

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



U.S. Department of Labor
Alexis M. Herman, Secretary

Bureau of Labor Statistics
Katharine G. Abraham, Commissioner

November 1998

Bulletin 3095-09

Preface

This bulletin provides results of a March 1998 survey of occupational pay in the San Francisco-Oakland-San Jose, CA, Consolidated Metropolitan Statistical Area (CMSA). Data shown in this bulletin were collected as part of the Bureau of Labor Statistics' (BLS) new program known as the National Compensation Survey (NCS).

The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Survey data were collected and reviewed by Bureau of Labor Statistics field economists under the direction of Caryl O'Keefe, Assistant Regional Commissioner for Operations of the San Francisco Regional Office. 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 analyzed the survey results.

For additional information regarding this survey, please contact the BLS San Francisco Regional Office at (415) 975-4350. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6220, or send e-mail to ocltinfo@bls.gov.

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

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 606-7828; TDD phone: (202) 606-5897; TDD message referral phone: 1-800-326-2577.

Contents

	<i>Page</i>
Introduction	1
Wages in the San Francisco-Oakland-San Jose, CA, CMSA	2
Tables:	
A-1. Hourly earnings for selected occupations, all workers, all industries	4
A-2. Hourly earnings for selected occupations, all workers, private industry and State and local government.....	8
A-3. Hourly earnings for selected occupations, full-time and part-time workers, all industries	12
A-4. Weekly and annual earnings and hours for selected occupations, full-time workers only, all industries	17
B-1. Mean hourly earnings by occupational group and levels, all industries, private industry, State and local government, full-time and part-time workers	20
B-2. Mean hourly earnings for selected occupations and levels, all industries, private industry, State and local government, full-time and part-time workers	25
C-1. Mean hourly earnings by occupational group and selected characteristics, all industries	31
C-2. Mean hourly earnings by occupational group and industry division, private industry, all workers	32
C-3. Mean hourly earnings by occupational group and establishment employment size, private industry, all workers	33
C-4. Number of workers represented by occupational group	34
Appendixes:	
A. Technical Note.....	35\
Appendix table 1. Number of establishments studied and represented.....	39
Appendix table 2. Relative standard errors.....	40
Appendix table 3. Average work levels.....	44

Introduction

This survey of occupational pay was conducted in the San Francisco-Oakland-San Jose, CA, Consolidated Metropolitan Statistical Area (CMSA). The CMSA includes Alameda, Contra Costa, Marin, Napa, Santa Clara, Santa Cruz, San Francisco, San Mateo, Solano, and Sonoma Counties.

This area was last surveyed in January 1997. Data from the 1997 sample units were updated to reflect March 1998 wage data. Please see Appendix A: Technical Note for details on updating estimates. This bulletin consists primarily of tables whose data are analyzed in the initial textual section. Tabulations provide information on earnings of workers in a variety of occupations and at a wide range of work levels. Also contained in this bulletin is information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS design and products

The Bureau of Labor Statistic's (BLS) new National Compensation Survey (NCS) is designed to provide data on the levels and rates of change of occupational wages and employee benefits for localities, broad geographic regions, and the nation as a whole. One output of the NCS will be the Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits. This bulletin is limited to data on wages and salaries. These data are similar to those released under the Occupational Compensation Survey (OCS), which has been discontinued.

NCS more extensive than OCS

The wage data in this bulletin differ from those in pre-

vious Occupational Compensation Surveys by providing broader coverage of occupations and establishments within the survey area.

Occupations surveyed for this bulletin were selected using probability techniques from a list of all those present in each establishment. Previous OCS bulletins were limited to a preselected list of occupations, which represented a small subset of all occupations in the economy. Information in the new bulletin is published for a variety of occupation-based data. This new approach includes data on broad occupational classifications such as white-collar workers, major occupational groups such as sales workers, and individual occupations such as cashiers.

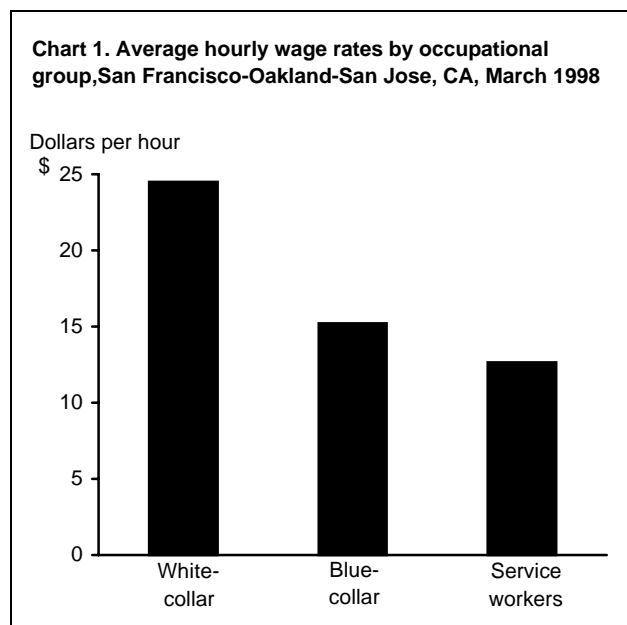
In tables containing work levels within occupational series, the work levels are derived from generic standards that *apply to all* occupational groups. The job levels in the OCS bulletins were based on narrowly-defined descriptions that were not comparable across specific occupations.

Occupational data in this bulletin are also tabulated for other classifications such as industry group, full-time versus part-time workers, union versus nonunion status, time versus incentive status, and establishment employment size. Not all of these series were generated by the OCS program.

The establishments surveyed for this bulletin were limited to those with 50 or more employees. Eventually, NCS will be expanded to cover those now-excluded establishments. Then, virtually all workers in the civilian economy will be surveyed, excluding only agriculture, private households, and employees of the Federal Government.

Wages in the San Francisco-Oakland-San Jose, CA Consolidated Metropolitan Statistical Area

Straight-time wages in the San Francisco-Oakland-San Jose, CA, Consolidated Metropolitan Statistical Area averaged \$20.72 per hour during March 1998. White-collar workers had an average wage of \$24.51 per hour. Blue-collar workers averaged \$15.19 per hour, while service workers had average earnings of \$12.66 per hour. (All comparisons in this analysis cover hourly rates for both full- and part-time workers, unless otherwise noted.)



Within each of these occupational groups, average hourly wages for individual occupations varied. For example, white-collar occupations included registered nurses at \$28.57 per hour, secretaries at \$17.06, and general office clerks at \$13.81. Among occupations in the blue-collar category, truck drivers averaged \$15.63 per hour while stock handlers and baggers averaged \$9.27. Finally, service occupations included janitors and cleaners at \$11.22 per hour and waiters and waitresses at \$6.39 per hour. Table A-1 presents earnings data for 148 detailed occupations; data for other detailed occupations surveyed could not be reported separately due to concerns about the confidentiality of survey respondents and the reliability of the data.

Survey results show that private industry workers in San Francisco-Oakland-San Jose, CA, earned \$20.01 per hour, while surveyed State and local government workers averaged \$23.62. Table A-2 reports the average hourly rate for white-collar occupations as \$24.40 in private industry and \$24.91 in State and local government. Blue-collar occupations showed an average hourly rate of \$14.65 in private industry and \$20.63 in State and local government. Service occupations within private industry averaged \$9.57 per hour while those found in State and local government averaged \$20.71.

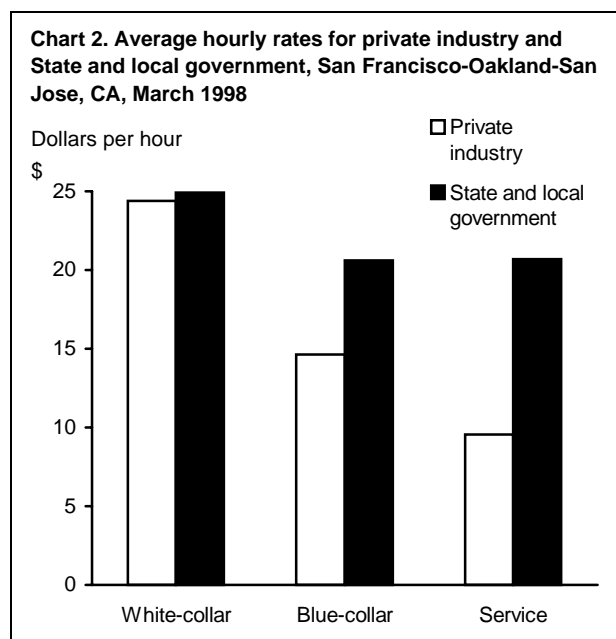
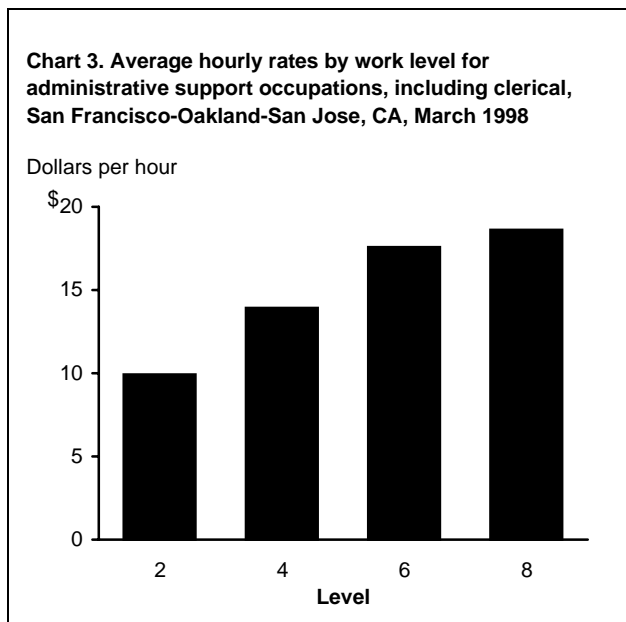


Table A-3 presents data for workers considered by the survey respondents to be either full-time or part-time. Average wages for full-time workers, all occupations, were \$21.64 per hour, compared with an average of \$13.34 per hour for part-time workers.

Data for specific work levels within major occupational groups are reported in table B-1. Occasionally, wage estimates for lower levels of work within major occupational groups are greater than estimates for higher levels. This can occur due to the mix of specific occupations (and industries) represented by the broad group as well as by the variability of the estimate. Some levels within a group may

not be published because no workers were identified at that level or because there were not enough data to guarantee confidentiality and reliability.

Work levels for all major groups span several levels, with professional specialty occupations and executive, administrative, and managerial occupations typically starting and ending at higher work levels than the other groups. Published data for administrative support occupations, including clerical, ranged from level 1 to level 8. As illustrated in Chart 3, the average hourly rate was \$9.93 for level 2, \$13.92 for level 4, \$17.59 for level 6, and \$18.60 for level 8.

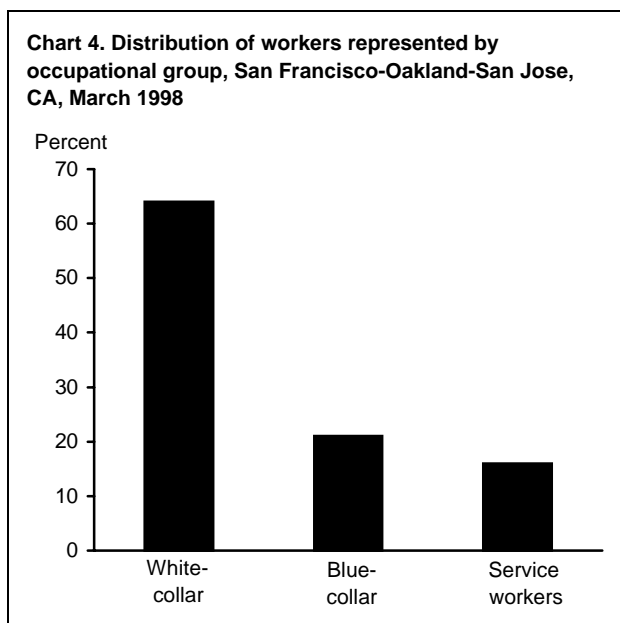


Surveyed union workers had an average hourly rate of \$21.14, as reported in table C-1. Wages for nonunion workers averaged \$20.51. Time workers, whose wages were based solely on an hourly rate or a salary, averaged \$20.78 per hour. Incentive workers, whose wages were at least partially based on productivity payments, averaged \$18.84 per hour.

Table C-2 shows wage data for specific industry divisions within private industry. In the private sector,

hourly wages averaged \$24.55 in all goods-producing industries, \$26.37 in mining, and \$24.66 in manufacturing. Hourly wages averaged \$18.09 in all service-producing industries, \$19.68 in transportation, and public utilities, \$15.07 in wholesale and retail trade, \$20.73 in finance, insurance and real estate, and \$18.57 in services. Data for other industry divisions did not meet publication criteria.

Table C-4 reports that a total of 1,647,581 workers were represented by the San Francisco-Oakland-San Jose, CA survey. White-collar occupations included 1,047,105 workers, or 64 percent, blue-collar occupations included 340,069 workers, or 21 percent; and service occupations included 260,407 workers, or 16 percent.



Data are also presented in appendix table 1 on the number of establishments studied by industry group and employment size. The relative standard errors of published mean hourly earnings for all industries, private industry, and State and local government are available in appendix table 2. The average work levels for published occupational groups and selected occupations are presented in appendix table 3.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, San Francisco-Oakland-San Jose, CA, March 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$20.72	\$7.73	\$11.31	\$17.64	\$26.26	\$36.68
All occupations excluding sales	21.06	7.88	11.74	18.00	26.82	37.24
White-collar occupations	24.51	10.00	14.62	21.15	31.04	41.79
White-collar occupations excluding sales	25.48	11.14	15.51	21.98	31.97	42.74
Professional specialty and technical occupations	29.95	16.56	21.34	28.36	35.76	44.78
Professional specialty occupations	31.70	18.60	24.16	30.00	37.48	46.59
Engineers, architects, and surveyors	33.44	21.98	26.27	32.51	39.35	46.00
Civil engineers	35.69	22.05	26.86	33.55	45.86	53.57
Electrical and electronic engineers	33.84	21.98	26.63	33.36	38.65	45.08
Industrial engineers	30.58	22.22	24.72	28.69	33.06	49.25
Mechanical engineers	30.64	20.04	25.53	30.09	36.92	39.87
Engineers, N.E.C.	33.35	20.00	25.48	33.27	41.01	46.57
Mathematical and computer scientists	35.94	24.14	27.76	33.97	40.40	51.14
Computer systems analysts and scientists	35.89	24.26	27.60	33.81	40.33	51.58
Natural scientists	29.19	16.87	23.88	30.76	37.19	37.31
Physical scientists, N.E.C.	29.54	15.83	19.36	31.43	37.24	37.31
Health related occupations	27.76	18.86	22.70	28.78	30.91	34.56
Physicians	26.82	17.12	17.35	18.86	45.56	52.86
Registered nurses	28.57	21.90	25.93	29.87	31.28	34.00
Dietitians	18.89	9.46	18.17	19.76	21.61	22.22
Teachers, college and university	36.79	19.25	26.20	33.65	41.61	59.29
Psychology teachers	27.75	10.36	22.12	23.62	37.74	43.77
Business, commerce and marketing teachers	36.89	15.04	27.93	35.74	42.29	60.15
English teachers	36.75	19.74	19.74	37.33	47.80	52.91
Teachers, post secondary N.E.C.	31.79	17.01	19.56	29.74	39.50	54.22
Teachers, except college and university	31.95	14.20	21.71	31.97	40.14	48.50
Prekindergarten and kindergarten	18.22	9.42	10.68	12.39	19.31	37.94
Elementary school teachers	34.45	21.05	25.93	33.42	40.42	48.50
Secondary school teachers	32.43	13.25	25.02	31.97	37.26	51.24
Teachers, special education	36.21	28.16	33.27	37.48	41.08	47.18
Teachers, N.E.C.	34.64	10.01	21.66	25.25	38.86	81.33
Substitute teachers	12.65	10.60	10.63	13.33	14.17	14.78
Vocational and educational counselors	25.01	17.29	19.91	21.71	26.26	42.08
Librarians, archivists, and curators	24.25	5.76	23.22	24.43	25.60	30.07
Librarians	24.25	5.76	23.22	24.43	25.60	30.07
Social scientists and urban planners	27.34	17.38	20.04	25.75	33.10	38.27
Economists	29.10	18.03	22.57	25.75	35.89	44.28
Psychologists	24.90	16.58	20.04	26.40	31.16	34.51
Social, recreation, and religious workers	19.37	6.94	16.83	19.80	24.98	27.47
Social workers	22.18	16.59	18.87	21.43	25.85	28.59
Lawyers and judges	46.70	32.51	38.46	43.27	53.76	68.69
Lawyers	46.70	32.51	38.46	43.27	53.76	68.69
Writers, authors, entertainers, athletes, and professionals, N.E.C.	27.03	12.95	19.02	25.84	31.36	38.68
Designers	26.07	16.36	21.34	27.02	28.94	37.61
Professional occupations, N.E.C.	26.35	14.25	20.71	27.95	30.00	37.98
Technical occupations	23.09	14.23	16.62	20.48	25.00	30.29
Clinical laboratory technologists and technicians	22.58	14.23	20.39	22.58	25.82	28.65
Health record technologists and technicians	15.62	10.66	14.34	15.68	17.54	18.52
Radiological technicians	23.51	19.23	21.37	22.51	26.86	28.64
Licensed practical nurses	17.50	15.38	15.76	17.37	19.43	19.56
Health technologists and technicians, N.E.C.	17.94	12.54	14.99	17.22	20.01	24.51
Electrical and electronic technicians	20.75	15.00	17.16	20.00	23.41	27.91
Engineering technicians, N.E.C.	20.46	16.09	18.63	21.64	22.08	22.42
Drafters	28.34	15.72	20.68	28.44	35.69	37.84
Airplane pilots and navigators	121.54	28.38	96.45	109.96	155.82	200.50
Computer programmers	29.58	17.85	19.83	27.00	33.51	40.00
Legal assistants	20.25	13.37	15.23	21.53	25.00	25.48
Technical and related occupations, N.E.C.	19.72	11.54	15.49	20.00	24.12	27.50
Executive, administrative, and managerial occupations	33.47	17.29	21.75	29.32	40.11	51.38
Executives, administrators, and managers	39.67	19.25	27.71	36.18	46.28	56.89
Administrators and officials, public administration	31.00	23.16	23.88	28.93	35.03	46.78
Financial managers	36.45	19.03	23.38	34.00	41.83	60.35
Personnel and labor relations managers	33.37	20.47	26.84	32.41	43.33	45.53

