	16.68	18.75	18.75
Billing and posting clerks and machine operators	13.00	13.53	15.55	15.55	16.68
Bookkeeping, accounting, and auditing clerks	9.50	14.90	18.71	18.75	18.75
Customer service representatives	11.71	14.51	16.84	18.13	18.25
Loan interviewers and clerks	11.69	11.69	14.66	15.00	16.05
Receptionists and information clerks	8.50	8.50	9.24	10.86	18.00

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Visalia-Tulare-Porterville, CA, June 2006** — Continued

Occupation ²	10	25	Median 50	75	90
Shipping, receiving, and traffic clerks	\$8.45	\$9.85	\$11.00	\$12.13	\$12.13
Secretaries and administrative assistants	13.00	13.52	13.73	17.20	23.11
Secretaries, except legal, medical, and executive	13.52	13.52	13.73	14.55	17.20
Office clerks, general	9.67	10.58	12.13	17.00	18.00
Construction and extraction occupations	9.00	9.00	13.98	21.65	28.98
Installation, maintenance, and repair occupations	10.35	13.50	17.05	19.24	24.43
Industrial machinery installation, repair, and maintenance workers	10.00	13.50	16.50	17.50	21.21
Production occupations	8.00	9.50	13.55	17.28	18.98
Printers	10.90	11.33	12.07	14.87	18.83
Printing machine operators	11.33	11.33	14.87	18.83	18.83
Inspectors, testers, sorters, samplers, and weighers	6.85	11.50	15.33	18.39	26.35
Miscellaneous production workers	8.50	8.50	10.90	15.75	18.98
Transportation and material moving occupations	7.16	8.10	11.55	14.56	16.25
Driver/sales workers and truck drivers	10.50	12.00	14.50	15.94	19.44
Truck drivers, heavy and tractor-trailer	10.70	12.00	14.50	18.03	19.44
Laborers and material movers, hand	7.16	7.48	9.08	11.00	14.36
Laborers and freight, stock, and material movers, hand	7.40	8.10	10.51	12.89	13.39
Packers and packagers, hand	7.00	7.16	7.48	9.08	14.36

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, Visalia-Tulare-Porterville, CA, June 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$7.00	\$8.46	\$12.13	\$17.21	\$22.26
Management occupations	19.50	22.90	28.16	34.93	47.74
Business and financial operations occupations	17.85	22.77	25.96	27.69	29.03
Life, physical, and social science occupations	18.83	19.31	19.33	19.33	30.98
Healthcare practitioner and technical occupations	7.93	18.00	20.08	22.00	31.57
Licensed practical and licensed vocational nurses	18.00	19.11	19.71	20.08	21.21
Healthcare support occupations	7.80	8.75	9.25	9.25	15.50
Nursing, psychiatric, and home health aides	7.75	8.06	8.76	9.25	9.25
Nursing aides, orderlies, and attendants	7.75	8.06	8.76	9.25	9.25
Food preparation and serving related occupations	6.75	6.75	6.88	8.05	10.50
Food preparation workers	6.00	6.88	6.88	8.19	8.19
Food service, tipped	6.75	6.75	6.88	7.16	7.50
Fast food and counter workers	6.75	6.75	6.75	7.00	8.00
Combined food preparation and serving workers, including fast food	6.75	6.75	6.75	7.00	8.40
Building and grounds cleaning and maintenance occupations	7.00	7.16	8.20	12.50	19.23
Building cleaning workers	7.00	7.00	7.45	7.66	8.24
Personal care and service occupations	7.45	8.55	16.05	18.80	22.81
Sales and related occupations	7.00	8.00	10.85	16.72	25.49
Retail sales workers	6.93	8.00	9.00	12.85	19.79
Cashiers, all workers	6.80	8.00	8.50	10.37	17.44
Cashiers	6.80	8.00	8.50	10.37	17.44
Retail salespersons	7.07	8.15	10.64	17.02	30.14
Office and administrative support occupations	9.24	11.54	13.62	16.84	18.75
Financial clerks	10.00	13.00	16.59	18.75	18.75
Billing and posting clerks and machine operators	13.00	13.53	15.55	15.55	16.68
Bookkeeping, accounting, and auditing clerks	9.50	13.00	18.75	18.75	18.75
Customer service representatives	11.71	14.51	16.84	18.13	18.25
Loan interviewers and clerks	11.69	11.69	14.66	15.00	16.05
Receptionists and information clerks	7.25	8.50	8.86	10.26	18.00
Shipping, receiving, and traffic clerks	8.45	9.85	11.00	12.13	12.13
Office clerks, general	11.50	12.13	17.00	17.00	18.00
Construction and extraction occupations	8.75	9.00	13.98	21.25	28.98
Installation, maintenance, and repair occupations	10.00	13.50	17.50	19.24	27.46
Production occupations	8.00	9.50	13.57	17.28	18.98
Printers	10.90	11.33	12.07	14.35	18.83
Inspectors, testers, sorters, samplers, and weighers	6.85	11.50	15.33	18.39	26.35
Miscellaneous production workers	8.50	8.50	13.00	18.98	18.98
Transportation and material moving occupations	7.16	8.46	11.63	14.50	16.25
Driver/sales workers and truck drivers	10.50	12.00	14.50	15.02	19.44
Truck drivers, heavy and tractor-trailer	10.50	12.00	14.50	18.03	19.61
Laborers and material movers, hand	7.16	7.48	9.08	11.00	14.36
Laborers and freight, stock, and material movers, hand	7.40	8.10	10.51	12.89	13.39
Packers and packagers, hand	7.00	7.16	7.48	9.08	14.36

