

San Francisco–Oakland–San Jose, CA National Compensation Survey June 1999



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Preface

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

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

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

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 691-6199, or send e-mail to ocltinfo@bls.gov.

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

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

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Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1–1. Summary: Mean hourly earnings and weekly hours by selected worker and establishment characteristics, private industry, and State and local government	2
2–1. Mean hourly earnings: Selected occupations, all workers, private industry, and State and local government.....	3
2–2. Mean hourly earnings: Selected occupations, full-time workers, private industry, and State and local government.....	7
2–3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government.....	10
3–1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	12
3–2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	17
4–1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government.....	22
4–2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government.....	31
4–3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government.....	39
5–1. Selected worker characteristics: Mean hourly earnings by occupational group.....	42
5–2. Major industry division: Mean hourly earnings by occupational group, private industry.....	43
5–3. Establishment employment size: Mean hourly earnings by occupational group, private industry.....	44
6–1. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, all industries	45
6–2. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, private industry.....	48
6–3. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, State and local government	51
6–4. Hourly wage percentiles for establishment jobs, full-time workers: Selected occupations, all industries	53
6–5. Hourly wage percentiles for establishment jobs, part-time workers: Selected occupations, all industries	56
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey, by occupational group.....	A – 5
Appendix table 2. Number of establishments represented and studied.....	A – 6
Appendix table 3. Median work levels for selected occupations	A – 7
B. Occupational Classifications.....	B – 1
C. Generic Leveling Criteria.....	C – 1
D. Evaluating Your Firm’s Jobs	D – 1

Introduction

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

NCS products

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

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households), as explained in Appendix A. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1–1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing and size of establishment.

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for

detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

Table 3–1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3–2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

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

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

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

Appendix table 1 provides the employment scope of this survey. The occupation employment estimates relate to all employers in the area, rather than just to those surveyed. Appendix table 2 presents the number of establishments studied by industry group and employment size. The median work levels for published occupations are presented in appendix table 3.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$21.60	2.6	36.3	\$20.84	3.2	36.6	\$24.69	2.0	35.3
Worker characteristics:⁴									
White-collar occupations ⁵	25.79	2.3	36.4	25.70	2.9	37.0	26.10	2.5	34.6
Professional specialty and technical	31.83	2.3	36.3	32.26	2.8	37.5	30.82	3.4	33.8
Executive, administrative, and managerial	35.08	3.6	40.4	36.32	4.1	40.7	28.78	5.1	39.1
Sales	16.19	8.8	33.3	16.18	8.8	33.3	-	-	-
Administrative support	15.74	1.9	35.6	15.26	2.3	36.0	17.34	2.5	34.1
Blue-collar occupations ⁵	16.49	4.3	38.2	15.92	4.7	38.2	22.16	4.4	37.9
Precision production, craft, and repair	21.17	4.3	39.5	20.60	4.9	39.5	25.42	4.4	39.9
Machine operators, assemblers, and inspectors	13.85	5.0	39.5	13.85	5.0	39.5	-	-	-
Transportation and material moving	15.25	10.6	37.4	14.61	12.2	37.2	18.86	6.2	38.9
Handlers, equipment cleaners, helpers, and laborers	11.31	8.1	35.6	10.78	8.6	35.9	17.69	6.3	32.6
Service occupations ⁵	12.67	5.7	33.6	9.76	4.3	32.7	21.28	4.0	36.6
Full time	22.70	2.6	39.8	21.99	3.2	39.9	25.57	1.9	39.5
Part time	13.44	6.3	22.1	12.60	7.1	22.9	17.37	4.8	18.8
Union	21.66	2.7	36.0	19.11	4.7	36.3	24.21	2.0	35.8
Nonunion	21.57	3.7	36.5	21.33	3.9	36.7	28.63	8.4	31.6
Time	21.64	2.6	36.3	20.87	3.3	36.6	24.69	2.0	35.3
Incentive	19.70	8.2	36.2	19.70	8.2	36.2	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	17.63	6.7	36.8	17.62	6.7	36.8	-	-	-
100-499 workers	17.77	5.8	36.0	17.54	6.0	36.2	24.29	2.5	31.4
500 workers or more	25.93	2.4	36.4	26.71	3.7	36.9	24.72	2.1	35.6

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

² The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

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

based on productivity payments such as piece rates, commissions, and production bonuses.