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Executive, administrative, and managerial occupations (-Continued)						
Executives, administrators, and managers (-Continued)						
Managers., marketing, advertising and public relations	\$41.16	\$22.56	\$29.07	\$41.06	\$49.69	\$59.50
Administrators, education and related fields	33.80	19.39	22.78	36.29	43.28	43.28
Managers, medicine and health	33.91	18.58	24.29	30.84	37.26	48.10
Managers, service organizations, N.E.C.	21.94	12.50	14.57	24.76	28.92	30.00
Managers and administrators, N.E.C.	45.22	27.36	31.89	40.28	49.72	61.77
Management related occupations	25.37	15.41	18.82	23.59	29.00	35.27
Accountants and auditors	23.99	15.46	18.59	23.59	28.91	32.69
Other financial officers	26.50	18.20	20.43	23.53	31.25	38.22
Management analysts	29.67	21.21	23.14	26.42	32.31	47.13
Personnel, training, and labor relations specialists	30.49	15.87	19.93	24.04	29.99	55.00
Purchasing agents and buyers, N.E.C.	26.37	20.84	22.58	27.33	29.57	29.82
Construction inspectors	27.62	21.34	21.91	30.12	30.22	32.23
Inspectors and compliance officers, except construction	22.64	15.01	15.41	21.75	25.08	38.14
Management related occupations, N.E.C.	23.74	14.42	18.23	22.07	27.66	36.61
Sales occupations	15.42	6.40	8.00	12.17	19.42	28.75
Supervisors, sales occupations	20.03	8.65	11.47	16.14	23.00	44.55
Securities and financial services sales occupations	16.55	10.09	11.11	13.27	15.80	38.46
Advertising and related sales occupations	26.35	18.52	21.37	26.75	31.74	33.33
Sales occupations, other business services	15.00	9.00	9.90	12.95	22.14	22.14
Sales representatives, mining, manufacturing, and wholesale	31.19	16.95	24.73	29.40	35.33	46.24
Sales workers, apparel	9.89	5.38	6.20	7.59	11.11	17.61
Sales workers, furniture & home furnishings	9.08	6.40	6.72	7.50	9.75	13.01
Sales workers, other commodities	10.28	5.53	6.46	8.55	12.30	17.62
Cashiers	10.59	6.27	7.26	9.18	14.39	15.86
Sales support occupations, N.E.C.	16.46	6.85	8.27	16.50	20.24	29.51
Administrative support occupations, including clerical	14.65	9.00	11.00	14.37	17.56	20.62
Supervisors, general office	19.98	15.18	17.42	21.22	22.27	22.82
Supervisors, financial records processing	23.62	15.89	18.71	22.16	31.82	33.78
Supervisors, distribution, scheduling, and adjusting clerks	19.05	14.21	16.22	18.78	23.44	24.20
Computer operators	18.20	15.77	15.77	18.74	19.62	20.00
Secretaries	17.06	12.00	14.07	16.85	20.00	21.91
Stenographers	19.51	15.11	15.84	17.27	25.83	25.83
Typists	14.23	9.76	10.15	13.15	17.26	18.12
Hotel clerks	10.11	7.50	8.89	9.62	12.00	13.38
Transportation ticket and reservation agents	14.25	7.55	7.78	15.02	19.61	22.27
Receptionists	10.66	8.75	9.50	10.49	11.00	13.50
Information clerks, N.E.C.	14.88	10.46	12.29	14.96	17.09	19.23
Order clerks	13.52	9.00	10.96	13.18	15.68	18.55
Personnel clerks except payroll & timekeeping	18.46	16.00	17.25	19.25	21.69	21.69
Library clerks	13.95	9.47	11.46	13.23	15.49	19.37
File clerks	10.49	7.97	7.97	9.32	13.39	14.75
Records clerks, N.E.C.	13.07	8.00	9.25	13.44	16.73	17.12
Bookkeepers, accounting and auditing clerks	14.96	10.50	12.00	14.67	17.13	21.35
Billing clerks	15.06	11.23	12.69	15.68	16.85	16.92
Dispatchers	18.56	13.00	13.33	20.05	22.33	23.75
Production coordinators	15.72	11.00	12.00	13.85	18.86	23.60
Traffic, shipping and receiving clerks	14.31	7.45	10.00	13.25	18.03	19.87
Stock and inventory clerks	12.31	8.47	9.52	12.00	14.57	17.26
Material recording, scheduling, and distribution clerks, N.E.C.	16.76	8.33	14.96	17.36	19.44	20.91
Insurance adjusters, examiners, & investigators	15.99	10.63	12.63	15.69	19.35	22.09
Investigators and adjusters except insurance	14.17	9.96	11.10	13.26	17.66	19.43
Eligibility clerks, social welfare	18.00	12.93	15.46	17.34	20.56	26.16
Bill and account collectors	15.61	12.20	12.20	17.37	17.89	18.78

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
General office clerks	\$13.81	\$8.59	\$11.09	\$14.10	\$16.53	\$18.38
Bank tellers	9.52	7.75	8.39	9.17	10.38	11.76
Data entry keyers	12.34	9.00	10.63	12.00	15.00	15.24
Teachers' aides	11.99	8.44	8.64	13.19	13.74	15.35
Administrative support occupations, N.E.C.	15.24	10.00	12.04	15.44	18.00	19.37
Blue-collar occupations						
Precision production, craft, and repair occupations	15.19	7.00	9.14	14.47	19.89	24.20
Supervisors, mechanics and repairers	18.72	9.24	13.28	19.25	23.28	26.24
Automobile mechanics	24.55	18.41	23.03	25.37	29.09	30.06
Bus, truck, and stationary engine mechanics	22.22	17.50	20.62	22.42	23.38	25.92
Industrial machinery repairers	19.22	11.70	17.34	19.59	23.83	23.83
Electronic repairers, communications and industrial equipment	20.91	18.87	19.26	20.73	22.56	23.44
Mechanics and repairers, N.E.C.	17.53	12.64	13.90	18.25	20.50	22.51
Electricians	20.01	13.99	16.45	20.71	23.25	25.44
Construction trades, N.E.C.	23.87	18.90	18.90	21.06	29.91	32.55
Supervisors, production occupations	19.15	17.15	17.15	19.39	20.57	26.24
Machinists	22.65	16.43	16.43	20.95	27.02	31.49
Electrical and electronic equipment assemblers ..	21.78	16.16	19.49	22.60	22.95	25.99
Inspectors, testers, and graders	10.07	6.76	7.70	9.60	12.00	14.00
Stationary engineers	15.18	8.50	10.74	12.96	17.37	22.61
Machine operators, assemblers, and inspectors	24.68	21.74	23.75	24.20	27.11	27.11
Miscellaneous machine operators, N.E.C.	12.28	7.00	8.40	11.23	15.50	19.37
Assemblers	12.17	7.99	9.50	11.54	15.50	16.19
Production inspectors, checkers and examiners ..	11.53	7.00	7.56	9.00	15.50	19.37
Transportation and material moving occupations	11.20	8.05	9.14	10.70	12.75	13.35
Truck drivers	15.79	5.90	10.34	15.19	18.80	25.83
Bus drivers	15.63	8.55	10.49	16.54	18.00	20.65
Industrial truck and tractor equipment operators ..	14.94	9.25	9.47	15.49	19.88	19.88
Handlers, equipment cleaners, helpers, and laborers ..	15.56	11.00	11.85	14.55	15.19	27.95
Groundskeepers and gardeners except farm	10.85	5.60	7.00	9.14	14.42	18.81
Stock handlers and baggers	15.74	9.24	11.53	15.68	18.00	18.51
Freight, stock, and material handlers, N.E.C.	9.27	6.75	7.10	8.25	10.50	12.62
Vehicle washers and equipment cleaners	13.07	7.69	9.25	11.55	18.83	19.64
Hand packers and packagers	6.64	5.15	5.15	5.60	6.10	10.29
Laborers except construction, N.E.C.	7.83	5.82	6.77	7.70	8.68	9.29
	14.30	7.75	8.76	14.74	17.82	18.99
Service occupations						
Protective service occupations	12.66	6.33	7.54	9.65	15.29	24.24
Supervisors, guards	16.96	7.19	7.74	15.76	24.56	29.91
Firefighting occupations	14.70	9.78	10.25	11.12	13.19	28.67
Police and detectives, public service	22.49	17.13	19.67	21.86	24.56	27.68
Sheriffs, bailiffs, and other law enforcement officers	27.92	21.81	24.85	28.15	30.72	34.04
Correctional institution officers	21.99	15.86	17.38	22.58	26.03	27.26
Guards and police except public service	20.58	14.98	19.12	22.13	22.13	23.35
Food service occupations	8.85	7.04	7.39	7.63	8.61	12.40
Supervisors, food preparation and service occupations	8.73	5.39	6.00	7.78	9.89	13.45
Waiters and waitresses	11.94	7.78	10.50	12.50	14.00	15.69
Cooks	6.39	5.15	5.70	5.75	6.31	9.41
Kitchen workers, food preparation	13.72	8.38	8.99	13.26	16.82	21.63
Waiters/Waitresses' assistants	8.55	5.60	6.68	8.27	9.70	13.01
Food preparation occupations, N.E.C.	8.32	5.50	6.00	7.68	9.89	13.45
Health service occupations	7.57	5.26	5.90	6.81	9.15	10.71
Health aides, except nursing	11.69	7.42	8.49	11.42	14.58	15.30
Nursing aides, orderlies and attendants	14.08	9.08	11.39	14.58	15.29	19.04
Cleaning and building service occupations	10.84	7.10	8.01	10.00	13.60	14.60
Supervisors, cleaning & building service workers	11.38	6.86	7.41	9.75	13.86	16.98
Maids and housemen	23.86	11.97	16.33	31.03	31.03	31.03
Janitors and cleaners	9.61	6.63	7.00	8.53	12.01	12.69
	11.22	6.86	7.47	9.64	13.98	16.98

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Personal service occupations	\$12.58	\$5.87	\$7.28	\$9.56	\$13.99	\$23.06
Attendants, amusement and recreation facilities ..	8.70	6.70	8.00	8.00	9.56	10.97
Baggage porters and bellhops	8.03	5.51	6.02	6.50	8.25	15.01
Welfare service aides	6.52	5.87	5.87	5.87	7.36	7.74
Early childhood teachers' assistants	9.71	5.85	7.25	9.00	12.26	13.04
Child care workers, N.E.C.	12.96	8.44	8.75	9.64	13.99	25.56
Service occupations, N.E.C.	10.54	6.82	7.18	10.70	12.86	15.53

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

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one

establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, San Francisco-Oakland-San Jose, CA, March 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$20.01	\$7.47	\$10.00	\$16.50	\$25.68	\$36.69	\$23.62	\$13.42	\$16.53	\$21.53	\$28.46	\$36.47
All occupations excluding sales	20.38	7.58	10.25	16.91	25.97	37.31	23.62	13.42	16.53	21.53	28.46	36.47
White-collar occupations	24.40	9.46	13.58	20.65	31.33	42.21	24.91	13.74	16.79	22.19	30.07	40.42
White-collar occupations excluding sales ...	25.65	10.50	14.91	21.91	32.52	43.48	24.92	13.74	16.78	22.22	30.16	40.42
Professional specialty and technical occupations	30.19	16.01	21.63	28.85	35.99	44.40	29.38	17.15	20.77	27.25	35.53	45.87
Professional specialty occupations	32.14	18.88	25.00	30.80	37.61	46.15	30.79	18.60	22.93	28.62	37.13	47.18
Engineers, architects, and surveyors	33.67	22.05	26.35	32.52	39.53	46.15	30.92	15.38	24.70	31.43	36.19	41.79
Civil engineers	—	—	—	—	—	—	34.17	24.70	26.86	33.53	36.19	41.79
Electrical and electronic engineers	33.78	21.98	26.47	33.21	38.88	45.36	—	—	—	—	—	—
Industrial engineers	30.58	22.22	24.72	28.69	33.06	49.25	—	—	—	—	—	—
Mechanical engineers	30.64	20.04	25.53	30.09	36.92	39.87	—	—	—	—	—	—
Engineers, N.E.C.	34.22	21.46	26.30	34.62	41.18	46.90	—	—	—	—	—	—
Mathematical and computer scientists	36.70	24.76	28.77	34.55	41.40	51.97	25.42	22.55	24.29	25.51	27.33	27.90
Computer systems analysts and scientists	36.69	24.81	28.72	34.26	41.39	52.68	25.42	22.55	24.29	25.51	27.33	27.90
Natural scientists	30.05	16.15	26.30	32.91	37.24	38.38	—	—	—	—	—	—
Physical scientists, N.E.C.	29.54	15.83	19.36	31.43	37.24	37.31	—	—	—	—	—	—
Health related occupations	27.74	19.76	23.78	29.87	31.36	34.56	27.81	18.19	21.94	27.57	30.05	37.90
Physicians	—	—	—	—	—	—	31.58	17.35	17.35	18.86	50.35	52.86
Registered nurses	29.33	22.25	27.25	29.87	31.36	34.56	26.80	21.08	22.13	27.93	29.86	31.95
Teachers, college and university	44.41	18.24	28.17	37.50	63.62	80.62	32.87	20.49	26.19	31.94	37.52	45.25
Psychology teachers	27.75	10.36	22.12	23.62	37.74	43.77	—	—	—	—	—	—
Business, commerce and marketing teachers	36.10	12.15	23.62	34.44	60.15	65.05	—	—	—	—	—	—
English teachers	28.18	18.42	19.74	23.63	34.03	41.67	—	—	—	—	—	—
Teachers, post secondary N.E.C.	31.27	18.24	23.01	28.63	39.39	45.46	32.00	16.98	18.72	30.53	40.83	55.60
Teachers, except college and university	17.77	9.89	12.39	13.83	21.66	30.60	34.20	19.72	25.04	32.83	40.42	48.66
Prekindergarten and kindergarten ..	11.45	8.12	9.65	11.51	12.39	13.77	—	—	—	—	—	—
Elementary school teachers	18.76	10.65	14.54	18.31	23.85	25.35	34.90	21.05	26.70	34.17	40.70	48.50
Secondary school teachers	20.80	13.25	13.25	17.20	28.76	32.73	36.32	24.03	30.03	35.66	42.56	51.24
Teachers, special education	—	—	—	—	—	—	36.90	29.88	33.27	37.48	41.08	47.18
Teachers, N.E.C.	18.77	8.00	10.01	21.00	21.66	35.00	49.03	25.25	25.25	30.04	58.25	96.26
Substitute teachers	—	—	—	—	—	—	12.63	10.60	10.63	13.33	14.17	14.78
Vocational and educational counselors	16.28	11.80	13.33	14.42	19.23	22.19	25.92	19.06	19.91	22.22	26.26	42.08
Librarians, archivists, and curators	—	—	—	—	—	—	26.94	23.26	24.38	25.60	26.81	30.07
Librarians	—	—	—	—	—	—	26.94	23.26	24.38	25.60	26.81	30.07
Social scientists and urban planners ..	29.52	19.15	23.24	26.82	35.89	38.75	21.92	16.51	17.41	20.04	26.40	29.56
Economists	29.10	18.03	22.57	25.75	35.89	44.28	—	—	—	—	—	—
Psychologists	—	—	—	—	—	—	21.92	16.51	17.41	20.04	26.40	29.56
Social, recreation, and religious workers	15.26	5.05	6.94	16.59	22.06	27.39	22.34	17.15	18.60	20.77	25.31	28.59
Social workers	—	—	—	—	—	—	23.17	17.16	19.91	24.80	25.85	28.59
Lawyers and judges	46.79	32.51	38.94	42.91	54.39	68.69	—	—	—	—	—	—
Lawyers	46.79	32.51	38.94	42.91	54.39	68.69	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	27.44	12.50	19.02	25.84	32.29	42.05	—	—	—	—	—	—
Designers	26.07	16.36	21.34	27.02	28.94	37.61	—	—	—	—	—	—
Professional occupations, N.E.C.	26.12	13.83	20.00	29.95	30.00	37.98	—	—	—	—	—	—
Technical occupations	23.98	14.00	17.16	21.14	25.75	32.61	18.84	15.26	15.76	18.02	21.38	23.19
Clinical laboratory technologists and technicians	22.40	14.16	20.39	21.82	25.52	28.65	—	—	—	—	—	—
Radiological technicians	23.31	18.00	21.37	22.51	25.79	27.22	—	—	—	—	—	—
Licensed practical nurses	17.74	14.95	15.94	18.25	19.43	19.43	17.13	15.76	15.76	16.45	18.66	20.57
Health technologists and technicians, N.E.C.	18.42	12.20	13.82	17.73	22.55	25.73	17.48	15.15	15.76	17.22	18.45	21.28
Electrical and electronic technicians	20.75	15.00	17.16	20.00	23.41	27.91	—	—	—	—	—	—
Engineering technicians, N.E.C.	20.21	15.58	18.25	21.29	22.08	22.99	—	—	—	—	—	—
Drafters	28.34	15.72	20.68	28.44	35.69	37.84	—	—	—	—	—	—
Airplane pilots and navigators	121.54	28.38	96.45	109.96	155.82	200.50	—	—	—	—	—	—
Computer programmers	29.48	17.66	19.81	27.00	34.69	40.00	—	—	—	—	—	—