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, Visalia-Tulare-Porterville, CA, June 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$11.13	\$13.89	\$17.72	\$30.10	\$47.32
Management occupations	15.30	30.53	49.33	51.28	51.28
Community and social services occupations	12.10	13.36	22.07	24.37	25.68
Education, training, and library occupations	12.10	29.34	41.46	50.07	53.63
Primary, secondary, and special education school teachers	30.08	37.35	44.51	51.01	53.76
Preschool and kindergarten teachers	12.10	28.15	40.52	52.65	54.70
Kindergarten teachers, except special education	28.15	36.17	45.85	52.93	54.95
Elementary and middle school teachers	32.61	40.23	45.12	52.65	54.70
Elementary school teachers, except special education	32.61	39.06	45.25	52.65	54.70
Secondary school teachers	30.10	33.70	40.05	48.33	51.09
Secondary school teachers, except special and vocational education	30.10	33.70	40.05	48.33	51.09
Special education teachers	45.82	45.82	47.20	47.85	50.07
Teacher assistants	8.29	9.42	11.99	12.80	15.05
Healthcare practitioner and technical occupations	13.01	16.89	27.50	33.50	39.03
Registered nurses	27.44	28.50	31.69	37.52	41.44
Healthcare support occupations	10.75	10.75	13.48	15.60	15.61
Protective service occupations	12.92	15.34	20.90	25.33	34.95
Police officers	19.24	22.30	25.18	34.95	36.41
Police and sheriff's patrol officers	19.24	22.30	25.18	34.95	36.41
Food preparation and serving related occupations	9.39	9.39	12.21	13.53	15.91
Building and grounds cleaning and maintenance occupations	13.75	14.99	16.27	17.32	20.00
Building cleaning workers	13.75	14.64	16.86	17.32	20.80
Janitors and cleaners, except maids and housekeeping cleaners	13.98	15.35	16.57	17.32	17.40
Office and administrative support occupations	10.23	11.79	13.73	15.63	18.45
Secretaries and administrative assistants	13.52	13.52	13.92	17.20	21.55
Secretaries, except legal, medical, and executive	13.52	13.52	13.73	14.55	17.20
Office clerks, general	9.67	9.67	10.85	12.29	14.40
Construction and extraction occupations	16.51	20.22	21.65	21.65	23.47
Installation, maintenance, and repair occupations	14.46	15.96	16.77	17.75	20.67
Transportation and material moving occupations	7.21	7.64	8.23	14.95	16.57

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Visalia-Tulare-Porterville, CA, June 2006