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
White-collar occupations (-Continued)												
Professional specialty and technical occupations (-Continued)												
Technical occupations (-Continued)												
Legal assistants	\$20.93	\$12.02	\$17.24	\$22.22	\$25.00	\$26.01	-	-	-	-	-	-
Technical and related occupations, N.E.C.	19.97	9.50	15.49	21.00	25.00	28.00	\$18.78	\$15.26	\$15.77	\$17.68	\$22.46	\$22.90
Executive, administrative, and managerial occupations	34.68	17.34	22.07	30.42	41.58	52.40	27.41	16.67	20.90	24.64	30.84	43.28
Executives, administrators, and managers	40.43	19.04	28.35	36.53	46.92	59.48	34.33	23.16	27.48	30.84	43.28	48.10
Administrators and officials, public administration	-	-	-	-	-	-	31.00	23.16	23.88	28.93	35.03	46.78
Financial managers	36.51	19.03	23.36	34.00	41.83	60.67	-	-	-	-	-	-
Personnel and labor relations managers	33.65	17.50	27.43	32.41	43.33	45.53	-	-	-	-	-	-
Managers, marketing, advertising and public relations	41.16	22.56	29.07	41.06	49.69	59.50	-	-	-	-	-	-
Administrators, education and related fields	21.72	18.51	19.39	19.39	22.78	31.25	39.72	32.35	35.47	42.49	43.28	44.50
Managers, medicine and health	32.79	18.58	24.00	29.50	36.06	48.07	-	-	-	-	-	-
Managers, service organizations, N.E.C.	21.50	12.50	17.75	19.25	25.24	30.00	-	-	-	-	-	-
Managers and administrators, N.E.C.	45.24	27.36	32.13	40.28	49.28	60.73	-	-	-	-	-	-
Management related occupations	26.23	15.56	19.33	24.13	29.81	37.02	22.31	15.41	18.30	21.99	25.08	30.22
Accountants and auditors	23.88	15.20	18.28	23.59	29.36	32.69	-	-	-	-	-	-
Other financial officers	26.76	18.32	20.43	23.57	31.97	38.46	-	-	-	-	-	-
Management analysts	28.77	20.72	23.08	26.01	30.36	47.13	-	-	-	-	-	-
Personnel, training, and labor relations specialists	32.07	15.38	17.74	25.09	31.06	70.00	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	26.37	20.84	22.58	27.33	29.57	29.82	-	-	-	-	-	-
Construction inspectors	-	-	-	-	-	-	27.62	21.34	21.91	30.12	30.22	32.23
Management related occupations, N.E.C.	25.80	15.56	19.85	24.76	30.15	38.95	18.44	12.78	16.67	18.39	20.91	23.88
Sales occupations	15.41	6.40	8.00	12.06	19.42	28.82	-	-	-	-	-	-
Supervisors, sales occupations	20.03	8.65	11.34	16.05	23.00	44.55	-	-	-	-	-	-
Securities and financial services sales occupations	16.55	10.09	11.11	13.27	15.80	38.46	-	-	-	-	-	-
Advertising and related sales occupations	26.35	18.52	21.37	26.75	31.74	33.33	-	-	-	-	-	-
Sales occupations, other business services	15.00	9.00	9.90	12.95	22.14	22.14	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale ..	31.19	16.95	24.73	29.40	35.33	46.24	-	-	-	-	-	-
Sales workers, apparel	9.89	5.38	6.20	7.59	11.11	17.61	-	-	-	-	-	-
Sales workers, furniture & home furnishings	9.08	6.40	6.72	7.50	9.75	13.01	-	-	-	-	-	-
Sales workers, other commodities ..	10.19	5.53	6.44	8.55	12.02	16.27	-	-	-	-	-	-
Cashiers	10.54	6.27	7.25	9.00	14.39	15.86	-	-	-	-	-	-
Sales support occupations, N.E.C.	16.46	6.85	8.27	16.50	20.24	29.51	-	-	-	-	-	-
Administrative support occupations, including clerical	14.21	8.79	10.50	13.56	17.26	20.19	16.22	11.44	13.74	16.18	18.21	21.59
Supervisors, general office	19.51	13.16	15.18	18.87	22.13	26.51	-	-	-	-	-	-
Supervisors, financial records processing	23.62	15.89	18.71	22.16	31.82	33.78	-	-	-	-	-	-
Computer operators	18.22	15.77	15.77	18.74	19.27	20.00	-	-	-	-	-	-
Secretaries	17.01	12.00	13.70	16.86	20.00	21.91	17.33	14.35	14.67	16.80	19.84	21.70
Typists	14.26	9.76	9.76	15.51	17.26	18.12	-	-	-	-	-	-
Hotel clerks	10.11	7.50	8.89	9.62	12.00	13.38	-	-	-	-	-	-
Transportation ticket and reservation agents	14.25	7.55	7.78	15.02	19.61	22.27	-	-	-	-	-	-
Receptionists	10.66	8.75	9.50	10.49	11.00	13.50	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
White-collar occupations (-Continued)												
Administrative support occupations, including clerical (-Continued)												
Information clerks, N.E.C.	\$14.88	\$10.46	\$12.29	\$14.96	\$17.09	\$19.23	—	—	—	—	—	—
Order clerks	13.56	9.00	10.96	13.18	15.80	18.55	—	—	—	—	—	—
Personnel clerks except payroll & timekeeping	18.20	9.50	17.25	19.25	21.69	21.69	—	—	—	—	—	—
Library clerks	—	—	—	—	—	—	\$14.20	\$7.35	\$9.92	\$13.38	\$15.77	\$22.67
File clerks	10.44	7.97	7.97	9.20	13.39	14.75	—	—	—	—	—	—
Records clerks, N.E.C.	12.71	8.00	8.50	13.29	16.73	17.12	14.87	12.82	12.82	13.73	17.08	17.92
Bookkeepers, accounting and auditing clerks	14.51	10.38	11.67	13.75	16.84	21.38	16.74	12.71	16.55	16.78	17.57	21.35
Billing clerks	14.34	10.51	12.69	13.68	16.85	16.92	—	—	—	—	—	—
Dispatchers	15.67	11.89	13.00	13.33	17.79	22.33	21.52	18.48	20.05	21.40	23.63	24.47
Production coordinators	15.72	11.00	12.00	13.85	18.86	23.60	—	—	—	—	—	—
Traffic, shipping and receiving clerks	14.31	7.45	10.00	13.25	18.03	19.87	—	—	—	—	—	—
Stock and inventory clerks	12.06	7.80	9.38	11.70	14.50	17.26	—	—	—	—	—	—
Material recording, scheduling, and distribution clerks, N.E.C.	16.78	8.18	14.36	17.49	19.44	23.75	—	—	—	—	—	—
Insurance adjusters, examiners, & investigators	15.99	10.63	12.63	15.69	19.35	22.09	—	—	—	—	—	—
Investigators and adjusters except insurance	13.79	9.96	11.00	12.45	16.83	19.43	—	—	—	—	—	—
Eligibility clerks, social welfare	—	—	—	—	—	—	19.42	14.79	16.01	18.09	21.02	26.16
General office clerks	13.24	7.23	10.00	13.13	16.63	19.26	14.61	11.26	13.03	14.97	16.31	18.21
Bank tellers	9.52	7.75	8.39	9.17	10.38	11.76	—	—	—	—	—	—
Data entry keyers	12.38	9.00	10.50	12.73	15.24	15.34	—	—	—	—	—	—
Teachers' aides	—	—	—	—	—	—	12.05	8.50	8.64	13.74	13.74	15.35
Administrative support occupations, N.E.C.	14.54	10.00	11.54	14.45	18.00	19.37	17.49	14.46	16.14	17.47	18.51	20.03
Blue-collar occupations												
Precision production, craft, and repair occupations	14.65	7.00	8.80	13.64	19.37	23.83	20.63	14.50	17.16	19.88	23.75	28.52
Supervisors, mechanics and repairers	18.08	8.98	12.84	18.25	22.86	25.83	24.20	18.90	20.57	23.25	26.24	33.75
Bus, truck, and stationary engine mechanics	23.47	17.93	18.41	24.28	25.37	28.85	—	—	—	—	—	—
Industrial machinery repairers	19.22	11.70	17.34	19.59	23.83	23.83	—	—	—	—	—	—
Electronic repairers, communications and industrial equipment	20.49	18.87	19.26	20.73	20.73	23.44	—	—	—	—	—	—
Mechanics and repairers, N.E.C.	17.28	12.64	13.82	18.25	20.07	22.00	—	—	—	—	—	—
Electricians	19.08	13.90	15.98	18.61	22.21	24.42	23.68	19.03	22.75	23.25	26.13	30.39
Supervisors, production occupations	25.92	16.17	20.08	25.40	32.55	34.40	—	—	—	—	—	—
Machinists	22.65	16.43	16.43	20.95	27.02	31.49	—	—	—	—	—	—
Electrical and electronic equipment assemblers	21.78	16.16	19.49	22.60	22.95	25.99	—	—	—	—	—	—
Inspectors, testers, and graders	10.07	6.76	7.70	9.60	12.00	14.00	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	15.18	8.50	10.74	12.96	17.37	22.61	—	—	—	—	—	—
Miscellaneous machine operators, N.E.C.	12.32	7.00	8.40	11.48	15.50	19.37	—	—	—	—	—	—
Assemblers	12.17	7.99	9.50	11.54	15.50	16.19	—	—	—	—	—	—
Production inspectors, checkers and examiners	11.53	7.00	7.56	9.00	15.50	19.37	—	—	—	—	—	—
Transportation and material moving occupations	11.20	8.05	9.14	10.70	12.75	13.35	—	—	—	—	—	—
Truck drivers	15.40	5.90	9.31	14.67	18.03	27.66	18.36	14.50	15.98	19.14	19.88	20.47
Industrial truck and tractor equipment operators	15.56	8.55	10.34	16.54	18.00	20.95	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	15.56	11.00	11.85	14.55	15.19	27.95	—	—	—	—	—	—
	10.19	5.52	6.90	8.68	12.00	18.00	17.26	14.35	15.66	17.33	18.87	18.99

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
Blue-collar occupations (-Continued)													
Handlers, equipment cleaners, helpers, and laborers (-Continued)													
Groundskeepers and gardeners except farm	—	—	—	—	—	—	\$18.00	\$14.42	\$15.09	\$16.84	\$18.51	\$18.51	—
Stock handlers and baggers	\$9.27	\$6.75	\$7.10	\$8.25	\$10.50	\$12.62	—	—	—	—	—	—	—
Freight, stock, and material handlers, N.E.C.	13.07	7.69	9.25	11.55	18.83	19.64	—	—	—	—	—	—	—
Vehicle washers and equipment cleaners	6.64	5.15	5.15	5.60	6.10	10.29	—	—	—	—	—	—	—
Hand packers and packagers	7.83	5.82	6.77	7.70	8.68	9.29	—	—	—	—	—	—	—
Laborers except construction, N.E.C.	13.56	7.75	8.58	13.23	17.03	18.45	—	—	—	—	—	—	—
Service occupations	9.57	6.00	7.04	8.00	11.23	14.41	20.71	12.17	14.85	20.84	26.03	30.65	—
Protective service occupations	8.95	7.04	7.44	7.70	8.98	12.21	24.27	16.32	20.08	24.27	28.15	32.44	—
Firefighting occupations	—	—	—	—	—	—	22.49	17.13	19.67	21.86	24.56	27.68	—
Police and detectives, public service	—	—	—	—	—	—	27.92	21.81	24.85	28.15	30.72	34.04	—
Sheriffs, bailiffs, and other law enforcement officers	—	—	—	—	—	—	21.99	15.86	17.38	22.58	26.03	27.26	—
Correctional institution officers	—	—	—	—	—	—	20.58	14.98	19.12	22.13	22.13	23.35	—
Guards and police except public service	8.68	7.04	7.34	7.63	8.51	11.33	—	—	—	—	—	—	—
Food service occupations	8.54	5.39	5.90	7.65	9.76	13.42	11.57	8.94	9.16	10.23	14.04	16.82	—
Supervisors, food preparation and service occupations	11.94	7.78	10.50	12.50	14.00	15.69	—	—	—	—	—	—	—
Waiters and waitresses	6.39	5.15	5.70	5.75	6.31	9.41	—	—	—	—	—	—	—
Cooks	13.57	8.32	8.87	12.86	16.45	21.63	—	—	—	—	—	—	—
Kitchen workers, food preparation ..	8.14	5.39	6.67	8.00	9.33	10.54	—	—	—	—	—	—	—
Waiters/Waitresses' assistants	8.32	5.50	6.00	7.68	9.89	13.45	—	—	—	—	—	—	—
Food preparation occupations, N.E.C.	7.20	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	9.50	8.66	9.09	9.19	9.87	11.17	—
Health service occupations	10.97	7.15	8.14	10.32	14.31	14.78	15.83	11.42	11.55	14.60	20.00	22.61	—
Health aides, except nursing	12.91	8.76	10.67	14.58	15.04	15.44	18.21	12.78	14.29	16.91	22.61	24.92	—
Nursing aides, orderlies and attendants	10.36	6.94	7.84	9.33	13.44	14.58	14.29	11.42	11.55	12.82	15.67	21.21	—
Cleaning and building service occupations	9.46	6.61	7.04	7.88	12.01	13.98	17.41	12.25	13.56	15.72	19.85	24.92	—
Maids and housemen	9.24	6.50	7.00	8.19	12.01	12.69	—	—	—	—	—	—	—
Janitors and cleaners	9.39	6.61	7.12	7.86	12.00	13.98	16.34	12.17	13.42	15.64	17.40	22.93	—
Personal service occupations	12.11	5.87	6.82	8.78	13.00	22.14	14.24	7.50	10.20	12.68	16.22	27.12	—
Attendants, amusement and recreation facilities	—	—	—	—	—	—	9.54	6.70	8.54	9.56	10.97	10.97	—
Baggage porters and bellhops	8.03	5.51	6.02	6.50	8.25	15.01	—	—	—	—	—	—	—
Service occupations, N.E.C.	9.64	6.82	6.90	9.90	11.35	13.00	—	—	—	—	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover

all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ The positional statistics for this occupation were suppressed because some were below the minimum wage. In this update survey, an average decrease in mean wages for this occupation was applied to the positional statistics, causing the 10th percentile to go below the minimum wage.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, San Francisco-Oakland-San Jose, CA, March 1998

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$21.64	\$8.30	\$12.55	\$18.68	\$27.27	\$37.84	\$13.34	\$6.00	\$7.28	\$9.76	\$15.35	\$28.81
All occupations excluding sales	21.88	8.42	12.78	18.86	27.48	38.08	14.05	6.17	7.63	10.44	16.58	29.87
White-collar occupations	25.42	11.06	15.51	21.83	31.98	43.19	16.44	6.56	8.59	12.85	24.51	30.19
White-collar occupations excluding sales ...	26.14	12.00	16.15	22.40	32.69	43.59	18.63	8.18	10.31	15.00	26.70	31.28
Professional specialty and technical occupations	30.38	16.90	21.51	28.59	36.38	45.83	26.08	13.33	18.89	27.17	30.67	34.83
Professional specialty occupations	32.21	19.26	24.29	30.74	38.25	47.18	27.15	13.82	21.61	28.33	30.89	34.95
Engineers, architects, and surveyors	33.46	21.98	26.28	32.57	39.38	46.00	-	-	-	-	-	-
Civil engineers	35.69	22.05	26.86	33.55	45.86	53.57	-	-	-	-	-	-
Electrical and electronic engineers	33.84	21.98	26.63	33.36	38.65	45.08	-	-	-	-	-	-
Industrial engineers	30.58	22.22	24.72	28.69	33.06	49.25	-	-	-	-	-	-
Mechanical engineers	30.64	20.04	25.53	30.09	36.92	39.87	-	-	-	-	-	-
Engineers, N.E.C.	33.41	20.00	25.48	33.63	41.01	46.64	-	-	-	-	-	-
Mathematical and computer scientists	35.94	24.14	27.76	33.97	40.40	51.14	-	-	-	-	-	-
Computer systems analysts and scientists	35.89	24.26	27.60	33.81	40.33	51.58	-	-	-	-	-	-
Natural scientists	29.19	16.87	23.88	30.76	37.19	37.31	-	-	-	-	-	-
Physical scientists, N.E.C.	29.54	15.83	19.36	31.43	37.24	37.31	-	-	-	-	-	-
Health related occupations	26.12	17.35	20.07	25.34	30.61	34.52	30.16	25.46	27.75	29.87	31.36	34.83
Physicians	25.11	16.56	17.35	18.86	19.91	52.86	-	-	-	-	-	-
Registered nurses	27.33	20.23	21.94	28.96	31.36	34.42	29.87	26.24	28.18	29.87	31.28	33.95
Teachers, college and university	38.40	24.72	29.21	33.71	42.16	63.62	27.44	15.00	17.42	23.63	36.67	47.56
Psychology teachers	-	-	-	-	-	-	20.76	10.36	10.36	21.87	27.93	30.44
Business, commerce and marketing teachers	-	-	-	-	-	-	28.48	9.84	21.87	27.93	41.67	41.67
English teachers	-	-	-	-	-	-	38.56	23.63	23.71	38.53	46.21	50.21
Teachers, post secondary N.E.C. ...	34.59	18.72	25.26	31.94	41.67	55.81	27.28	15.91	17.42	20.83	36.38	49.59
Teachers, except college and university	32.82	18.05	23.04	32.40	40.42	48.50	23.61	10.01	11.02	15.59	27.78	40.02
Prekindergarten and kindergarten ..	18.29	9.42	10.69	12.39	19.31	37.94	-	-	-	-	-	-
Elementary school teachers	34.20	21.05	26.04	33.56	40.42	48.50	42.66	11.03	19.94	30.00	78.16	78.16
Secondary school teachers	32.35	13.25	25.02	31.97	37.51	51.24	-	-	-	-	-	-
Teachers, special education	36.91	29.88	33.27	37.48	41.47	47.18	-	-	-	-	-	-
Teachers, N.E.C.	47.05	21.66	21.66	28.69	58.25	96.26	21.87	8.00	10.01	22.03	25.25	39.94
Substitute teachers	-	-	-	-	-	-	12.65	10.60	10.63	13.33	14.17	14.78
Vocational and educational counselors	24.94	17.29	19.91	21.71	26.26	42.08	-	-	-	-	-	-
Librarians, archivists, and curators	26.63	21.32	24.38	25.60	27.46	30.07	-	-	-	-	-	-
Librarians	26.63	21.32	24.38	25.60	27.46	30.07	-	-	-	-	-	-
Social scientists and urban planners ..	28.24	19.15	22.21	26.40	33.98	38.75	17.06	15.79	15.79	16.58	17.41	19.19
Economists	29.10	18.03	22.57	25.75	35.89	44.28	-	-	-	-	-	-
Psychologists	26.75	20.04	20.04	26.82	31.16	34.51	-	-	-	-	-	-
Social, recreation, and religious workers	19.63	6.94	16.83	20.77	25.28	27.47	17.66	11.95	13.17	18.35	18.89	24.98
Social workers	23.18	17.15	19.91	24.45	27.39	28.59	17.58	11.95	13.17	18.35	18.89	24.98
Lawyers and judges	46.70	32.51	38.46	43.27	53.76	68.69	-	-	-	-	-	-
Lawyers	46.70	32.51	38.46	43.27	53.76	68.69	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	27.39	12.96	20.71	25.84	32.22	42.05	20.85	12.50	15.00	17.55	27.95	27.95
Designers	26.07	16.36	21.34	27.02	28.94	37.61	-	-	-	-	-	-
Professional occupations, N.E.C. ...	26.12	13.83	20.00	29.95	30.00	37.98	-	-	-	-	-	-
Technical occupations	23.29	14.38	16.68	20.52	25.00	30.31	20.89	13.00	16.13	19.43	25.73	29.00
Clinical laboratory technologists and technicians	22.62	14.78	20.57	21.82	25.00	28.65	-	-	-	-	-	-
Radiological technicians	24.07	20.62	21.74	22.01	26.86	28.64	-	-	-	-	-	-
Licensed practical nurses	17.22	15.07	15.76	17.02	19.21	19.43	18.64	15.86	17.83	19.43	19.43	20.73
Health technologists and technicians, N.E.C.	17.28	12.46	14.56	16.96	18.45	22.55	20.34	13.82	15.15	20.01	25.73	25.73
Electrical and electronic technicians	20.05	15.00	17.16	19.14	23.12	26.24	-	-	-	-	-	-
Engineering technicians, N.E.C.	20.46	16.09	18.63	21.64	22.08	22.42	-	-	-	-	-	-
Drafters	28.94	20.00	20.68	29.00	35.69	37.84	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
White-collar occupations (-Continued)												
Professional specialty and technical occupations (-Continued)												
Technical occupations (-Continued)												
Airplane pilots and navigators	\$121.54	\$28.38	\$96.45	\$109.96	\$155.82	\$200.50	-	-	-	-	-	-
Computer programmers	29.58	17.85	19.83	27.00	33.51	40.00	-	-	-	-	-	-
Legal assistants	20.25	13.37	15.23	21.53	25.00	25.48	-	-	-	-	-	-
Technical and related occupations, N.E.C.	19.79	10.73	15.49	20.00	24.12	27.50	\$17.75	\$12.44	\$12.78	\$15.13	\$22.00	\$27.00
Executive, administrative, and managerial occupations	33.63	17.31	21.88	29.45	40.28	51.43	21.14	12.49	13.45	17.75	24.37	28.91
Executives, administrators, and managers	39.83	19.39	28.07	36.33	46.28	57.17	-	-	-	-	-	-
Administrators and officials, public administration	31.00	23.16	23.88	28.93	35.03	46.78	-	-	-	-	-	-
Financial managers	36.62	19.03	23.15	34.00	41.83	60.67	-	-	-	-	-	-
Personnel and labor relations managers	33.37	20.47	26.84	32.41	43.33	45.53	-	-	-	-	-	-
Managers., marketing, advertising and public relations	41.16	22.56	29.07	41.06	49.69	59.50	-	-	-	-	-	-
Administrators, education and related fields	33.95	19.39	23.38	36.29	43.28	43.28	-	-	-	-	-	-
Managers, medicine and health	33.91	18.58	24.29	30.84	37.26	48.10	-	-	-	-	-	-
Managers, service organizations, N.E.C.	22.83	12.50	13.35	25.24	28.92	30.00	-	-	-	-	-	-
Managers and administrators, N.E.C.	45.22	27.36	31.89	40.28	49.72	61.77	-	-	-	-	-	-
Management related occupations	25.43	15.50	18.83	23.63	29.07	35.19	22.02	12.49	12.49	18.79	28.91	35.27
Accountants and auditors	24.05	15.38	18.59	23.59	29.00	32.69	-	-	-	-	-	-
Other financial officers	26.50	18.20	20.43	23.53	31.25	38.22	-	-	-	-	-	-
Management analysts	29.00	21.01	23.14	26.13	31.25	47.13	-	-	-	-	-	-
Personnel, training, and labor relations specialists	31.47	17.31	20.45	24.74	30.25	55.00	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	26.37	20.84	22.58	27.33	29.57	29.82	-	-	-	-	-	-
Construction inspectors	27.62	21.34	21.91	30.12	30.22	32.23	-	-	-	-	-	-
Inspectors and compliance officers, except construction	22.64	15.01	15.41	21.75	25.08	38.14	-	-	-	-	-	-
Management related occupations, N.E.C.	23.78	14.61	18.23	22.10	27.73	36.61	-	-	-	-	-	-
Sales occupations	17.47	7.50	9.60	14.75	22.60	31.25	8.04	5.72	6.25	7.00	8.61	11.76
Supervisors, sales occupations	20.04	8.65	11.47	16.14	23.00	44.55	-	-	-	-	-	-
Securities and financial services sales occupations	16.83	10.30	11.18	13.31	16.20	38.46	-	-	-	-	-	-
Advertising and related sales occupations	27.05	19.50	23.08	26.75	31.74	33.33	-	-	-	-	-	-
Sales occupations, other business services	15.00	9.00	9.90	12.95	22.14	22.14	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale ..	31.19	16.95	24.73	29.40	35.33	46.24	-	-	-	-	-	-
Sales workers, apparel	12.46	6.05	7.47	10.45	16.83	22.60	7.54	5.38	6.05	6.40	8.60	10.10
Sales workers, furniture & home furnishings	-	-	-	-	-	-	7.79	6.40	6.72	7.24	8.57	10.00
Sales workers, other commodities ..	11.37	5.50	7.50	9.60	14.05	19.31	7.58	5.72	6.12	6.85	8.55	10.12
Cashiers	11.56	7.26	8.15	11.25	14.67	16.17	8.97	6.00	6.36	7.25	9.50	15.86
Sales support occupations, N.E.C.	20.01	9.70	15.30	19.00	24.84	31.66	7.94	6.30	6.55	7.25	8.27	10.35
Administrative support occupations, including clerical	15.12	9.33	11.70	14.96	18.00	20.93	11.39	7.55	8.64	10.50	13.74	15.45
Supervisors, general office	19.98	15.18	17.42	21.22	22.27	22.82	-	-	-	-	-	-
Supervisors, financial records processing	23.62	15.89	18.71	22.16	31.82	33.78	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
White-collar occupations (-Continued)												
Administrative support occupations, including clerical (-Continued)												
Supervisors, distribution, scheduling, and adjusting clerks	\$19.05	\$14.21	\$16.22	\$18.78	\$23.44	\$24.20	-	-	-	-	-	-
Computer operators	18.26	15.77	15.77	18.74	19.62	20.00	-	-	-	-	-	-
Secretaries	17.11	12.20	14.26	16.97	20.00	21.91	\$16.04	\$10.00	\$13.00	\$14.36	\$19.04	\$26.00
Typists	15.40	10.81	12.34	15.51	17.26	21.13	-	-	-	-	-	-
Hotel clerks	10.11	7.50	8.89	9.62	12.00	13.38	-	-	-	-	-	-
Transportation ticket and reservation agents	14.20	7.55	7.78	15.28	19.61	22.13	14.40	7.55	8.01	13.96	22.27	22.27
Receptionists	10.71	9.00	9.50	10.49	11.00	14.39	10.29	8.00	8.00	10.25	12.22	12.24
Information clerks, N.E.C.	15.56	11.33	12.94	16.28	17.35	19.23	-	-	-	-	-	-
Order clerks	14.57	11.42	12.69	13.69	16.49	19.65	-	-	-	-	-	-
Personnel clerks except payroll & timekeeping	18.46	16.00	17.25	19.25	21.69	21.69	-	-	-	-	-	-
Library clerks	15.04	11.46	13.23	14.25	15.49	19.37	12.66	7.35	9.47	12.40	13.31	22.67
File clerks	10.55	7.97	7.97	9.20	13.39	14.75	-	-	-	-	-	-
Records clerks, N.E.C.	13.08	8.00	9.00	13.73	16.73	17.12	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	15.05	10.50	12.00	14.73	17.57	21.35	-	-	-	-	-	-
Billing clerks	15.06	11.23	12.69	15.68	16.85	16.92	-	-	-	-	-	-
Dispatchers	18.50	13.00	13.31	20.56	22.40	23.75	-	-	-	-	-	-
Production coordinators	15.72	11.00	12.00	13.85	18.86	23.60	-	-	-	-	-	-
Traffic, shipping and receiving clerks	14.63	7.45	10.00	14.75	18.03	19.87	-	-	-	-	-	-
Stock and inventory clerks	12.41	8.89	9.52	12.00	14.72	17.26	-	-	-	-	-	-
Material recording, scheduling, and distribution clerks, N.E.C.	17.38	12.73	16.32	17.49	19.44	21.37	-	-	-	-	-	-
Insurance adjusters, examiners, & investigators	15.99	10.63	12.63	15.69	19.35	22.09	-	-	-	-	-	-
Investigators and adjusters except insurance	14.68	10.63	11.72	14.60	18.00	19.43	-	-	-	-	-	-
Eligibility clerks, social welfare	18.00	12.93	15.46	17.34	20.56	26.16	-	-	-	-	-	-
Bill and account collectors	15.61	12.20	12.20	17.37	17.89	18.78	-	-	-	-	-	-
General office clerks	14.58	9.86	12.34	14.93	16.71	18.96	10.50	6.35	7.52	10.00	12.78	16.12
Bank tellers	10.01	7.49	8.86	9.86	11.34	12.31	9.02	7.75	8.14	8.83	9.61	10.73
Data entry keyers	12.53	9.00	10.88	12.81	15.24	15.34	-	-	-	-	-	-
Teachers' aides	-	-	-	-	-	-	11.99	8.44	8.64	13.19	13.74	15.35
Administrative support occupations, N.E.C.	15.58	10.47	12.81	16.14	18.21	19.83	11.54	6.05	10.00	10.00	14.93	15.00
Blue-collar occupations												
Precision production, craft, and repair occupations	18.68	9.35	13.28	19.26	23.25	26.07	20.32	6.79	10.57	14.47	32.21	37.01
Supervisors, mechanics and repairers	24.55	18.41	23.03	25.37	29.09	30.06	-	-	-	-	-	-
Automobile mechanics	22.22	17.50	20.62	22.42	23.38	25.92	-	-	-	-	-	-
Bus, truck, and stationary engine mechanics	19.22	11.70	17.34	19.59	23.83	23.83	-	-	-	-	-	-
Industrial machinery repairers	20.91	18.87	19.26	20.73	22.56	23.44	-	-	-	-	-	-
Electronic repairers, communications and industrial equipment	17.54	12.64	13.90	18.25	20.50	22.51	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	20.01	13.99	16.45	20.71	23.25	25.44	-	-	-	-	-	-
Electricians	23.87	18.90	18.90	21.06	29.91	32.55	-	-	-	-	-	-
Construction trades, N.E.C.	19.20	17.15	17.15	19.39	20.57	26.24	-	-	-	-	-	-
Supervisors, production occupations	22.65	16.43	16.43	20.95	27.02	31.49	-	-	-	-	-	-
Machinists	21.78	16.16	19.49	22.60	22.95	25.99	-	-	-	-	-	-
Electrical and electronic equipment assemblers	10.15	6.98	7.70	9.74	12.01	14.00	-	-	-	-	-	-
Inspectors, testers, and graders	15.18	8.50	10.74	12.96	17.37	22.61	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Blue-collar occupations (-Continued)												
Precision production, craft, and repair occupations (-Continued)												
Stationary engineers	\$24.68	\$21.74	\$23.75	\$24.20	\$27.11	\$27.11	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	12.30	7.00	8.40	11.25	15.50	19.37	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	12.17	7.99	9.50	11.54	15.50	16.19	-	-	-	-	-	-
Assemblers	11.53	7.00	7.56	9.00	15.50	19.37	-	-	-	-	-	-
Production inspectors, checkers and examiners	11.27	8.00	8.98	10.92	12.75	13.42	-	-	-	-	-	-
Transportation and material moving occupations	16.03	5.90	10.50	15.49	19.88	26.74	\$12.32	\$8.28	\$9.31	\$10.60	\$16.04	\$18.50
Truck drivers	15.64	8.55	10.49	16.54	18.00	20.63	-	-	-	-	-	-
Bus drivers	17.08	9.25	15.49	19.88	19.88	19.88	-	-	-	-	-	-
Industrial truck and tractor equipment operators	15.56	11.00	11.85	14.55	15.19	27.95	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	11.05	5.50	7.30	9.25	14.99	18.87	9.45	6.75	6.90	8.56	10.34	14.47
Groundskeepers and gardeners except farm	15.74	9.24	11.53	15.68	18.00	18.51	-	-	-	-	-	-
Stock handlers and baggers	9.62	7.30	8.00	9.04	10.50	12.62	8.79	6.50	6.75	6.99	9.31	15.47
Freight, stock, and material handlers, N.E.C.	13.60	7.75	9.25	12.79	19.61	19.64	10.73	7.00	8.88	10.09	12.56	14.47
Vehicle washers and equipment cleaners	6.64	5.15	5.15	5.60	6.10	10.29	-	-	-	-	-	-
Hand packers and packagers	7.88	5.82	6.84	7.80	8.95	9.29	-	-	-	-	-	-
Laborers except construction, N.E.C.	14.49	7.75	8.76	15.34	17.82	18.99	-	-	-	-	-	-
Service occupations	14.14	6.92	7.88	12.01	17.61	26.03	8.30	5.55	6.46	7.63	9.18	12.90
Protective service occupations	21.17	8.57	15.55	22.13	27.26	30.91	-	-	-	-	-	-
Firefighting occupations	22.49	17.13	19.67	21.86	24.56	27.68	-	-	-	-	-	-
Police and detectives, public service	27.92	21.81	24.85	28.15	30.72	34.04	-	-	-	-	-	-
Sheriffs, bailiffs, and other law enforcement officers	21.99	15.86	17.38	22.58	26.03	27.26	-	-	-	-	-	-
Correctional institution officers	20.58	14.98	19.12	22.13	22.13	23.35	-	-	-	-	-	-
Guards and police except public service	10.86	7.44	7.98	8.88	12.40	16.00	-	-	-	-	-	-
Food service occupations	9.56	6.00	6.77	8.50	11.17	14.86	7.38	5.15	5.39	6.00	8.95	12.74
Supervisors, food preparation and service occupations	11.94	7.78	10.50	12.50	14.00	15.69	-	-	-	-	-	-
Waiters and waitresses	6.75	5.75	5.75	6.29	7.65	9.41	6.07	5.15	5.15	5.70	5.76	9.76
Cooks	15.01	8.17	10.35	14.86	19.23	21.63	-	-	-	-	-	-
Kitchen workers, food preparation ..	8.62	6.71	7.61	8.50	9.65	10.54	8.45	5.39	5.60	6.68	12.62	13.91
Waiters'/Waitresses' assistants	8.11	5.63	6.00	7.74	9.80	11.49	-	-	-	-	-	-
Food preparation occupations, N.E.C.	8.40	6.08	6.63	7.50	9.15	12.01	6.85	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Health service occupations	\$11.56	\$7.48	\$8.26	\$10.90	\$14.58	\$15.67	\$12.28	\$7.25	\$11.00	\$13.44	\$14.35	\$15.04
Health aides, except nursing	14.19	8.93	11.18	14.58	15.29	19.04	13.48	11.39	11.39	14.58	15.30	15.44
Nursing aides, orderlies and attendants	10.59	7.15	7.88	9.33	12.66	14.60	11.93	6.88	10.00	13.19	13.85	14.59
Cleaning and building service occupations	11.69	6.98	7.54	10.64	14.03	16.98	7.71	5.55	6.20	7.12	8.30	11.37
Supervisors, cleaning & building service workers	23.86	11.97	16.33	31.03	31.03	31.03	-	-	-	-	-	-
Maids and housemen	9.66	6.63	7.00	8.92	12.01	12.69	-	-	-	-	-	-
Janitors and cleaners	11.58	6.98	7.54	10.87	14.19	16.98	7.71	5.55	5.93	7.04	8.00	11.37
Personal service occupations	14.74	6.19	8.00	10.70	17.82	29.61	9.33	5.87	6.75	8.44	11.00	13.32
Attendants, amusement and recreation facilities	-	-	-	-	-	-	9.19	6.70	6.70	9.56	10.97	10.97
Baggage porters and bellhops	7.71	5.51	6.00	6.50	7.28	15.29	-	-	-	-	-	-
Welfare service aides	-	-	-	-	-	-	6.52	5.87	5.87	5.87	7.36	7.74
Early childhood teachers' assistants	-	-	-	-	-	-	10.64	5.85	8.00	12.09	12.26	13.12
Child care workers, N.E.C.	-	-	-	-	-	-	10.65	7.50	8.44	9.64	12.75	14.79
Service occupations, N.E.C.	10.82	6.82	8.15	10.70	12.86	15.63	9.44	6.90	7.00	8.27	11.00	13.00

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

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

³ A classification system including about 480 individual occupations is used to cover

all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ The positional statistics for this occupation were suppressed because some were below the minimum wage. In this update survey, an average decrease in mean wages for this occupation was applied to the positional statistics, causing the 10th percentile to go below the minimum wage.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, San Francisco-Oakland-San Jose, CA, March 1998