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$8.00	\$10.23	\$14.60	\$19.66	\$29.50
Management occupations	19.50	25.40	32.86	49.33	51.28
Education administrators	15.30	19.50	51.28	51.28	58.94
Business and financial operations occupations	17.53	22.77	23.52	27.57	33.06
Life, physical, and social science occupations	18.83	19.31	19.33	32.68	51.59
Community and social services occupations	12.10	13.36	22.07	24.37	25.68
Education, training, and library occupations	12.80	31.25	42.75	50.07	53.63
Primary, secondary, and special education school teachers	28.83	37.35	44.18	51.01	53.76
Preschool and kindergarten teachers	12.10	28.15	38.97	52.65	54.70
Elementary and middle school teachers	30.63	38.75	44.16	52.65	54.70
Elementary school teachers, except special education	33.76	40.52	45.76	52.65	54.70
Secondary school teachers	30.10	33.70	40.05	48.33	51.09
Secondary school teachers, except special and vocational education	30.10	33.70	40.05	48.33	51.09
Special education teachers	45.82	45.82	47.20	47.85	50.07
Teacher assistants	8.29	9.42	11.99	12.80	15.05
Healthcare practitioner and technical occupations	8.24	18.50	20.18	27.50	33.50
Registered nurses	23.50	27.93	31.50	33.50	41.44
Licensed practical and licensed vocational nurses	16.61	18.50	19.71	20.08	21.20
Healthcare support occupations	7.91	8.76	9.25	11.00	15.50
Nursing, psychiatric, and home health aides	7.75	8.76	9.10	9.25	9.25
Nursing aides, orderlies, and attendants	7.75	8.76	8.89	9.25	9.25
Miscellaneous healthcare support occupations	11.51	12.55	15.10	15.50	15.50
Protective service occupations	6.80	10.14	17.65	24.96	34.17
Police officers	22.30	24.62	29.65	34.95	36.53
Police and sheriff's patrol officers	22.30	24.62	29.65	34.95	36.53
Food preparation and serving related occupations	6.75	6.75	8.05	10.23	12.90
Building and grounds cleaning and maintenance occupations	7.66	10.00	13.75	16.94	19.23
Building cleaning workers	7.46	7.66	13.75	16.94	17.56
Janitors and cleaners, except maids and housekeeping cleaners	8.20	13.58	15.35	17.10	17.32
Grounds maintenance workers	10.00	14.25	16.27	16.27	17.92
Landscaping and groundskeeping workers	10.00	14.25	16.27	16.27	17.92
Personal care and service occupations	8.20	16.04	18.80	22.09	23.25
Sales and related occupations	8.00	8.50	11.85	17.44	29.50
Retail sales workers	8.00	8.50	10.39	14.17	24.81
Cashiers, all workers	7.00	8.00	8.50	9.64	17.44
Cashiers	7.00	8.00	8.50	9.64	17.44
Retail salespersons	8.40	9.55	12.62	24.81	30.14
Office and administrative support occupations	10.10	11.71	14.18	16.96	18.75
Financial clerks	12.25	13.62	16.74	18.75	18.75
Bookkeeping, accounting, and auditing clerks	9.50	14.90	18.71	18.75	18.75
Customer service representatives	14.41	15.45	16.84	18.13	18.25
Receptionists and information clerks	8.50	8.50	9.24	10.92	18.00
Secretaries and administrative assistants	13.00	13.73	14.12	18.00	23.11
Secretaries, except legal, medical, and executive	13.73	13.73	14.26	15.11	24.18
Office clerks, general	10.52	11.50	12.50	17.00	18.00
Construction and extraction occupations	9.00	10.50	14.25	22.50	28.98
Installation, maintenance, and repair occupations	10.35	13.50	17.05	19.24	24.43

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Visalia-Tulare-Porterville, CA, June 2006 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Industrial machinery installation, repair, and maintenance workers	\$10.00	\$13.50	\$16.50	\$17.50	\$21.21
Production occupations	8.00	9.50	13.64	17.28	18.98
Printers	10.90	11.33	12.07	14.87	18.83
Printing machine operators	11.33	11.33	14.87	18.83	18.83
Inspectors, testers, sorters, samplers, and weighers	6.85	11.50	15.33	18.39	26.35
Miscellaneous production workers	8.50	8.50	11.00	15.75	18.98
Transportation and material moving occupations	7.16	9.00	12.11	14.90	16.57
Driver/sales workers and truck drivers	10.50	12.00	14.50	15.94	19.44
Truck drivers, heavy and tractor-trailer	10.70	12.00	14.50	18.03	19.44
Laborers and material movers, hand	7.16	7.48	10.50	13.39	14.36
Packers and packagers, hand	7.00	7.16	7.48	14.36	14.36

¹ 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.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Visalia-Tulare-Porterville, CA, June 2006

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.75	\$6.88	\$8.06	\$12.13	\$15.60
Education, training, and library occupations	9.38	12.10	12.33	14.66	25.30
Teacher assistants	9.38	9.38	12.33	14.55	15.37
Healthcare practitioner and technical occupations	6.95	13.01	17.61	34.37	39.03
Food preparation and serving related occupations	6.75	6.75	6.88	7.16	10.50
Food service, tipped	6.75	6.75	6.88	6.88	7.16
Fast food and counter workers	6.75	6.75	6.75	7.35	10.15
Combined food preparation and serving workers, including fast food	6.75	6.75	6.75	7.35	10.62
Personal care and service occupations	7.45	7.45	8.55	13.17	15.70
Sales and related occupations	6.75	6.97	7.50	8.75	10.75
Retail sales workers	6.75	6.92	7.40	8.75	10.37
Cashiers, all workers	6.80	7.04	8.00	10.37	13.73
Cashiers	6.80	7.04	8.00	10.37	13.73
Retail salespersons	6.75	6.93	7.15	7.86	8.59
Office and administrative support occupations	8.15	9.35	11.38	13.73	16.05
Transportation and material moving occupations	7.00	7.85	8.10	11.00	14.90
Laborers and material movers, hand	6.90	7.40	8.09	10.25	11.00
Laborers and freight, stock, and material movers, hand	6.90	7.40	8.10	11.00	11.00