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	39.9	\$863	\$738	2,034	\$44,027	\$38,068
All occupations excluding sales	39.9	872	748	2,032	44,468	38,480
White-collar occupations	40.0	1,017	868	2,026	51,483	44,184
White-collar occupations excluding sales	40.0	1,046	893	2,022	52,857	45,386
Professional specialty and technical occupations	40.0	1,215	1,151	1,951	59,270	53,955
Professional specialty occupations	40.2	1,296	1,242	1,931	62,211	57,138
Engineers, architects, and surveyors	41.5	1,387	1,342	2,156	72,130	69,802
Civil engineers	40.0	1,426	1,318	2,077	74,132	68,518
Electrical and electronic engineers	42.0	1,422	1,380	2,186	73,969	71,771
Industrial engineers	41.9	1,280	1,168	2,177	66,566	60,715
Mechanical engineers	42.4	1,298	1,320	2,203	67,521	68,656
Engineers, N.E.C.	41.1	1,374	1,385	2,139	71,462	72,001
Mathematical and computer scientists	41.1	1,478	1,385	2,139	76,857	72,030
Computer systems analysts and scientists	41.2	1,478	1,382	2,142	76,865	71,864
Natural scientists	40.0	1,168	1,230	2,080	60,714	63,978
Physical scientists, N.E.C.	40.0	1,181	1,257	2,080	61,436	65,382
Health related occupations	40.6	1,060	1,034	2,092	54,646	53,761
Physicians	47.8	1,200	1,215	2,486	62,412	63,154
Registered nurses	39.3	1,073	1,092	2,042	55,806	56,796
Teachers, college and university	44.5	1,708	1,588	1,917	73,610	63,350
Teachers, post secondary N.E.C.	34.4	1,190	1,193	1,370	47,379	46,629
Teachers, except college and university	35.3	1,160	1,201	1,347	44,209	45,414
Prekindergarten and kindergarten	34.2	626	527	1,429	26,129	21,577
Elementary school teachers	35.3	1,207	1,269	1,305	44,635	46,203
Secondary school teachers	36.4	1,177	1,201	1,394	45,083	43,707
Teachers, special education	35.2	1,297	1,339	1,288	47,523	48,363
Teachers, N.E.C.	28.3	1,333	1,290	1,005	47,295	47,508
Vocational and educational counselors	37.8	943	868	1,792	44,691	45,958
Librarians, archivists, and curators	39.3	1,045	1,024	1,996	53,158	52,973
Librarians	39.3	1,045	1,024	1,996	53,158	52,973
Social scientists and urban planners	42.9	1,211	1,223	2,230	62,977	63,603
Economists	43.6	1,268	1,246	2,265	65,924	64,805
Psychologists	41.8	1,117	1,182	2,172	58,090	61,485
Social, recreation, and religious workers	43.0	844	831	2,235	43,869	43,202
Social workers	40.3	934	998	2,095	48,564	51,920
Lawyers and judges	40.4	1,889	1,821	2,103	98,210	94,682
Lawyers	40.4	1,889	1,821	2,103	98,210	94,682
Writers, authors, entertainers, athletes, and professionals, N.E.C.	41.6	1,139	1,054	2,161	59,209	54,808
Designers	41.0	1,068	1,081	2,130	55,530	56,204
Professional occupations, N.E.C.	41.4	1,081	1,200	2,153	56,231	62,400
Technical occupations	39.1	910	823	2,033	47,336	42,786
Clinical laboratory technologists and technicians	40.0	905	873	2,080	47,052	45,386
Radiological technicians	40.0	963	880	2,080	50,060	45,781
Licensed practical nurses	39.4	679	658	2,051	35,320	34,216
Health technologists and technicians, N.E.C.	39.4	681	678	2,050	35,418	35,277
Electrical and electronic technicians	40.0	802	766	2,081	41,719	39,811
Engineering technicians, N.E.C.	40.6	831	879	2,113	43,225	45,698
Drafters	40.6	1,174	1,200	2,109	61,033	62,400
Airplane pilots and navigators	19.4	2,358	2,055	1,009	122,640	106,868
Computer programmers	40.0	1,183	1,084	2,080	61,534	56,344
Legal assistants	38.5	780	833	2,003	40,558	43,329
Technical and related occupations, N.E.C.	39.6	783	800	2,058	40,725	41,600
Executive, administrative, and managerial occupations ...	41.0	1,378	1,200	2,125	71,460	62,400
Executives, administrators, and managers	41.1	1,639	1,504	2,132	84,912	76,424
Administrators and officials, public administration	39.9	1,238	1,157	2,076	64,362	60,174
Financial managers	39.9	1,463	1,360	2,077	76,065	70,720
Personnel and labor relations managers	40.7	1,357	1,359	2,116	70,589	70,675
Managers., marketing, advertising and public relations	41.5	1,708	1,739	2,158	88,826	90,443
Administrators, education and related fields	40.0	1,359	1,559	1,928	65,437	67,140
Managers, medicine and health	41.4	1,406	1,243	2,155	73,093	64,641
Managers, service organizations, N.E.C.	40.4	922	1,010	2,099	47,929	52,499
Managers and administrators, N.E.C.	41.6	1,882	1,679	2,164	97,838	87,321
Management related occupations	40.7	1,036	955	2,116	53,807	49,670

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
White-collar occupations (-Continued)						
Executive, administrative, and managerial occupations (-Continued)						
Management related occupations (-Continued)						
Accountants and auditors	40.0	\$963	\$944	2,082	\$50,063	\$49,067
Other financial officers	41.8	1,107	1,066	2,173	57,577	55,411
Management analysts	43.5	1,262	1,201	2,264	65,639	62,431
Personnel, training, and labor relations specialists	40.7	1,280	1,004	2,115	66,556	52,187
Purchasing agents and buyers, N.E.C.	43.8	1,154	1,130	2,275	60,012	58,758
Construction inspectors	39.3	1,085	1,205	2,044	56,440	62,650
Inspectors and compliance officers, except construction	41.1	930	870	2,137	48,365	45,240
Management related occupations, N.E.C.	40.3	958	913	2,087	49,637	47,424
Sales occupations	39.8	695	587	2,067	36,101	30,514
Supervisors, sales occupations	40.7	815	673	2,114	42,363	35,006
Securities and financial services sales occupations	39.6	667	531	2,060	34,665	27,602
Advertising and related sales occupations	40.0	1,082	1,070	2,080	56,263	55,640
Sales occupations, other business services	40.4	606	518	2,100	31,503	26,936
Sales representatives, mining, manufacturing, and wholesale	40.0	1,248	1,176	2,080	64,883	61,160
Sales workers, apparel	37.3	464	370	1,938	24,138	19,240
Sales workers, other commodities	39.7	451	380	2,049	23,287	19,760
Cashiers	39.1	452	444	2,035	23,522	23,088
Sales support occupations, N.E.C.	39.9	797	760	2,073	41,467	39,520
Administrative support occupations, including clerical	39.4	595	588	2,040	30,846	30,474
Supervisors, general office	40.0	799	849	2,080	41,563	44,138
Supervisors, financial records processing	40.0	944	759	2,077	49,067	39,488
Supervisors, distribution, scheduling, and adjusting clerks	40.0	762	751	2,080	39,624	39,062
Computer operators	39.2	716	749	2,040	37,235	38,968
Secretaries	38.9	666	661	2,006	34,324	34,242
Typists	39.7	611	601	2,064	31,784	31,253
Hotel clerks	40.0	404	385	2,080	21,020	20,008
Transportation ticket and reservation agents	40.0	568	611	2,080	29,527	31,782
Receptionists	39.7	425	415	2,065	22,116	21,588
Information clerks, N.E.C.	39.7	618	662	2,066	32,143	34,436
Order clerks	39.9	582	547	2,076	30,256	28,454
Personnel clerks except payroll & timekeeping	40.0	739	770	2,080	38,405	40,040
Library clerks	39.3	591	570	2,023	30,421	29,640
File clerks	39.2	413	368	2,038	21,502	19,133
Records clerks, N.E.C.	39.5	516	549	2,051	26,841	28,558
Bookkeepers, accounting and auditing clerks	38.7	582	574	1,997	30,051	29,138
Billing clerks	39.6	596	627	2,060	31,010	32,624
Dispatchers	40.0	740	822	2,080	38,475	42,764
Production coordinators	40.0	629	554	2,080	32,707	28,808
Traffic, shipping and receiving clerks	39.4	576	590	2,047	29,943	30,674
Stock and inventory clerks	39.6	492	480	2,048	25,414	24,960
Material recording, scheduling, and distribution clerks, N.E.C.	40.0	696	700	2,082	36,193	36,379
Insurance adjusters, examiners, & investigators	37.9	605	588	1,969	31,482	30,596
Investigators and adjusters except insurance	39.9	586	584	2,075	30,450	30,368
Eligibility clerks, social welfare	39.1	704	661	2,014	36,244	34,393
Bill and account collectors	39.5	617	652	2,054	32,062	33,879
General office clerks	39.8	580	593	2,068	30,148	30,826
Bank tellers	39.7	398	386	2,066	20,678	20,083
Data entry keyers	39.0	488	509	2,026	25,385	26,478
Administrative support occupations, N.E.C.	39.6	617	632	2,052	31,955	32,801
Blue-collar occupations	39.9	612	587	2,058	31,580	30,368
Precision production, craft, and repair occupations	39.9	745	756	2,072	38,724	39,312
Supervisors, mechanics and repairers	40.0	982	1,015	2,080	51,067	52,770
Automobile mechanics	40.0	889	897	2,080	46,213	46,634
Bus, truck, and stationary engine mechanics	40.0	769	784	2,080	39,977	40,747
Industrial machinery repairers	37.9	791	770	1,968	41,153	40,061

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
Blue-collar occupations (-Continued)						
Precision production, craft, and repair occupations (-Continued)						
Electronic repairers, communications and industrial equipment	40.0	\$701	\$730	2,078	\$36,441	\$37,960
Mechanics and repairers, N.E.C.	40.0	801	828	2,062	41,263	42,818
Electricians	40.0	955	842	2,080	49,646	43,805
Construction trades, N.E.C.	40.0	768	776	2,080	39,930	40,331
Supervisors, production occupations	40.5	917	838	2,106	47,694	43,571
Machinists	40.0	871	904	2,080	45,308	47,008
Electrical and electronic equipment assemblers ..	40.0	406	390	2,080	21,103	20,259
Inspectors, testers, and graders	40.0	607	518	2,080	31,585	26,951
Stationary engineers	40.0	987	968	2,080	51,344	50,336
Machine operators, assemblers, and inspectors	39.9	490	450	2,070	25,459	23,346
Miscellaneous machine operators, N.E.C.	40.0	487	462	2,068	25,175	23,779
Assemblers	40.0	461	360	2,080	23,991	18,720
Production inspectors, checkers and examiners ..	40.0	451	437	2,080	23,435	22,708
Transportation and material moving occupations	40.1	643	620	2,066	33,112	31,595
Truck drivers	40.8	638	658	2,120	33,161	34,215
Bus drivers	37.7	645	795	1,763	30,116	41,350
Industrial truck and tractor equipment operators ..	40.0	622	582	2,055	31,980	30,098
Handlers, equipment cleaners, helpers, and laborers	39.6	437	360	2,013	22,238	18,229
Groundskeepers and gardeners except farm	40.0	630	627	2,079	32,730	32,482
Stock handlers and baggers	37.6	362	340	1,958	18,835	17,701
Freight, stock, and material handlers, N.E.C.	40.0	544	512	2,080	28,290	26,603
Vehicle washers and equipment cleaners	40.0	266	224	2,005	13,315	10,920
Hand packers and packagers	39.2	309	298	1,918	15,116	15,503
Laborers except construction, N.E.C.	39.9	578	614	2,055	29,783	31,141
Service occupations	39.2	555	454	2,034	28,754	23,451
Protective service occupations	41.8	885	908	2,160	45,739	46,967
Firefighting occupations	53.0	1,192	1,159	2,756	61,983	60,246
Police and detectives, public service	40.0	1,117	1,126	2,080	58,083	58,543
Sheriffs, bailiffs, and other law enforcement officers	40.0	880	903	2,080	45,738	46,967
Correctional institution officers	40.5	833	885	2,105	43,321	46,030
Guards and police except public service	40.0	435	355	2,030	22,054	18,460
Food service occupations	39.4	376	340	2,044	19,537	17,680
Supervisors, food preparation and service occupations	39.6	473	500	2,060	24,585	26,000
Waiters and waitresses	41.6	281	268	2,164	14,603	13,915
Cooks	42.2	634	638	2,177	32,676	33,176
Kitchen workers, food preparation	38.1	329	320	1,982	17,094	16,640
Waiters/Waitresses' assistants	37.7	306	240	1,961	15,901	12,480
Food preparation occupations, N.E.C.	40.0	336	300	2,080	17,469	15,600
Health service occupations	39.4	455	428	2,050	23,686	22,269
Health aides, except nursing	40.0	567	583	2,080	29,509	30,326
Nursing aides, orderlies and attendants	39.2	415	363	2,039	21,578	18,866
Cleaning and building service occupations	39.9	466	426	2,072	24,217	22,130
Supervisors, cleaning & building service workers	40.6	968	1,241	2,109	50,336	64,542
Maids and housemen	39.7	384	361	2,066	19,953	18,777
Janitors and cleaners	39.9	462	435	2,072	23,986	22,381
Personal service occupations	29.8	439	382	1,530	22,553	19,852
Baggage porters and bellhops	39.6	306	260	2,062	15,896	13,520
Service occupations, N.E.C.	38.7	419	428	2,009	21,737	22,256

¹ Earnings are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The median designates position—one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown.

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

a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$20.72	\$20.01	\$23.62	\$21.64	\$13.34
All occupations excluding sales	21.06	20.38	23.62	21.88	14.05
White-collar occupations	24.51	24.40	24.91	25.42	16.44
Level 1	7.00	7.00	—	7.70	6.17
Level 2	9.59	9.60	9.45	10.00	8.65
Level 3	11.12	10.76	14.93	11.74	9.55
Level 4	13.57	13.31	14.85	13.74	12.40
Level 5	16.65	16.45	17.09	16.86	14.33
Level 6	19.15	18.01	23.99	19.27	16.91
Level 7	21.92	21.37	23.11	21.83	23.25
Level 8	23.54	22.45	26.87	23.44	24.28
Level 9	28.56	28.01	29.58	28.46	29.61
Level 10	30.10	30.93	28.11	29.80	35.86
Level 11	35.86	36.43	32.35	36.08	21.15
Level 12	40.37	40.33	40.98	40.44	34.24
Level 13	48.04	48.18	46.50	48.07	—
Level 14	65.66	65.91	—	65.66	—
Level 15	94.81	94.81	—	94.81	—
Not able to be leveled	25.58	25.59	25.55	26.41	18.76
White-collar occupations excluding sales	25.48	25.65	24.92	26.14	18.63
Level 1	8.33	8.33	—	9.38	—
Level 2	9.91	9.96	9.45	10.15	9.23
Level 3	11.56	11.10	14.93	11.87	10.48
Level 4	13.96	13.76	14.80	14.07	13.21
Level 5	16.71	16.50	17.09	16.93	14.34
Level 6	19.37	18.18	23.99	19.52	16.92
Level 7	21.99	21.42	23.11	21.89	23.25
Level 8	23.47	22.18	26.87	23.34	24.28
Level 9	28.57	28.01	29.61	28.47	29.61
Level 10	29.99	30.81	28.11	29.67	35.86
Level 11	36.00	36.63	32.35	36.24	21.15
Level 12	40.35	40.31	40.98	40.42	34.24
Level 13	47.86	47.99	46.50	47.89	—
Level 14	65.66	65.91	—	65.66	—
Level 15	94.81	94.81	—	94.81	—
Not able to be leveled	25.80	25.93	25.55	26.64	18.95
Professional specialty and technical occupations	29.95	30.19	29.38	30.38	26.08
Professional specialty occupations	31.70	32.14	30.79	32.21	27.15
Level 5	20.05	21.01	—	22.73	—
Level 6	23.73	18.17	38.18	24.69	17.63
Level 7	27.21	24.27	31.14	27.91	23.46
Level 8	25.69	23.57	28.79	26.06	24.16
Level 9	30.05	29.49	30.74	30.12	29.62
Level 10	29.30	29.05	29.74	28.62	35.86
Level 11	35.79	37.06	30.01	35.91	24.99
Level 12	38.91	38.60	—	39.02	34.24
Level 13	46.59	46.52	47.16	46.62	—
Level 14	52.80	52.80	—	52.80	—
Not able to be leveled	26.89	25.19	27.95	26.60	30.60
Engineers, architects, and surveyors	33.44	33.67	30.92	33.46	—
Level 6	21.06	21.06	—	21.06	—
Level 7	25.01	23.92	—	25.01	—
Level 8	22.92	22.92	—	22.92	—
Level 9	29.41	29.36	—	29.41	—
Level 10	31.89	35.25	—	32.07	—
Level 11	35.35	34.97	—	35.35	—
Level 12	39.94	39.94	—	39.94	—
Level 13	42.13	42.16	—	42.13	—
Level 14	52.86	52.86	—	52.86	—
Mathematical and computer scientists	35.94	36.70	25.42	35.94	—
Level 7	27.76	27.95	—	27.76	—
Level 8	27.75	27.75	—	27.75	—
Level 9	33.55	33.59	—	33.55	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Mathematical and computer scientists (-Continued)					
Level 10	\$28.40	\$29.24	—	\$28.40	—
Level 11	38.40	40.40	—	38.40	—
Level 12	38.27	38.27	—	38.27	—
Level 13	48.62	48.62	—	48.62	—
Natural scientists	29.19	30.05	—	29.19	—
Health related occupations					
Level 7	27.76	27.74	\$27.81	26.12	\$30.16
Level 8	28.19	27.67	—	27.35	29.26
Level 9	25.36	24.68	—	23.83	27.38
Level 10	27.71	29.23	24.88	25.86	30.13
Level 11	26.09	27.27	—	22.48	—
Not able to be leveled	26.53	—	—	26.53	—
Teachers, college and university	35.92	—	—	—	—
Level 6	36.79	44.41	32.87	38.40	27.44
Level 7	20.80	—	—	—	25.60
Level 9	21.90	—	—	—	20.38
Level 10	30.57	—	—	34.92	—
Level 11	34.65	32.71	—	37.14	30.94
Level 13	49.77	59.53	—	50.62	—
Teachers, except college and university	48.68	43.78	—	50.08	—
Level 5	31.95	17.77	34.20	32.82	23.61
Level 6	18.60	—	—	—	—
Level 7	31.48	13.96	42.26	32.68	13.05
Level 8	36.05	12.02	41.24	40.50	12.96
Level 9	27.71	14.32	29.24	28.54	21.95
Level 10	33.20	25.09	33.82	33.16	34.63
Librarians, archivists, and curators	35.43	—	35.68	33.34	45.72
Social scientists and urban planners	24.25	—	26.94	26.63	—
Social, religious, and recreation workers	27.34	29.52	21.92	28.24	17.06
Level 8	19.37	15.26	22.34	19.63	17.66
Level 9	18.19	—	—	—	—
Level 10	22.30	—	—	23.48	—
Level 11	16.86	—	—	—	—
Lawyers and judges	20.05	—	25.30	—	—
Level 12	46.70	46.79	—	46.70	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	44.62	—	—	44.62	—
Level 9	27.03	27.44	—	27.39	20.85
Not able to be leveled	26.79	26.60	—	26.60	—
Technical occupations	23.62	24.60	—	24.66	16.14
Level 3	23.09	23.98	18.84	23.29	20.89
Level 4	10.88	10.88	—	10.81	—
Level 5	15.38	15.53	13.89	13.89	18.53
Level 6	17.81	18.31	16.39	18.06	16.50
Level 7	20.28	20.11	21.45	20.31	19.88
Level 8	19.42	19.98	18.34	19.35	—
Level 9	22.43	22.57	21.77	21.84	—
Level 10	29.92	30.01	—	29.94	—
Level 11	24.01	—	—	24.01	—
Not able to be leveled	46.30	46.30	—	46.30	—
Executive, administrative, and managerial occupations ...	22.81	22.81	—	—	—
Level 5	33.47	34.68	27.41	33.63	21.14
Level 6	15.61	15.25	—	15.59	—
Level 7	18.92	18.97	—	18.94	—
Level 8	20.97	21.80	18.63	20.87	—
Level 9	21.17	21.00	22.19	21.14	—
Level 10	26.09	26.27	25.55	26.09	—
Level 11	31.88	33.12	27.21	31.88	—
Level 12	34.60	34.16	37.76	35.03	—
Level 13	41.79	42.09	38.59	41.79	—
Level 14	47.34	47.52	—	47.34	—
Level 15	69.82	70.55	—	69.82	—
	94.81	94.81	—	94.81	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Executive, administrative, and managerial occupations (-Continued)					
Not able to be leveled	\$36.61	\$41.40	—	\$36.69	—
Executives, administrators, and managers	39.67	40.43	\$34.33	39.83	—
Level 7	22.27	22.27	—	22.27	—
Level 8	18.45	18.35	—	18.20	—
Level 9	26.32	26.15	26.83	26.32	—
Level 10	34.36	35.83	—	34.36	—
Level 11	36.04	35.64	38.21	36.55	—
Level 12	42.82	43.30	38.63	42.82	—
Level 13	47.50	47.69	—	47.50	—
Level 14	70.01	70.78	—	70.01	—
Level 15	94.81	94.81	—	94.81	—
Not able to be leveled	38.86	39.50	—	39.08	—
Management related occupations	25.37	26.23	22.31	25.43	\$22.02
Level 5	15.61	15.25	—	15.59	—
Level 6	19.39	19.26	—	19.41	—
Level 7	20.50	21.53	18.63	20.35	—
Level 8	22.55	22.66	—	22.69	—
Level 9	25.95	26.35	24.79	25.95	—
Level 10	25.40	25.10	—	25.40	—
Level 11	30.55	30.48	—	30.77	—
Level 12	36.72	36.74	—	36.72	—
Not able to be leveled	34.93	43.57	—	34.93	—
Sales occupations	15.42	15.41	—	17.47	8.04
Level 1	6.44	6.44	—	6.70	6.19
Level 2	7.61	7.61	—	—	—
Level 3	9.99	9.99	—	11.27	8.33
Level 4	11.64	11.54	—	12.08	9.29
Level 5	16.27	16.27	—	16.43	—
Level 6	16.39	16.39	—	16.40	—
Level 7	20.88	20.88	—	20.88	—
Level 8	24.27	24.27	—	24.27	—
Level 9	27.71	—	—	27.71	—
Level 11	33.13	33.13	—	33.13	—
Level 12	40.93	40.93	—	40.93	—
Administrative support occupations, including clerical	14.65	14.21	16.22	15.12	11.39
Level 1	8.33	8.33	—	9.38	—
Level 2	9.93	9.98	9.45	10.18	9.23
Level 3	11.62	11.12	14.98	11.97	10.45
Level 4	13.92	13.69	14.82	14.08	12.62
Level 5	16.49	16.11	17.08	16.69	13.95
Level 6	17.59	17.39	18.27	17.69	—
Level 7	19.59	19.68	19.39	19.48	—
Level 8	18.60	18.67	—	18.60	—
Not able to be leveled	12.73	13.25	—	13.26	11.22
Blue-collar occupations	15.19	14.65	20.63	15.35	12.09
Level 1	7.93	7.87	—	7.78	9.04
Level 2	10.25	10.08	—	10.46	7.98
Level 3	11.48	11.31	13.88	11.41	13.32
Level 4	13.96	13.75	16.77	13.96	13.97
Level 5	16.46	16.02	19.12	16.60	13.81
Level 6	20.53	20.43	21.81	20.09	—
Level 7	21.14	20.83	22.80	21.24	—
Level 8	26.31	25.88	—	26.31	—
Level 9	26.84	26.45	—	26.84	—
Not able to be leveled	23.98	19.02	—	23.98	—
Precision production, craft, and repair occupations	18.72	18.08	24.20	18.68	20.32
Level 2	9.83	—	—	10.19	—
Level 4	14.51	14.13	—	14.52	—
Level 5	16.03	15.80	—	15.83	—
Level 6	21.45	21.13	—	20.64	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)					
Precision production, craft, and repair occupations (-Continued)					
Level 7	\$21.11	\$20.83	\$22.63	\$21.22	—
Level 8	26.45	25.98	—	26.45	—
Level 9	26.84	26.45	—	26.84	—
Machine operators, assemblers, and inspectors	12.28	12.32	—	12.30	—
Level 1	8.27	8.27	—	8.27	—
Level 2	8.00	8.00	—	8.04	—
Level 3	11.83	11.90	—	11.84	—
Level 4	12.90	12.90	—	12.91	—
Level 5	14.89	14.89	—	14.89	—
Level 6	14.39	14.39	—	14.39	—
Transportation and material moving occupations	15.79	15.40	18.36	16.03	\$12.32
Level 2	11.34	11.34	—	11.38	—
Level 3	14.47	—	—	—	—
Level 4	14.53	14.40	—	14.54	—
Level 5	18.39	17.98	—	19.48	—
Level 6	24.80	25.35	—	24.80	—
Level 7	22.60	23.15	—	22.60	—
Handlers, equipment cleaners, helpers, and laborers	10.85	10.19	17.26	11.05	9.45
Level 1	7.36	7.27	—	7.15	8.46
Level 2	10.40	10.24	—	10.81	7.38
Level 3	12.03	11.63	—	12.06	11.66
Level 4	13.64	13.40	—	13.51	—
Level 5	16.19	14.99	—	16.48	—
Service occupations	12.66	9.57	20.71	14.14	8.30
Level 1	7.23	7.21	—	7.69	6.18
Level 2	8.99	8.92	10.89	9.14	8.41
Level 3	10.78	9.03	15.56	13.13	8.00
Level 4	13.19	11.81	16.34	13.69	11.05
Level 5	17.31	14.97	20.22	18.36	13.00
Level 6	20.61	12.55	25.63	22.24	—
Level 7	22.42	14.87	23.62	22.42	—
Level 8	23.71	17.81	28.00	23.71	—
Level 9	23.20	—	27.19	23.20	—
Protective service occupations	16.96	8.95	24.27	21.17	—
Level 2	8.29	8.29	—	—	8.29
Level 4	17.45	—	19.32	17.68	—
Level 5	18.11	11.18	21.92	19.05	—
Level 6	25.81	—	26.26	25.81	—
Level 7	24.41	—	24.51	24.41	—
Level 8	27.81	—	—	27.81	—
Level 9	27.19	—	27.19	27.19	—
Food service occupations	8.73	8.54	11.57	9.56	7.38
Level 1	6.53	6.46	—	7.25	5.98
Level 2	7.94	7.88	—	8.04	7.64
Level 3	8.49	8.20	—	10.07	7.26
Level 4	10.40	10.39	—	9.89	—
Level 5	11.44	—	—	—	—
Health service occupations	11.69	10.97	15.83	11.56	12.28
Level 2	9.03	9.03	—	8.79	—
Level 3	11.05	9.96	14.04	10.94	11.43
Level 4	13.06	12.38	—	13.06	13.07
Cleaning and building service occupations	11.38	9.46	17.41	11.69	7.71
Level 1	7.69	7.69	—	7.80	—
Level 2	10.23	10.15	—	10.38	—
Level 3	14.39	11.57	16.68	14.54	—
Level 4	11.27	—	—	11.94	—
Personal service occupations	12.58	12.11	14.24	14.74	9.33
Level 1	7.07	7.08	—	—	—
Level 2	8.34	7.54	—	—	9.76
Level 3	10.00	9.76	—	9.94	10.03

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations (-Continued)					
Personal service occupations (-Continued)					
Level 4	\$13.35	\$13.75	\$12.57	—	\$10.15

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations:					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Civil engineers	\$35.69	—	\$34.17	\$35.69	—
Electrical and electronic engineers	33.84	\$33.78	—	33.84	—
Level 9	30.40	30.40	—	30.40	—
Level 10	39.97	39.97	—	39.97	—
Level 11	34.46	34.46	—	34.46	—
Level 12	39.58	39.58	—	39.58	—
Industrial engineers	30.58	30.58	—	30.58	—
Mechanical engineers	30.64	30.64	—	30.64	—
Engineers, N.E.C.	33.35	34.22	—	33.41	—
Level 9	29.61	29.61	—	29.61	—
Level 10	24.90	29.28	—	24.87	—
Level 11	38.62	38.62	—	38.62	—
Level 12	41.86	41.86	—	41.86	—
Level 13	38.96	38.96	—	38.96	—
Computer systems analysts and scientists	35.89	36.69	25.42	35.89	—
Level 7	27.76	27.95	—	27.76	—
Level 8	27.83	27.83	—	27.83	—
Level 9	33.55	33.59	—	33.55	—
Level 10	28.40	29.24	—	28.40	—
Level 11	38.61	40.81	—	38.61	—
Level 12	37.12	37.12	—	37.12	—
Level 13	48.62	48.62	—	48.62	—
Physical scientists, N.E.C.	29.54	29.54	—	29.54	—
Physicians	26.82	—	31.58	25.11	—
Registered nurses	28.57	29.33	26.80	27.33	\$29.87
Level 7	28.24	28.24	—	—	29.24
Level 8	28.22	28.53	—	28.31	28.15
Level 9	28.23	29.42	25.70	26.58	30.19
Level 10	33.69	—	—	—	—
Dietitians	18.89	—	—	—	—
Psychology teachers	27.75	27.75	—	—	20.76
Business, commerce and marketing teachers	36.89	36.10	—	—	28.48
English teachers	36.75	28.18	—	—	38.56
Level 10	35.62	—	—	—	—
Teachers, post secondary N.E.C.	31.79	31.27	32.00	34.59	27.28
Level 13	49.16	—	—	—	—
Prekindergarten and kindergarten	18.22	11.45	—	18.29	—
Elementary school teachers	34.45	18.76	34.90	34.20	42.66
Level 7	38.96	—	—	—	—
Level 8	29.09	—	29.31	29.15	—
Level 9	33.59	—	33.80	33.62	—
Secondary school teachers	32.43	20.80	36.32	32.35	—
Level 9	31.89	28.32	32.40	31.66	—
Teachers, special education	36.21	—	36.90	36.91	—
Level 7	39.54	—	—	39.96	—
Teachers, N.E.C.	34.64	18.77	49.03	47.05	21.87
Level 8	20.59	14.60	—	—	20.13
Level 9	50.56	—	—	—	—
Substitute teachers	12.65	—	12.63	—	12.65
Vocational and educational counselors	25.01	16.28	25.92	24.94	—
Librarians	24.25	—	26.94	26.63	—
Economists	29.10	29.10	—	29.10	—
Psychologists	24.90	—	21.92	26.75	—
Social workers	22.18	—	23.17	23.18	17.58
Level 8	18.19	—	—	—	—
Level 9	22.69	—	—	—	—
Level 11	25.19	—	25.30	—	—
Lawyers	46.70	46.79	—	46.70	—
Level 12	44.62	—	—	44.62	—
Designers	26.07	26.07	—	26.07	—
Technical occupations:					
Clinical laboratory technologists and technicians	22.58	22.40	—	22.62	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Technical occupations: (-Continued)					
Health record technologists and technicians	\$15.62	—	—	—	—
Radiological technicians	23.51	\$23.31	—	\$24.07	—
Licensed practical nurses	17.50	17.74	\$17.13	17.22	\$18.64
Level 5	18.06	18.26	—	17.90	18.34
Level 8	17.91	17.72	—	—	—
Health technologists and technicians, N.E.C.	17.94	18.42	17.48	17.28	20.34
Electrical and electronic technicians	20.75	20.75	—	20.05	—
Level 7	19.12	19.12	—	19.12	—
Level 8	25.71	25.71	—	23.48	—
Engineering technicians, N.E.C.	20.46	20.21	—	20.46	—
Drafters	28.34	28.34	—	28.94	—
Airplane pilots and navigators	121.54	121.54	—	121.54	—
Computer programmers	29.58	29.48	—	29.58	—
Level 9	30.45	30.31	—	30.45	—
Legal assistants	20.25	20.93	—	20.25	—
Technical and related occupations, N.E.C.	19.72	19.97	18.78	19.79	17.75
Level 6	20.83	—	—	—	—
Level 7	20.86	—	—	20.86	—
Executive, administrative, and managerial occupations:					
Administrators and officials, public administration	31.00	—	31.00	31.00	—
Financial managers	36.45	36.51	—	36.62	—
Level 8	19.75	19.75	—	18.92	—
Level 9	26.79	26.79	—	26.79	—
Level 10	29.80	29.80	—	29.80	—
Level 11	36.37	36.59	—	36.37	—
Personnel and labor relations managers	33.37	33.65	—	33.37	—
Managers., marketing, advertising and public relations	41.16	41.16	—	41.16	—
Level 10	41.92	41.92	—	41.92	—
Level 12	52.80	52.80	—	52.80	—
Administrators, education and related fields	33.80	21.72	39.72	33.95	—
Level 11	33.67	—	—	33.67	—
Managers, medicine and health	33.91	32.79	—	33.91	—
Level 12	38.06	—	—	38.06	—
Managers, service organizations, N.E.C.	21.94	21.50	—	22.83	—
Managers and administrators, N.E.C.	45.22	45.24	—	45.22	—
Level 7	24.08	24.08	—	24.08	—
Level 9	25.70	25.70	—	25.70	—
Level 10	35.61	36.46	—	35.61	—
Level 11	36.47	36.86	—	36.47	—
Level 12	42.85	42.85	—	42.85	—
Level 13	47.44	47.44	—	47.44	—
Level 14	74.67	75.52	—	74.67	—
Level 15	98.08	98.08	—	98.08	—
Not able to be leveled	43.30	43.30	—	43.30	—
Accountants and auditors	23.99	23.88	—	24.05	—
Level 7	20.70	20.70	—	20.82	—
Level 8	17.90	17.22	—	17.90	—
Level 9	27.47	28.02	—	27.47	—
Other financial officers	26.50	26.76	—	26.50	—
Level 7	22.50	—	—	22.50	—
Level 11	26.43	26.43	—	26.43	—
Management analysts	29.67	28.77	—	29.00	—
Personnel, training, and labor relations specialists	30.49	32.07	—	31.47	—
Level 8	25.21	25.21	—	—	—
Level 9	25.73	—	—	25.73	—
Purchasing agents and buyers, N.E.C.	26.37	26.37	—	26.37	—
Construction inspectors	27.62	—	27.62	27.62	—
Inspectors and compliance officers, except construction	22.64	—	—	22.64	—
Management related occupations, N.E.C.	23.74	25.80	18.44	23.78	—
Level 6	20.20	20.37	—	20.28	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Executive, administrative, and managerial occupations: (-Continued)					
Management related occupations, N.E.C. (-Continued)					
Level 7	\$20.39	\$22.29	—	\$20.41	—
Level 8	21.80	25.67	—	21.80	—
Level 9	26.50	27.71	—	26.50	—
Level 11	32.48	32.48	—	33.63	—
Level 12	37.75	37.75	—	37.75	—
Sales occupations:					
Supervisors, sales occupations	20.03	20.03	—	20.04	—
Level 4	9.84	9.84	—	9.84	—
Level 5	12.65	12.65	—	12.65	—
Level 7	17.76	17.76	—	17.76	—
Level 8	20.20	20.20	—	20.20	—
Securities and financial services sales occupations	16.55	16.55	—	16.83	—
Advertising and related sales occupations	26.35	26.35	—	27.05	—
Sales occupations, other business services	15.00	15.00	—	15.00	—
Sales representatives, mining, manufacturing, and wholesale	31.19	31.19	—	31.19	—
Sales workers, apparel	9.89	9.89	—	12.46	\$7.54
Level 3	—	—	—	11.47	—
Sales workers, furniture & home furnishings	9.08	9.08	—	—	7.79
Level 3	8.66	8.66	—	—	—
Sales workers, other commodities	10.28	10.19	—	11.37	7.58
Level 3	10.60	10.60	—	10.85	—
Level 4	9.93	9.63	—	11.27	8.25
Level 5	19.00	19.00	—	—	—
Cashiers	10.59	10.54	—	11.56	8.97
Level 1	6.87	6.87	—	—	6.57
Level 3	10.51	10.51	—	—	9.29
Level 4	12.56	12.36	—	12.83	—
Sales support occupations, N.E.C.	16.46	16.46	—	20.01	7.94
Administrative support occupations, including clerical:					
Supervisors, general office	19.98	19.51	—	19.98	—
Supervisors, financial records processing	23.62	23.62	—	23.62	—
Supervisors, distribution, scheduling, and adjusting clerks	19.05	—	—	19.05	—
Computer operators	18.20	18.22	—	18.26	—
Secretaries	17.06	17.01	\$17.33	17.11	16.04
Level 4	14.48	14.20	16.15	14.61	13.12
Level 5	17.12	16.98	17.37	17.14	—
Level 6	19.10	19.04	—	19.11	—
Level 7	20.26	20.49	—	19.97	—
Stenographers	19.51	—	—	—	—
Typists	14.23	14.26	—	15.40	—
Hotel clerks	10.11	10.11	—	10.11	—
Transportation ticket and reservation agents	14.25	14.25	—	14.20	14.40
Receptionists	10.66	10.66	—	10.71	10.29
Level 2	9.99	9.99	—	9.97	—
Level 3	10.38	10.38	—	10.53	—
Information clerks, N.E.C.	14.88	14.88	—	15.56	—
Order clerks	13.52	13.56	—	14.57	—
Level 3	10.31	10.30	—	—	—
Level 4	15.29	15.29	—	15.21	—
Personnel clerks except payroll & timekeeping	18.46	18.20	—	18.46	—
Level 6	20.04	—	—	20.04	—
Library clerks	13.95	—	14.20	15.04	12.66
File clerks	10.49	10.44	—	10.55	—
Records clerks, N.E.C.	13.07	12.71	14.87	13.08	—
Level 4	15.67	16.08	—	16.08	—
Bookkeepers, accounting and auditing clerks	14.96	14.51	16.74	15.05	—
Level 4	13.92	13.78	—	13.89	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Administrative support occupations, including clerical: (-Continued)					
Bookkeepers, accounting and auditing clerks (-Continued)					
Level 5	\$16.02	—	\$16.25	\$16.02	—
Level 6	17.31	\$17.44	—	17.31	—
Level 7	18.74	17.76	—	18.74	—
Billing clerks	15.06	14.34	—	15.06	—
Dispatchers	18.56	15.67	21.52	18.50	—
Level 5	20.50	—	—	20.52	—
Production coordinators	15.72	15.72	—	15.72	—
Traffic, shipping and receiving clerks	14.31	14.31	—	14.63	—
Level 3	10.32	10.32	—	—	—
Level 4	15.62	15.62	—	15.62	—
Stock and inventory clerks	12.31	12.06	—	12.41	—
Level 3	11.03	10.86	—	11.04	—
Level 4	13.65	13.38	—	13.67	—
Material recording, scheduling, and distribution clerks, N.E.C.	16.76	16.78	—	17.38	—
Level 4	14.39	13.86	—	15.37	—
Insurance adjusters, examiners, & investigators ..	15.99	15.99	—	15.99	—
Investigators and adjusters except insurance	14.17	13.79	—	14.68	—
Eligibility clerks, social welfare	18.00	—	19.42	18.00	—
Bill and account collectors	15.61	—	—	15.61	—
General office clerks	13.81	13.24	14.61	14.58	\$10.50
Level 2	9.69	9.74	—	—	9.04
Level 3	14.12	13.80	14.57	15.50	11.15
Level 4	13.62	13.53	13.75	13.90	11.93
Level 5	16.35	16.65	16.09	16.46	—
Level 6	15.73	—	—	15.58	—
Bank tellers	9.52	9.52	—	10.01	9.02
Level 3	9.39	9.39	—	—	9.13
Data entry keyers	12.34	12.38	—	12.53	—
Level 3	12.53	12.53	—	12.56	—
Teachers' aides	11.99	—	12.05	—	11.99
Level 2	8.37	—	8.39	—	8.37
Level 3	12.04	—	12.03	—	12.04
Level 4	11.54	—	11.72	—	11.54
Administrative support occupations, N.E.C.	15.24	14.54	17.49	15.58	11.54
Level 4	14.74	14.16	—	14.90	—
Level 5	15.95	15.97	—	15.95	—
Level 7	19.27	—	—	19.27	—
Not able to be leveled	12.73	—	—	—	—
Professional occupations, N.E.C.	26.35	26.12	—	26.12	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Supervisors, mechanics and repairers	24.55	23.47	—	24.55	—
Automobile mechanics	22.22	—	—	22.22	—
Level 7	22.88	—	—	22.88	—
Bus, truck, and stationary engine mechanics	19.22	19.22	—	19.22	—
Level 7	21.31	21.31	—	21.31	—
Industrial machinery repairers	20.91	20.49	—	20.91	—
Level 7	21.21	20.77	—	21.21	—
Electronic repairers, communications and industrial equipment	17.53	17.28	—	17.54	—
Mechanics and repairers, N.E.C.	20.01	19.08	23.68	20.01	—
Level 7	21.43	20.61	—	21.43	—
Electricians	23.87	25.92	—	23.87	—
Construction trades, N.E.C.	19.15	—	—	19.20	—
Supervisors, production occupations	22.65	22.65	—	22.65	—
Machinists	21.78	21.78	—	21.78	—
Electrical and electronic equipment assemblers ..	10.07	10.07	—	10.15	—
Level 5	11.92	11.92	—	11.92	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations: (-Continued)					
Precision production, craft, and repair occupations: (-Continued)					
Inspectors, testers, and graders	\$15.18	\$15.18	—	\$15.18	—
Stationary engineers	24.68	—	—	24.68	—
Machine operators, assemblers, and inspectors:					
Miscellaneous machine operators, N.E.C.	12.17	12.17	—	12.17	—
Level 3	12.03	12.03	—	12.03	—
Level 4	12.57	12.57	—	12.57	—
Assemblers	11.53	11.53	—	11.53	—
Level 3	12.03	12.03	—	12.03	—
Level 4	13.40	13.40	—	13.40	—
Production inspectors, checkers and examiners ..	11.20	11.20	—	11.27	—
Transportation and material moving occupations:					
Truck drivers	15.63	15.56	—	15.64	—
Level 2	15.59	15.59	—	15.72	—
Level 4	15.84	15.82	—	15.92	—
Bus drivers	14.94	—	—	17.08	—
Industrial truck and tractor equipment operators ..	15.56	15.56	—	15.56	—
Handlers, equipment cleaners, helpers, and laborers:					
Groundskeepers and gardeners except farm	15.74	—	\$18.00	15.74	—
Stock handlers and baggers	9.27	9.27	—	9.62	\$8.79
Level 1	6.83	6.83	—	—	6.83
Level 2	8.11	8.11	—	—	—
Level 3	9.51	9.51	—	9.51	—
Freight, stock, and material handlers, N.E.C.	13.07	13.07	—	13.60	10.73
Level 3	13.69	13.69	—	13.71	—
Vehicle washers and equipment cleaners	6.64	6.64	—	6.64	—
Hand packers and packagers	7.83	7.83	—	7.88	—
Level 1	7.62	7.62	—	—	—
Level 2	7.96	7.96	—	—	—
Laborers except construction, N.E.C.	14.30	13.56	—	14.49	—
Level 1	9.86	9.38	—	9.86	—
Level 3	18.77	—	—	—	—
Service occupations:					
Protective service occupations:					
Supervisors, guards	14.70	—	—	—	—
Firefighting occupations	22.49	—	22.49	22.49	—
Police and detectives, public service	27.92	—	27.92	27.92	—
Level 7	27.40	—	27.40	27.40	—
Sheriffs, bailiffs, and other law enforcement officers	21.99	—	21.99	21.99	—
Correctional institution officers	20.58	—	20.58	20.58	—
Guards and police except public service	8.85	8.68	—	10.86	—
Level 2	8.29	8.29	—	—	—
Food service occupations:					
Supervisors, food preparation and service occupations	11.94	11.94	—	11.94	—
Waiters and waitresses	6.39	6.39	—	6.75	6.07
Level 3	6.53	6.53	—	—	—
Cooks	13.72	13.57	—	15.01	—
Level 4	11.03	11.00	—	10.51	—
Kitchen workers, food preparation	8.55	8.14	—	8.62	8.45
Level 3	9.47	—	—	—	—
Waiters'/Waitresses' assistants	8.32	8.32	—	8.11	—
Level 1	6.85	6.85	—	7.32	—
Food preparation occupations, N.E.C.	7.57	7.20	9.50	8.40	6.85
Level 1	6.90	—	—	7.77	—
Health service occupations:					
Health aides, except nursing	14.08	12.91	18.21	14.19	13.48
Level 3	11.63	10.80	—	—	—
Level 4	16.71	15.14	—	16.95	—
Nursing aides, orderlies and attendants	10.84	10.36	14.29	10.59	11.93