¹ 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.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid 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, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Visalia-Tulare-Porterville, CA, June 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.32	\$14.60	\$690	\$582	39.8	\$34,114	\$30,160	1,970
Management occupations	35.32	32.86	1,444	1,314	40.9	73,339	68,704	2,076
Education administrators	38.88	51.28	1,555	2,051	40.0	72,904	90,253	1,875
Business and financial operations occupations	25.34	23.52	996	941	39.3	51,044	48,928	2,015
Life, physical, and social science occupations	27.39	19.33	1,100	773	40.2	53,437	40,200	1,951
Community and social services occupations	19.67	22.07	787	883	40.0	38,831	45,906	1,974
Education, training, and library occupations	38.72	42.75	1,390	1,531	35.9	52,609	57,412	1,359
Primary, secondary, and special education school teachers	42.72	44.18	1,542	1,618	36.1	57,822	60,561	1,353
Preschool and kindergarten teachers	37.85	38.97	1,369	1,424	36.2	53,868	57,129	1,423
Elementary and middle school teachers	43.97	44.16	1,581	1,642	36.0	58,752	62,711	1,336
Elementary school teachers, except special education	45.53	45.76	1,626	1,642	35.7	60,161	63,404	1,321
Secondary school teachers	40.49	40.05	1,453	1,402	35.9	53,598	51,583	1,324
Secondary school teachers, except special and vocational education	40.49	40.05	1,453	1,402	35.9	53,598	51,583	1,324
Special education teachers	47.05	47.20	1,748	1,770	37.1	66,985	65,496	1,424
Teacher assistants	11.17	11.99	378	360	33.8	14,861	15,088	1,331
Healthcare practitioner and technical occupations	23.31	20.18	945	833	40.5	48,186	43,306	2,068
Registered nurses	31.39	31.50	1,179	1,137	37.6	57,117	59,134	1,820
Licensed practical and licensed vocational nurses	19.27	19.71	753	788	39.1	39,142	40,993	2,032
Healthcare support occupations	10.48	9.25	413	370	39.4	21,496	19,240	2,051
Nursing, psychiatric, and home health aides	9.06	9.10	356	350	39.3	18,509	18,225	2,042
Nursing aides, orderlies, and attendants	8.85	8.89	348	350	39.3	18,073	18,225	2,041
Miscellaneous healthcare support occupations	13.84	15.10	554	604	40.0	28,791	31,408	2,080
Protective service occupations	18.68	17.65	810	757	43.3	41,730	38,747	2,234
Police officers	29.37	29.65	1,178	1,186	40.1	61,244	61,672	2,086
Police and sheriff's patrol officers	29.37	29.65	1,178	1,186	40.1	61,244	61,672	2,086
Food preparation and serving related occupations	8.84	8.05	351	320	39.7	17,734	16,373	2,006
Building and grounds cleaning and maintenance occupations	13.47	13.75	536	550	39.8	27,870	28,606	2,069
Building cleaning workers	12.75	13.75	505	550	39.6	26,272	28,606	2,061
Janitors and cleaners, except maids and housekeeping cleaners	14.43	15.35	577	614	40.0	30,013	31,928	2,080
Grounds maintenance workers	15.04	16.27	602	651	40.0	31,279	33,831	2,080
Landscaping and groundskeeping workers	15.04	16.27	602	651	40.0	31,279	33,831	2,080
Personal care and service occupations	17.28	18.80	691	752	40.0	35,950	39,104	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Visalia-Tulare-Porterville, CA, June 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations	\$14.98	\$11.85	\$595	\$470	39.7	\$30,927	\$24,417	2,065
Retail sales workers	12.92	10.39	511	399	39.6	26,590	20,730	2,058
Cashiers, all workers	9.92	8.50	397	340	40.0	20,638	17,680	2,080
Cashiers	9.92	8.50	397	340	40.0	20,638	17,680	2,080
Retail salespersons	16.34	12.62	638	473	39.0	33,174	24,602	2,030
Office and administrative support occupations	14.43	14.18	576	563	39.9	29,435	28,434	2,040
Financial clerks	15.98	16.74	639	670	40.0	33,247	34,819	2,080
Bookkeeping, accounting, and auditing clerks	16.46	18.71	658	748	40.0	34,242	38,919	2,080
Customer service representatives	16.22	16.84	637	673	39.3	33,121	35,019	2,041
Receptionists and information clerks ..	10.88	9.24	435	370	40.0	22,620	19,215	2,080
Secretaries and administrative assistants	16.17	14.12	647	565	40.0	28,471	27,040	1,761
Secretaries, except legal, medical, and executive	15.70	14.26	628	570	40.0	25,851	24,906	1,647
Office clerks, general	13.97	12.50	559	500	40.0	28,702	25,563	2,054
Construction and extraction occupations	16.71	14.25	669	570	40.0	28,888	29,078	1,728
Installation, maintenance, and repair occupations	17.44	17.05	696	682	39.9	36,205	35,464	2,076
Industrial machinery installation, repair, and maintenance workers	15.86	16.50	634	660	40.0	32,987	34,320	2,080
Production occupations	13.75	13.64	550	546	40.0	28,120	28,142	2,045
Printers	13.42	12.07	537	483	40.0	27,905	25,106	2,080
Printing machine operators	14.71	14.87	588	595	40.0	30,590	30,930	2,080
Inspectors, testers, sorters, samplers, and weighers	14.96	15.33	598	613	40.0	30,064	27,706	2,010
Miscellaneous production workers	12.62	11.00	505	440	40.0	23,318	17,680	1,847
Transportation and material moving occupations	12.16	12.11	485	485	39.8	24,209	24,178	1,990
Driver/sales workers and truck drivers	14.35	14.50	574	580	40.0	28,406	29,619	1,980
Truck drivers, heavy and tractor-trailer	14.74	14.50	590	580	40.0	28,991	30,160	1,967
Laborers and material movers, hand ..	10.32	10.50	413	420	40.0	20,861	21,838	2,021
Packers and packagers, hand	9.48	7.48	379	299	40.0	18,820	15,565	1,984

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Visalia-Tulare-Porterville, CA, June 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$14.73	\$13.50	\$588	\$535	39.9	\$29,821	\$27,040	2,024
Management occupations	29.72	28.16	1,237	1,145	41.6	64,312	59,535	2,164
Business and financial operations occupations	25.98	25.96	1,009	1,038	38.9	52,485	54,001	2,020
Life, physical, and social science occupations	20.75	19.33	830	773	40.0	43,164	40,200	2,080
Healthcare practitioner and technical occupations	21.32	20.08	904	803	42.4	46,985	41,768	2,203
Licensed practical and licensed vocational nurses	19.76	19.71	790	788	40.0	41,098	40,993	2,080
Healthcare support occupations	10.29	9.25	405	370	39.4	21,077	19,240	2,049
Nursing, psychiatric, and home health aides	8.85	8.89	348	350	39.3	18,073	18,225	2,041
Nursing aides, orderlies, and attendants	8.85	8.89	348	350	39.3	18,073	18,225	2,041
Food preparation and serving related occupations	8.19	7.50	324	300	39.6	16,874	15,600	2,060
Building and grounds cleaning and maintenance occupations	11.23	11.00	445	430	39.6	23,149	22,381	2,062
Building cleaning workers	8.00	7.66	313	306	39.2	16,300	15,922	2,038
Sales and related occupations	14.93	11.75	593	470	39.7	30,820	24,417	2,065
Retail sales workers	12.92	10.39	511	399	39.6	26,590	20,730	2,058
Cashiers, all workers	9.92	8.50	397	340	40.0	20,638	17,680	2,080
Cashiers	9.92	8.50	397	340	40.0	20,638	17,680	2,080
Retail salespersons	16.34	12.62	638	473	39.0	33,174	24,602	2,030
Office and administrative support occupations	14.31	13.76	571	541	39.9	29,658	28,142	2,072
Financial clerks	15.72	16.68	629	667	40.0	32,693	34,703	2,080
Bookkeeping, accounting, and auditing clerks	16.11	18.75	645	750	40.0	33,515	39,000	2,080
Customer service representatives	16.22	16.84	637	673	39.3	33,121	35,019	2,041
Receptionists and information clerks ..	10.88	9.24	435	370	40.0	22,620	19,215	2,080
Office clerks, general	15.31	17.00	612	680	40.0	31,846	35,360	2,080
Construction and extraction occupations	16.50	13.98	660	559	40.0	28,277	29,078	1,713
Installation, maintenance, and repair occupations	17.50	17.50	699	700	39.9	36,325	36,400	2,075
Production occupations	13.76	13.64	551	546	40.0	28,336	28,184	2,059
Printers	13.26	12.07	530	483	40.0	27,580	25,106	2,080
Inspectors, testers, sorters, samplers, and weighers	14.96	15.33	598	613	40.0	30,064	27,706	2,010
Miscellaneous production workers	13.26	13.00	530	520	40.0	27,576	27,036	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Visalia-Tulare-Porterville, CA, June 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$12.22	\$12.11	\$487	\$485	39.8	\$24,209	\$24,190	1,981
Driver/sales workers and truck drivers	14.29	14.50	572	580	40.0	28,241	26,616	1,976
Truck drivers, heavy and tractor-trailer	14.69	14.50	588	580	40.0	28,829	30,160	1,962
Laborers and material movers, hand ..	10.32	10.50	413	420	40.0	20,861	21,838	2,021
Packers and packagers, hand	9.48	7.48	379	299	40.0	18,820	15,565	1,984