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations: (-Continued)					
Health service occupations: (-Continued)					
Nursing aides, orderlies and attendants (-Continued)					
Level 2	\$8.66	\$8.66	—	—	—
Level 3	10.90	9.73	—	\$10.76	\$11.35
Level 4	12.00	11.75	—	11.83	12.66
Cleaning and building service occupations:					
Supervisors, cleaning & building service workers	23.86	—	—	23.86	—
Maids and housemen	9.61	9.24	—	9.66	—
Level 1	7.95	7.95	—	7.98	—
Level 2	9.12	9.12	—	9.22	—
Janitors and cleaners	11.22	9.39	\$16.34	11.58	7.71
Level 1	7.62	7.62	—	7.75	—
Level 2	10.43	10.34	—	10.58	—
Level 3	15.42	12.35	16.79	15.66	—
Level 4	11.15	—	—	11.85	—
Personal service occupations:					
Attendants, amusement and recreation facilities ..	8.70	—	9.54	—	9.19
Baggage porters and bellhops	8.03	8.03	—	7.71	—
Welfare service aides	6.52	—	—	—	6.52
Early childhood teachers' assistants	9.71	—	—	—	10.64
Child care workers, N.E.C.	12.96	—	—	—	10.65
Service occupations, N.E.C.	10.54	9.64	—	10.82	9.44
Level 4	13.12	—	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, San Francisco-Oakland-San Jose, CA, March 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$21.64	\$13.34	\$21.14	\$20.51	\$20.78	\$18.84
All occupations excluding sales	21.88	14.05	21.28	20.95	21.11	18.32
White-collar occupations	25.42	16.44	24.03	24.68	24.60	21.41
White-collar excluding sales	26.14	18.63	24.45	25.86	25.47	26.30
Professional specialty and technical occupations	30.38	26.08	30.47	29.69	29.97	—
Professional specialty occupations	32.21	27.15	31.57	31.77	31.72	—
Technical occupations	23.29	20.89	25.51	22.02	23.09	—
Executive, administrative, and managerial occupations ...	33.63	21.14	23.70	34.72	33.32	42.11
Sales occupations	17.47	8.04	14.28	15.57	14.34	19.52
Administrative support including clerical occupations	15.12	11.39	16.17	14.00	14.66	13.04
Blue-collar occupations	15.35	12.09	19.55	11.68	15.14	16.05
Precision production, craft, and repair occupations	18.68	20.32	22.02	15.11	19.07	14.01
Machine operators, assemblers, and inspectors	12.30	—	16.74	10.73	12.29	—
Transportation and material moving occupations	16.03	12.32	20.02	10.71	15.18	22.13
Handlers, equipment cleaners, helpers, and laborers	11.05	9.45	14.77	8.27	10.85	—
Service occupations	14.14	8.30	16.64	8.98	12.72	—

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm,

where a 40-hour week is the minimum full-time schedule.

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², San Francisco-Oakland-San Jose, CA, March 1998

Occupational group ³	All private industries	Goods-producing industries ⁴				Service-producing industries ⁵				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All occupations	\$20.01	\$24.55	\$26.37	–	\$24.66	\$18.09	\$19.68	\$15.07	\$20.73	\$18.57
All occupations excluding sales	20.38	24.50	26.42	–	24.60	18.51	19.56	15.68	20.87	18.66
White-collar occupations	24.40	30.42	27.42	–	30.42	21.95	24.62	17.32	22.14	23.60
White-collar excluding sales	25.65	30.57	27.48	–	30.54	23.37	24.51	21.62	22.34	23.91
Professional specialty and technical occupations	30.19	31.08	–	–	31.01	29.64	39.63	29.20	28.41	29.12
Professional specialty occupations	32.14	33.69	–	–	33.64	31.08	27.23	30.04	31.69	31.37
Technical occupations	23.98	20.46	–	–	20.28	25.62	72.04	–	20.04	23.01
Executive, administrative, and managerial occupations	34.68	39.08	30.16	–	39.25	31.75	31.19	29.01	33.60	31.65
Sales occupations	15.41	26.74	–	–	27.43	14.25	–	13.85	16.44	14.29
Administrative support, including clerical occupations	14.21	16.20	16.94	–	16.13	13.76	15.80	14.25	14.01	13.02
Blue-collar occupations	14.65	15.73	–	–	15.10	13.76	16.10	14.25	11.54	11.29
Precision production, craft, and repair occupations	18.08	19.44	–	–	18.77	16.87	20.77	17.98	–	–
Machine operators, assemblers, and inspectors	12.32	12.88	–	–	12.78	–	–	–	–	–
Transportation and material moving occupations	15.40	18.18	–	–	16.30	14.92	13.37	13.76	–	–
Handlers, equipment cleaners, helpers, and laborers	10.19	11.36	–	–	10.59	9.77	12.57	10.70	–	7.73
Service occupations	9.57	12.41	–	–	12.41	9.49	–	8.46	8.11	9.44

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², San Francisco-Oakland-San Jose, CA, March 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$20.01	\$16.82	\$20.74	\$17.50	\$24.12
All occupations excluding sales	20.38	17.06	21.10	17.81	24.30
White-collar occupations	24.40	20.73	25.21	21.78	27.97
White-collar excluding sales	25.65	22.12	26.35	23.37	28.40
Professional specialty and technical occupations	30.19	27.46	30.54	27.70	32.21
Professional specialty occupations	32.14	29.17	32.53	30.29	33.69
Technical occupations	23.98	20.46	24.33	21.88	26.50
Executive, administrative, and managerial occupations ...	34.68	28.93	36.09	33.80	37.38
Sales occupations	15.41	15.06	15.56	14.68	18.50
Administrative support, including clerical occupations	14.21	14.11	14.23	13.77	14.67
Blue-collar occupations	14.65	13.49	14.88	14.40	15.56
Precision production, craft, and repair occupations	18.08	17.89	18.11	19.66	16.59
Machine operators, assemblers, and inspectors	12.32	11.14	12.59	11.84	13.37
Transportation and material moving occupations	15.40	12.86	16.24	14.19	21.84
Handlers, equipment cleaners, helpers, and laborers	10.19	8.85	10.39	9.76	12.05
Service occupations	9.57	7.88	10.14	8.67	13.32

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

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in

another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-4. Number of workers¹ represented by occupational group, San Francisco-Oakland-San Jose, CA, March 1998

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	1,647,581	1,283,835	363,747
All occupations excluding sales	1,539,920	1,176,527	363,393
White-collar occupations	1,047,105	781,529	265,577
White-collar excluding sales	939,444	674,222	265,223
Professional specialty and technical occupations	417,985	268,370	149,615
Professional specialty occupations	341,131	204,982	136,149
Technical occupations	76,854	63,389	13,466
Executive, administrative, and managerial occupations ...	189,025	156,042	32,983
Sales occupations	107,661	107,307	—
Administrative support including clerical occupations	332,434	249,809	82,624
Blue-collar occupations	340,069	309,505	30,564
Precision production, craft, and repair occupations	136,544	122,329	14,216
Machine operators, assemblers, and inspectors	63,357	62,208	—
Transportation and material moving occupations	55,028	47,935	7,093
Handlers, equipment cleaners, helpers, and laborers	85,139	77,033	8,106
Service occupations	260,407	192,801	67,606

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

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. While this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

Planning for the survey

The overall design of the survey, which was based on the type of data to be produced, had to be developed before data collection could begin. Establishments are selected for the sample and used in subsequent years until the sample is replenished. Panels of units beginning in 2000 will replace the current sample. Establishments provide individual wage data at initiation, and in subsequent years the establishments update these wages. In addition, sampled establishments and quotes that were refusals are re-initiated and useable wage data are included with the updated estimates.

Survey scope

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

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

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from the State unemployment insurance reports for the San

Francisco-Oakland-San Jose, CA, Consolidated Metropolitan Statistical Area. The reference month for the public sector is June 1994. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The reference month for the private sector is December 1994. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

Sample design

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

Data collection

The collection of data from survey respondents required detailed procedures. For the initial data collection, field economists, working out of the Regional Office, visited each establishment surveyed. The field economists - through mail, phone, or personal visit - completed update collection, which involved obtaining current pay data.

The following procedures are used for schedules initiated for the first time or reinitiated during an update.

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

- Service occupations

A complete list of all individual occupations, classified by the MOG to which they belong, is contained in appendix B.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of Terms" section on the following page for more detail.

Generic leveling through point factor analysis

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

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

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

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

description of the levels for each factor is shown in appendix C.

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

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

Collection period

The survey was collected from January 1998 through June 1998. The average payroll reference month was March 1998. For each establishment in the survey, the data reflect the establishment's practices on the day of collection.

Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board

- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

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

Definition of terms

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

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

Sample weights were calculated for each establishment/occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishment/occupations into the various data series. Of the establishments surveyed, 24.3 percent (representing 425,537 employees) refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of the nonrespondents equals the mean value of the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells which were additionally defined by major occupation group and job level.

Establishments which were determined to be out of business or outside the scope of the survey (6.3 percent of the total sample) had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Estimation

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

In 1998, the publication criteria were changed to allow more data to publish. Not all series that were calculated met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented publishing a series that could have revealed information about a specific establishment.

The number of workers estimates represent the total in

all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of the number of workers obtained from the sample of establishments serve only to indicate the relative importance of the occupational groups studied.