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Visalia-Tulare-Porterville, CA, June 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$24.83	\$19.79	\$981	\$832	39.5	\$45,374	\$42,310	1,828
Management occupations	42.44	49.33	1,697	1,973	40.0	83,801	90,253	1,975
Community and social services occupations	19.67	22.07	787	883	40.0	38,831	45,906	1,974
Education, training, and library occupations	39.52	43.37	1,413	1,579	35.8	53,328	57,683	1,349
Primary, secondary, and special education school teachers	43.50	45.12	1,565	1,637	36.0	58,761	60,786	1,351
Preschool and kindergarten teachers	37.85	38.97	1,369	1,424	36.2	53,868	57,129	1,423
Elementary and middle school teachers	45.44	45.12	1,624	1,642	35.7	60,470	63,446	1,331
Elementary school teachers, except special education	45.53	45.76	1,626	1,642	35.7	60,161	63,404	1,321
Secondary school teachers	40.49	40.05	1,453	1,402	35.9	53,598	51,583	1,324
Secondary school teachers, except special and vocational education	40.49	40.05	1,453	1,402	35.9	53,598	51,583	1,324
Special education teachers	47.05	47.20	1,748	1,770	37.1	66,985	65,496	1,424
Teacher assistants	11.17	11.99	378	360	33.8	14,861	15,088	1,331
Healthcare practitioner and technical occupations	27.42	28.41	1,019	1,048	37.2	50,260	54,494	1,833
Registered nurses	31.74	31.50	1,191	1,206	37.5	57,189	62,712	1,802
Protective service occupations	22.30	21.71	994	985	44.6	51,056	51,210	2,290
Police officers	29.37	29.65	1,178	1,186	40.1	61,244	61,672	2,086
Police and sheriff's patrol officers	29.37	29.65	1,178	1,186	40.1	61,244	61,672	2,086
Food preparation and serving related occupations	12.95	12.89	518	515	40.0	22,281	21,713	1,720
Building and grounds cleaning and maintenance occupations	16.51	16.27	661	651	40.0	34,347	33,831	2,080
Building cleaning workers	16.62	16.86	665	674	40.0	34,568	35,069	2,080
Janitors and cleaners, except maids and housekeeping cleaners	15.99	16.86	640	674	40.0	33,267	35,069	2,080
Office and administrative support occupations	14.76	14.36	589	573	39.9	28,814	28,956	1,952
Secretaries and administrative assistants	16.49	14.55	659	582	40.0	27,308	27,721	1,656
Secretaries, except legal, medical, and executive	15.70	14.26	628	570	40.0	25,851	24,906	1,647
Construction and extraction occupations	20.72	21.65	829	866	40.0	43,089	45,022	2,080
Installation, maintenance, and repair occupations	16.85	16.77	674	671	40.0	35,052	34,882	2,080

See footnotes at end of table.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Visalia-Tulare-Porterville, CA, June 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$11.64	\$7.64	\$466	\$305	40.0	\$24,208	\$15,883	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Visalia-Tulare-Porterville, CA, June 2006**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$13.82	\$13.77	\$13.74	\$14.59
Management, professional, and related	23.30	22.51	24.77	—
Management, business, and financial	27.60	25.40	—	—
Professional and related	20.28	20.42	20.10	—
Service	9.11	9.14	8.67	—
Sales and office	13.87	14.56	12.21	13.01
Sales and related	13.68	14.87	10.82	—
Office and administrative support	14.06	14.23	13.98	13.01
Natural resources, construction, and maintenance	16.17	16.32	15.15	—
Construction and extraction	15.62	15.79	—	—
Installation, maintenance, and repair	17.50	17.10	21.27	—
Production, transportation, and material moving	12.70	12.69	12.24	13.55
Production	13.72	14.05	13.98	—
Transportation and material moving	11.90	12.17	9.65	—
	Relative error ³ (percent)			
All workers	3.7	4.1	4.6	4.0
Management, professional, and related	6.9	9.1	13.3	—
Management, business, and financial	7.6	5.4	—	—
Professional and related	9.1	14.2	8.5	—
Service	7.3	7.8	3.3	—
Sales and office	6.0	6.0	6.6	10.4
Sales and related	10.3	10.0	4.2	—
Office and administrative support	4.0	5.2	5.8	10.4
Natural resources, construction, and maintenance	9.4	11.0	19.6	—
Construction and extraction	14.0	16.8	—	—
Installation, maintenance, and repair	8.6	9.1	19.1	—
Production, transportation, and material moving	3.6	4.0	6.2	1.8
Production	4.3	5.5	7.8	—
Transportation and material moving	5.1	4.2	6.7	—

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Visalia-Tulare-Porterville, CA, June 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$14.94	\$13.50	\$597	\$540	39.9	\$30,212	\$27,040	2,022
Management occupations	23.77	22.90	1,035	1,100	43.5	53,805	57,199	2,264
Business and financial operations occupations ...	25.90	27.57	1,004	962	38.8	52,185	50,000	2,015
Healthcare practitioner and technical occupations	21.77	20.08	948	803	43.6	49,307	41,768	2,265
Healthcare support occupations	10.43	9.25	412	370	39.5	21,430	19,240	2,054
Food preparation and serving related occupations	8.20	7.50	325	300	39.6	16,894	15,600	2,059
Sales and related occupations	16.15	13.40	645	536	39.9	33,521	27,872	2,076
Retail sales workers	13.36	10.00	533	388	39.9	27,694	20,176	2,073
Cashiers, all workers	9.95	8.50	398	340	40.0	20,687	17,680	2,080
Cashiers	9.95	8.50	398	340	40.0	20,687	17,680	2,080
Office and administrative support occupations	14.48	14.70	577	588	39.8	29,990	30,570	2,070
Financial clerks	15.65	16.68	626	667	40.0	32,544	34,703	2,080
Bookkeeping, accounting, and auditing clerks ...	16.13	18.75	645	750	40.0	33,543	39,000	2,080
Installation, maintenance, and repair occupations	17.10	17.50	682	700	39.9	35,483	36,400	2,075
Production occupations	14.05	13.32	562	533	40.0	29,215	27,706	2,080
Transportation and material moving occupations	12.64	12.11	501	485	39.6	24,355	24,440	1,926
Driver/sales workers and truck drivers	13.93	14.50	557	580	40.0	27,385	25,760	1,966

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Visalia-Tulare-Porterville, CA, June 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$14.28	\$13.00	\$570	\$520	39.9	\$28,964	\$26,728	2,028
Life, physical, and social science occupations	21.46	19.31	858	772	40.0	44,627	40,161	2,080
Building and grounds cleaning and maintenance occupations	8.66	8.20	346	328	40.0	18,005	17,052	2,080
Building cleaning workers	8.66	8.20	346	328	40.0	18,005	17,052	2,080
Sales and related occupations	11.53	11.29	451	442	39.1	23,465	22,984	2,035
Retail sales workers	11.53	10.49	446	402	38.7	23,180	20,925	2,010
Retail salespersons	11.82	10.64	455	411	38.5	23,645	21,385	2,000
Office and administrative support occupations	13.95	12.24	560	486	40.1	28,948	25,230	2,075
Financial clerks	16.08	16.96	643	678	40.0	33,437	35,277	2,080
Installation, maintenance, and repair occupations	21.22	21.97	849	879	40.0	44,129	45,704	2,080
Industrial machinery installation, repair, and maintenance workers	17.66	21.97	706	879	40.0	36,728	45,704	2,080
Production occupations	13.67	13.83	547	553	40.0	28,050	28,496	2,052
Inspectors, testers, sorters, samplers, and weighers	13.49	12.50	540	500	40.0	26,916	24,752	1,996
Miscellaneous production workers	14.80	13.00	592	520	40.0	30,783	27,036	2,080
Transportation and material moving occupations	11.80	11.95	472	478	40.0	24,059	21,351	2,038
Laborers and material movers, hand	10.47	9.08	419	363	40.0	20,575	18,886	1,964
Packers and packagers, hand	10.28	9.08	411	363	40.0	20,067	17,597	1,952

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Visalia-Tulare-Porterville, CA, June 2006

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$23.18	\$17.64	\$24.32	\$14.45	\$13.63	\$21.73
Management, professional, and related	32.40	–	32.55	25.25	23.33	29.25
Management, business, and financial	29.06	–	29.06	30.08	27.60	36.25
Professional and related	32.81	–	32.99	22.08	20.26	25.47
Service	17.28	8.44	18.10	10.16	9.13	19.81
Sales and office	15.08	–	14.80	13.76	13.79	13.39
Sales and related	–	–	–	13.63	13.58	–
Office and administrative support	15.06	–	14.80	13.87	13.99	13.00
Natural resources, construction, and maintenance	22.63	25.63	17.59	15.25	15.18	18.82
Construction and extraction	–	–	–	–	14.97	–
Installation, maintenance, and repair	22.26	–	16.77	16.24	16.23	–
Production, transportation, and material moving	15.43	15.64	–	12.42	12.49	11.23
Production	18.08	18.24	–	13.35	13.37	–
Transportation and material moving	13.64	13.32	–	11.75	11.80	11.15
	Relative error ⁴ (percent)					
All workers	3.0	14.3	1.1	3.3	3.9	8.2
Management, professional, and related	3.9	–	4.0	6.4	7.1	10.0
Management, business, and financial	18.0	–	18.0	7.1	7.6	13.2
Professional and related	6.2	–	6.4	8.5	9.3	10.8
Service	4.1	7.7	3.4	6.1	7.4	1.9
Sales and office	2.1	–	2.2	6.1	6.6	8.7
Sales and related	–	–	–	11.7	11.9	–
Office and administrative support	2.7	–	2.2	3.9	4.1	10.4
Natural resources, construction, and maintenance	10.0	6.2	5.5	7.1	7.1	3.5
Construction and extraction	–	–	–	–	11.7	–
Installation, maintenance, and repair	12.6	–	2.1	6.5	6.6	–
Production, transportation, and material moving	9.3	12.0	–	3.7	4.0	8.6
Production	6.3	6.7	–	4.4	4.5	–
Transportation and material moving	11.1	15.4	–	5.1	5.6	8.9

¹ Union workers are those whose wages are determined through collective bargaining.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more

information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Visalia-Tulare-Porterville, CA, June 2006