Data reliability

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

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

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

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

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

Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, San Francisco-Oakland-San Jose, CA, March 1998

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	8,082	424	110	314	160	154
Private industry	7,812	370	109	261	152	109
Goods-producing industries	1,512	88	14	74	34	40
Mining	6	6	—	6	4	2
Construction	356	11	5	6	6	—
Manufacturing	1,150	71	9	62	24	38
Service-producing industries	6,299	282	95	187	118	69
Transportation and public utilities	530	30	9	21	10	11
Wholesale and retail trade	2,444	67	28	39	34	5
Finance, insurance and real estate	610	28	6	22	11	11
Services	2,715	157	52	105	63	42
State and local government	271	54	1	53	8	45

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

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², San Francisco-Oakland-San Jose, CA, March 1998

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	2.2	2.7	2.0
All occupations excluding sales	2.2	2.8	2.0
White-collar occupations	2.0	2.5	2.6
White-collar occupations excluding sales	2.0	2.5	2.6
Professional specialty and technical occupations	2.0	2.5	3.2
Professional specialty occupations	2.1	2.6	3.4
Engineers, architects, and surveyors	2.2	2.1	11.9
Civil engineers	4.4	—	9.4
Electrical and electronic engineers	3.9	3.9	—
Industrial engineers	8.4	8.4	—
Mechanical engineers	7.1	7.1	—
Engineers, N.E.C.	4.0	3.1	—
Mathematical and computer scientists	4.8	4.8	1.5
Computer systems analysts and scientists	5.0	5.0	1.5
Natural scientists	6.8	7.1	—
Physical scientists, N.E.C.	11.2	11.2	—
Health related occupations	2.8	3.1	5.6
Physicians	17.9	—	23.1
Registered nurses	2.0	2.1	3.6
Dietitians	8.1	—	—
Teachers, college and university	7.2	11.5	4.9
Psychology teachers	17.1	17.1	—
Business, commerce and marketing teachers	14.0	21.6	—
English teachers	16.9	17.6	—
Teachers, post secondary N.E.C.	13.0	14.3	17.2
Teachers, except college and university	5.6	10.0	5.6
Prekindergarten and kindergarten	25.6	6.7	—
Elementary school teachers	6.2	8.7	6.3
Secondary school teachers	11.1	17.0	9.7
Teachers, special education	4.2	—	3.7
Teachers, N.E.C.	12.2	14.5	13.3
Substitute teachers	5.5	—	5.6
Vocational and educational counselors	11.7	8.9	12.5
Librarians, archivists, and curators	9.9	—	6.4
Librarians	9.9	—	6.4
Social scientists and urban planners	7.6	8.6	8.9
Economists	10.6	10.6	—
Psychologists	9.2	—	8.9
Social, recreation, and religious workers	9.5	16.4	5.6
Social workers	6.3	—	6.0
Lawyers and judges	5.5	6.0	—
Lawyers	5.5	6.0	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	9.2	9.7	—
Designers	9.1	9.1	—
Professional occupations, N.E.C.	11.7	13.3	—
Technical occupations	4.6	5.2	3.0
Clinical laboratory technologists and technicians	4.7	4.9	—
Health record technologists and technicians	5.8	—	—
Radiological technicians	3.8	4.1	—
Licensed practical nurses	2.1	2.3	3.8
Health technologists and technicians, N.E.C.	4.6	8.7	3.2
Electrical and electronic technicians	4.7	4.7	—
Engineering technicians, N.E.C.	4.1	4.5	—
Drafters	14.6	14.6	—
Airplane pilots and navigators	14.2	14.2	—
Computer programmers	10.1	10.4	—
Legal assistants	7.6	9.0	—
Technical and related occupations, N.E.C.	3.4	4.1	6.1
Executive, administrative, and managerial occupations ...	3.1	3.4	5.1
Executives, administrators, and managers	3.5	3.8	6.8
Administrators and officials, public administration	8.6	—	8.6
Financial managers	5.6	5.6	—

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², San Francisco-Oakland-San Jose, CA, March 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Executive, administrative, and managerial occupations (-Continued)			
Executives, administrators, and managers (-Continued)			
Personnel and labor relations managers	8.3	8.4	—
Managers., marketing, advertising and public relations	6.6	6.6	—
Administrators, education and related fields	7.8	7.3	4.4
Managers, medicine and health	9.2	12.9	—
Managers, service organizations, N.E.C.	10.0	10.6	—
Managers and administrators, N.E.C.	5.3	5.4	—
Management related occupations	3.8	4.5	5.1
Accountants and auditors	3.6	4.0	—
Other financial officers	6.2	6.4	—
Management analysts	6.5	7.3	—
Personnel, training, and labor relations specialists	16.5	20.2	—
Purchasing agents and buyers, N.E.C.	4.4	4.4	—
Construction inspectors	6.6	—	6.6
Inspectors and compliance officers, except construction	13.5	—	—
Management related occupations, N.E.C.	4.8	5.0	6.6
Sales occupations	6.3	6.3	—
Supervisors, sales occupations	15.4	15.5	—
Securities and financial services sales occupations	19.4	19.4	—
Advertising and related sales occupations	8.8	8.8	—
Sales occupations, other business services	15.9	15.9	—
Sales representatives, mining, manufacturing, and wholesale	9.5	9.5	—
Sales workers, apparel	15.5	15.5	—
Sales workers, furniture & home furnishings	9.1	9.1	—
Sales workers, other commodities	9.7	9.8	—
Cashiers	7.1	7.1	—
Sales support occupations, N.E.C.	17.5	17.5	—
Administrative support occupations, including clerical	1.9	2.2	2.2
Supervisors, general office	4.7	9.1	—
Supervisors, financial records processing	6.4	6.4	—
Supervisors, distribution, scheduling, and adjusting clerks	7.4	—	—
Computer operators	3.4	3.7	—
Secretaries	2.7	3.2	4.1
Stenographers	11.4	—	—
Typists	8.7	12.3	—
Hotel clerks	7.9	7.9	—
Transportation ticket and reservation agents	22.9	22.9	—
Receptionists	2.6	2.6	—
Information clerks, N.E.C.	7.6	7.6	—
Order clerks	5.1	5.2	—
Personnel clerks except payroll & timekeeping	4.4	4.9	—
Library clerks	6.1	—	7.7
File clerks	7.5	7.7	—
Records clerks, N.E.C.	13.2	15.3	5.5
Bookkeepers, accounting and auditing clerks	3.6	4.2	4.6
Billing clerks	5.9	5.9	—
Dispatchers	6.4	10.3	3.0
Production coordinators	10.8	10.8	—
Traffic, shipping and receiving clerks	10.0	10.0	—
Stock and inventory clerks	5.0	5.3	—
Material recording, scheduling, and distribution clerks, N.E.C.	9.4	10.5	—
Insurance adjusters, examiners, & investigators ..	7.6	7.6	—
Investigators and adjusters except insurance	5.5	6.0	—

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², San Francisco-Oakland-San Jose, CA, March 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Eligibility clerks, social welfare	10.0	—	9.5
Bill and account collectors	8.6	—	—
General office clerks	3.5	5.4	2.7
Bank tellers	3.0	3.0	—
Data entry keyers	5.1	5.6	—
Teachers' aides	5.6	—	5.6
Administrative support occupations, N.E.C.	4.4	5.1	4.1
Blue-collar occupations			
Precision production, craft, and repair occupations	4.3	4.6	4.3
Supervisors, mechanics and repairers	6.2	6.8	4.2
Automobile mechanics	6.9	8.2	—
Bus, truck, and stationary engine mechanics	4.9	—	—
Industrial machinery repairers	8.8	8.8	—
Electronic repairers, communications and industrial equipment	3.4	3.1	—
Mechanics and repairers, N.E.C.	5.6	5.9	—
Electricians	5.2	5.5	6.8
Construction trades, N.E.C.	12.8	12.1	—
Supervisors, production occupations	7.3	—	—
Machinists	8.5	8.5	—
Electrical and electronic equipment assemblers ..	4.9	4.9	—
Inspectors, testers, and graders	4.9	4.9	—
Stationary engineers	14.2	14.2	—
Machine operators, assemblers, and inspectors	2.6	—	—
Miscellaneous machine operators, N.E.C.	5.9	6.0	—
Assemblers	6.8	6.8	—
Production inspectors, checkers and examiners ..	11.3	11.3	—
Transportation and material moving occupations	7.9	7.9	—
Truck drivers	10.4	12.1	4.3
Bus drivers	10.8	11.3	—
Industrial truck and tractor equipment operators ..	13.9	—	—
Handlers, equipment cleaners, helpers, and laborers ..	14.8	14.8	—
Groundskeepers and gardeners except farm	7.1	7.3	4.5
Stock handlers and baggers	12.5	—	8.7
Freight, stock, and material handlers, N.E.C.	5.1	5.1	—
Vehicle washers and equipment cleaners	9.7	9.7	—
Hand packers and packagers	13.1	13.1	—
Laborers except construction, N.E.C.	3.9	3.9	—
8.6	10.4	—	
Service occupations			
Protective service occupations	5.0	3.6	3.8
Supervisors, guards	14.1	8.3	3.2
Firefighting occupations	22.1	—	—
Police and detectives, public service	6.8	—	6.8
Sheriffs, bailiffs, and other law enforcement officers	3.9	—	3.9
Correctional institution officers	8.7	—	8.7
Guards and police except public service	2.0	—	2.0
Food service occupations	8.4	7.8	—
Supervisors, food preparation and service occupations	5.2	5.6	8.5
Waiters and waitresses	8.0	8.0	—
Cooks	6.9	6.9	—
Kitchen workers, food preparation	11.7	12.7	—
Waiters'/Waitresses' assistants	7.5	7.0	—
Food preparation occupations, N.E.C.	10.8	10.8	—
Health service occupations	8.3	8.8	2.3
Health aides, except nursing	3.4	3.1	9.1
Nursing aides, orderlies and attendants	7.1	5.9	11.6
Cleaning and building service occupations	3.8	3.7	10.7
7.2	5.8	7.6	

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², San Francisco-Oakland-San Jose, CA, March 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
Service occupations (-Continued)			
Cleaning and building service occupations (-Continued)			
Supervisors, cleaning & building service workers	17.8	—	—
Maids and housemen	7.9	7.6	—
Janitors and cleaners	8.0	7.1	6.2
Personal service occupations	10.7	12.8	16.2
Attendants, amusement and recreation facilities ..	7.1	—	8.4
Baggage porters and bellhops	7.6	7.6	—
Welfare service aides	7.3	—	—
Early childhood teachers' assistants	11.4	—	—
Child care workers, N.E.C.	23.1	—	—
Service occupations, N.E.C.	8.2	8.2	—

¹ The relative standard error is the standard error expressed as a percent of the estimate. Hourly earnings for these occupations are presented in Tables A-1 and A-2. Reliable relative standard errors could not be determined for all occupations.

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

the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998

Occupation ¹	All workers	Full-time workers	Part-time workers
All occupations	6	6	4
All occupations excluding sales	6	7	5
White-collar occupations	7	8	5
White-collar occupations excluding sales	8	8	6
Professional specialty and technical occupations	9	9	8
Professional specialty occupations	9	10	8
Engineers, architects, and surveyors	10	10	—
Civil engineers	11	11	—
Electrical and electronic engineers	10	10	—
Industrial engineers	10	10	—
Mechanical engineers	10	10	—
Engineers, N.E.C.	11	11	—
Mathematical and computer scientists	10	10	—
Computer systems analysts and scientists	10	10	—
Natural scientists	11	11	—
Physical scientists, N.E.C.	11	11	—
Health related occupations	9	9	9
Physicians	11	11	—
Registered nurses	9	9	8
Dietitians	8	—	—
Teachers, college and university	10	11	10
Psychology teachers	11	—	11
Business, commerce and marketing teachers	11	—	10
English teachers	9	—	9
Teachers, post secondary N.E.C.	11	11	10
Teachers, except college and university	8	8	7
Prekindergarten and kindergarten	7	7	—
Elementary school teachers	8	8	8
Secondary school teachers	8	8	—
Teachers, special education	9	9	—
Teachers, N.E.C.	8	8	7
Substitute teachers	7	—	7
Vocational and educational counselors	9	10	—
Librarians, archivists, and curators	9	9	—
Librarians	9	9	—
Social scientists and urban planners	10	10	6
Economists	10	10	—
Psychologists	9	10	—
Social, recreation, and religious workers	9	9	9
Social workers	9	10	9
Lawyers and judges	12	12	—
Lawyers	12	12	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	9	9	9
Designers	8	8	—
Professional occupations, N.E.C.	9	9	—
Technical occupations	7	7	6
Clinical laboratory technologists and technicians	8	8	—
Health record technologists and technicians	5	—	—
Radiological technicians	6	7	—
Licensed practical nurses	6	7	5
Health technologists and technicians, N.E.C.	6	6	5
Electrical and electronic technicians	7	7	—
Engineering technicians, N.E.C.	7	7	—
Drafters	8	8	—
Airplane pilots and navigators	11	11	—
Computer programmers	9	9	—
Legal assistants	6	6	—
Technical and related occupations, N.E.C.	7	7	5
Executive, administrative, and managerial occupations	10	10	9
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	11	11	—
Financial managers	11	11	—
Personnel and labor relations managers	11	11	—
Managers., marketing, advertising and public relations	11	11	—
Administrators, education and related fields	11	11	—
Managers, medicine and health	11	11	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
White-collar occupations (-Continued)			
Executive, administrative, and managerial occupations (-Continued)			
Executives, administrators, and managers (-Continued)			
Managers, service organizations, N.E.C.	10	10	—
Managers and administrators, N.E.C.	12	12	—
Management related occupations	8	8	8
Accountants and auditors	8	8	—
Other financial officers	9	9	—
Management analysts	10	10	—
Personnel, training, and labor relations specialists	8	9	—
Purchasing agents and buyers, N.E.C.	9	9	—
Construction inspectors	7	7	—
Inspectors and compliance officers, except construction	9	9	—
Management related occupations, N.E.C.	8	8	—
Sales occupations	5	6	3
Supervisors, sales occupations	7	7	—
Securities and financial services sales occupations	6	7	—
Advertising and related sales occupations	7	7	—
Sales occupations, other business services	5	5	—
Sales representatives, mining, manufacturing, and wholesale	10	10	—
Sales workers, apparel	3	4	2
Sales workers, furniture & home furnishings	3	—	3
Sales workers, other commodities	4	4	3
Cashiers	3	3	3
Sales support occupations, N.E.C.	5	6	2
Administrative support occupations, including clerical	4	5	3
Supervisors, general office	7	7	—
Supervisors, financial records processing	8	8	—
Supervisors, distribution, scheduling, and adjusting clerks	6	6	—
Computer operators	6	6	—
Secretaries	5	5	5
Stenographers	5	—	—
Typists	4	5	—
Hotel clerks	4	4	—
Transportation ticket and reservation agents	5	5	5
Receptionists	3	3	3
Information clerks, N.E.C.	5	5	—
Order clerks	4	5	—
Personnel clerks except payroll & timekeeping	5	5	—
Library clerks	3	4	3
File clerks	3	2	—
Records clerks, N.E.C.	4	4	—
Bookkeepers, accounting and auditing clerks	5	5	—
Billing clerks	4	4	—
Dispatchers	5	5	—
Production coordinators	6	6	—
Traffic, shipping and receiving clerks	4	4	—
Stock and inventory clerks	4	4	—
Material recording, scheduling, and distribution clerks, N.E.C.	5	5	—
Insurance adjusters, examiners, & investigators	6	6	—
Investigators and adjusters except insurance	5	5	—
Eligibility clerks, social welfare	6	6	—
Bill and account collectors	5	5	—
General office clerks	4	4	3
Bank tellers	3	3	3
Data entry keyers	3	3	—
Teachers' aides	4	—	4
Administrative support occupations, N.E.C.	5	5	5
Blue-collar occupations			
Precision production, craft, and repair occupations	6	6	5
Supervisors, mechanics and repairers	7	7	—
Automobile mechanics	7	7	—
Bus, truck, and stationary engine mechanics	7	7	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, San Francisco-Oakland-San Jose, CA, March 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)			
Precision production, craft, and repair occupations (-Continued)			
Industrial machinery repairers	7	7	—
Electronic repairers, communications and industrial equipment	6	6	—
Mechanics and repairers, N.E.C.	7	7	—
Electricians	7	7	—
Construction trades, N.E.C.	6	6	—
Supervisors, production occupations	8	8	—
Machinists	7	7	—
Electrical and electronic equipment assemblers	4	4	—
Inspectors, testers, and graders	5	5	—
Stationary engineers	7	7	—
Machine operators, assemblers, and inspectors	4	4	—
Miscellaneous machine operators, N.E.C.	4	4	—
Assemblers	3	3	—
Production inspectors, checkers and examiners	4	4	—
Transportation and material moving occupations	4	4	4
Truck drivers	3	3	—
Bus drivers	5	4	—
Industrial truck and tractor equipment operators	4	4	—
Handlers, equipment cleaners, helpers, and laborers	3	3	2
Groundskeepers and gardeners except farm	4	4	—
Stock handlers and baggers	2	3	2
Freight, stock, and material handlers, N.E.C.	3	3	2
Vehicle washers and equipment cleaners	2	2	—
Hand packers and packagers	2	2	—
Laborers except construction, N.E.C.	3	3	—
Service occupations	3	4	3
Protective service occupations	5	6	—
Supervisors, guards	6	—	—
Firefighting occupations	5	5	—
Police and detectives, public service	7	7	—
Sheriffs, bailiffs, and other law enforcement officers	6	6	—
Correctional institution officers	7	7	—
Guards and police except public service	3	3	—
Food service occupations	3	4	2
Supervisors, food preparation and service occupations	6	6	—
Waiters and waitresses	3	5	3
Cooks	5	6	—
Kitchen workers, food preparation	3	3	3
Waiters/Waitresses' assistants	2	2	—
Food preparation occupations, N.E.C.	2	2	2
Health service occupations	3	3	3
Health aides, except nursing	4	4	4
Nursing aides, orderlies and attendants	3	3	3
Cleaning and building service occupations	2	2	2
Supervisors, cleaning & building service workers	7	7	—
Maids and housemen	2	2	—
Janitors and cleaners	2	2	2
Personal service occupations	4	4	4
Attendants, amusement and recreation facilities	3	—	3
Baggage porters and bellhops	3	2	—
Welfare service aides	3	—	3
Early childhood teachers' assistants	3	—	3
Child care workers, N.E.C.	5	—	5
Service occupations, N.E.C.	3	2	3

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. The occupations titled authors, musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."