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$16.00	\$13.26	\$22.01	\$22.01
Management, professional, and related	28.23	22.89	—	—
Management, business, and financial	29.68	26.98	—	—
Professional and related	27.71	20.28	—	—
Service	11.85	8.88	—	—
Sales and office	13.15	12.92	24.18	24.18
Sales and related	11.68	11.60	24.18	24.18
Office and administrative support	14.08	14.06	—	—
Natural resources, construction, and maintenance	15.70	15.52	—	—
Construction and extraction	—	13.49	—	—
Installation, maintenance, and repair	17.44	17.50	—	—
Production, transportation, and material moving	12.47	12.51	—	—
Production	13.71	13.72	—	—
Transportation and material moving	11.52	11.47	—	—
	Relative error ⁴ (percent)			
All workers	1.9	3.0	4.7	4.7
Management, professional, and related	3.8	7.0	—	—
Management, business, and financial	6.9	7.9	—	—
Professional and related	4.5	9.1	—	—
Service	4.2	6.7	—	—
Sales and office	3.3	4.2	10.2	10.2
Sales and related	7.0	7.1	10.2	10.2
Office and administrative support	3.1	4.0	—	—
Natural resources, construction, and maintenance	13.2	14.2	—	—
Construction and extraction	—	30.9	—	—
Installation, maintenance, and repair	7.8	8.6	—	—
Production, transportation, and material moving	3.4	3.6	—	—
Production	4.2	4.3	—	—
Transportation and material moving	5.6	6.2	—	—

¹ 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.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000

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

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Visalia-Tulare-Porterville, CA, June 2006

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	\$15.37	—	\$13.91	\$18.77	\$16.93	\$12.17	—	—	—
Management, professional, and related	—	—	32.82	19.97	—	—	—	—	—
Management, business, and financial	—	—	—	—	—	—	—	—	—
Professional and related	—	—	—	—	—	—	—	—	—
Service	—	—	8.19	—	—	10.02	—	—	—
Sales and office	—	—	12.45	—	14.32	16.19	—	—	—
Sales and related	—	—	12.09	—	14.45	—	—	—	—
Office and administrative support	—	—	13.62	—	14.28	—	—	—	—
Natural resources, construction, and maintenance	14.84	—	17.32	—	—	—	—	—	—
Installation, maintenance, and repair	—	—	17.67	—	—	—	—	—	—
Production, transportation, and material moving	—	—	13.48	—	—	8.95	—	—	—
Production	—	—	—	—	—	—	—	—	—
Transportation and material moving	—	—	13.26	—	—	8.95	—	—	—
Relative error ⁴ (percent)									
All workers	8.9	—	9.6	18.4	8.0	7.3	—	—	—
Management, professional, and related	—	—	6.8	16.4	—	—	—	—	—
Management, business, and financial	—	—	—	—	—	—	—	—	—
Professional and related	—	—	—	—	—	—	—	—	—
Service	—	—	15.0	—	—	29.7	—	—	—
Sales and office	—	—	9.8	—	12.0	10.7	—	—	—
Sales and related	—	—	12.7	—	32.7	—	—	—	—
Office and administrative support	—	—	6.6	—	7.2	—	—	—	—
Natural resources, construction, and maintenance	11.2	—	9.6	—	—	—	—	—	—
Installation, maintenance, and repair	—	—	9.3	—	—	—	—	—	—
Production, transportation, and material moving	—	—	5.2	—	—	8.3	—	—	—
Production	—	—	—	—	—	—	—	—	—
Transportation and material moving	—	—	4.5	—	—	8.3	—	—	—

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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 of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments employing 50 or more workers. Agriculture, forestry, fishing and hunting, 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 agency within the sampled area.

The Visalia–Tulare–Porterville, CA, Metropolitan Statistical Area consists of Tulare County.

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. 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 em-

ployment 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 Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify 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 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time or part-time, union or nonunion, and time or incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. 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. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group 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 a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1-4
Group II	Levels 5-8
Group III	Levels 9-12
Group IV	Levels 13-15

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 collec-

tion. 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 or subsidized room and board
- Payments made by third parties (for example, tips)
- 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 who are 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 whom the employer considers to be full time.

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

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

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.

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

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

Level. A ranking within an occupation based on the requirements of the position.

Processing and analyzing the data

Data were processed and analyzed at the BLS 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 during the initial interview, 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.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteris-

tics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

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. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection.

The fourth factor, postratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. In some situations, two or more industries may be combined in making an adjustment. Also, some industries that had no responding sample were not adjusted. The latest available employment counts were used to derive average hourly earnings in this publication.

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 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. 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. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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 \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$16.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). 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, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, Visalia-Tulare-Porterville, CA, June 2006**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	110,800	81,500	29,300
Management, professional, and related	23,200	8,200	15,000
Management, business, and financial	5,000	2,900	2,100
Professional and related	18,100	5,300	12,900
Service	28,100	20,600	7,500
Sales and office	29,900	25,100	4,800
Sales and related	13,800	13,700	–
Office and administrative support	16,100	11,400	4,700
Natural resources, construction, and maintenance	12,100	11,400	700
Construction and extraction	5,600	5,400	200
Installation, maintenance, and repair	5,700	5,200	500
Production, transportation, and material moving	17,400	16,200	1,300
Production	6,800	6,600	–
Transportation and material moving	10,700	9,600	1,100

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.

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Visalia-Tulare-Porterville, CA, June 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	4,848	4,799	49
Total in sample	207	174	33
Responding	138	108	30
Refused or unable to provide data	40	38	2
Out of business or not in survey scope	29	28	1

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.