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

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

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

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

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$21.60	2.6	\$20.84	3.2	\$24.69	2.0
All excluding sales	21.97	2.6	21.24	3.4	24.69	2.0
White collar	25.79	2.3	25.70	2.9	26.10	2.5
White collar excluding sales	26.91	2.3	27.18	3.0	26.10	2.5
Professional specialty and technical	31.83	2.3	32.26	2.8	30.82	3.4
Professional specialty	33.49	2.4	34.33	3.0	31.86	3.7
Engineers, architects, and surveyors	35.70	2.1	35.79	2.2	34.47	9.0
Nuclear engineers	32.69	4.7	32.69	4.7	—	—
Civil engineers	34.36	6.3	34.81	6.5	34.06	9.5
Electrical and electronic engineers	36.68	3.9	36.64	4.0	—	—
Industrial engineers	30.78	4.4	30.78	4.4	—	—
Engineers, n.e.c.	37.27	2.8	37.27	2.8	—	—
Mathematical and computer scientists	37.30	4.7	37.85	4.9	31.01	7.0
Computer systems analysts and scientists	37.21	4.9	37.79	5.1	31.01	7.0
Natural scientists	27.32	11.3	31.35	9.1	—	—
Physical scientists, n.e.c.	32.25	12.5	32.25	12.5	—	—
Health related	29.71	2.5	28.98	2.6	31.39	5.5
Physicians	37.67	19.0	—	—	55.75	1.8
Registered nurses	30.05	1.6	30.69	1.6	28.44	3.4
Teachers, college and university	44.09	10.3	52.05	18.1	38.77	10.5
Art, drama, and music teachers	32.19	3.0	—	—	—	—
English teachers	34.91	19.5	24.34	14.2	—	—
Other post-secondary teachers	31.33	11.7	30.00	18.0	31.82	14.3
Teachers, except college and university	31.93	5.5	18.38	10.6	33.52	5.9
Prekindergarten and kindergarten	16.26	22.1	—	—	—	—
Elementary school teachers	35.38	7.2	21.23	8.2	35.78	7.4
Secondary school teachers	33.44	11.4	22.23	17.0	40.38	7.2
Teachers, special education	36.75	5.2	—	—	37.50	5.2
Teachers, n.e.c.	31.48	5.4	15.92	22.7	33.00	5.7
Substitute teachers	14.59	3.5	—	—	—	—
Vocational and educational counselors	22.39	5.9	15.95	11.5	23.33	6.1
Librarians, archivists, and curators	25.76	7.9	—	—	27.98	5.9
Librarians	25.76	7.9	—	—	27.98	5.9
Social scientists and urban planners	28.63	8.9	30.19	11.0	24.81	6.2
Economists	30.31	12.2	30.31	12.2	—	—
Psychologists	25.67	5.2	—	—	24.81	6.2
Social, recreation, and religious workers	19.78	12.6	14.57	20.9	23.61	5.2
Social workers	23.53	5.7	20.61	16.2	24.44	5.1
Lawyers and judges	56.52	11.8	58.40	13.4	—	—
Lawyers	56.52	11.8	58.40	13.4	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	28.41	9.4	29.04	10.5	24.78	6.2
Professional, n.e.c.	30.86	4.9	32.01	5.1	—	—
Technical	25.16	4.4	25.86	4.9	20.93	3.2
Clinical laboratory technologists and technicians	25.21	6.5	25.14	6.9	—	—
Radiological technicians	25.98	3.9	25.74	4.0	—	—
Licensed practical nurses	18.45	3.1	18.12	2.4	19.37	8.0
Health technologists and technicians, n.e.c.	18.18	5.0	17.88	9.7	18.46	3.0
Electrical and electronic technicians	22.48	4.7	22.34	4.7	—	—
Engineering technicians, n.e.c.	20.34	6.0	19.90	6.7	—	—
Drafters	27.45	10.3	27.45	10.3	—	—
Computer programmers	32.14	6.6	32.08	6.8	—	—
Legal assistants	21.30	6.2	—	—	—	—
Technical and related, n.e.c.	22.43	4.7	22.83	6.0	20.84	4.1
Executive, administrative, and managerial	35.08	3.6	36.32	4.1	28.78	5.1
Executives, administrators, and managers	42.01	4.8	43.21	5.2	33.93	6.8
Administrators and officials, public administration	31.56	8.4	—	—	31.56	8.4
Financial managers	36.57	8.4	36.64	8.4	—	—
Personnel and labor relations managers	41.70	10.0	41.70	10.0	—	—
Managers, marketing, advertising, and public relations	48.83	7.2	48.83	7.2	—	—
Administrators, education and related fields	36.65	7.1	24.51	7.1	40.93	6.6
Managers, medicine and health	30.75	7.3	30.43	7.7	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Executives, administrators, and managers –Continued						
Managers, service organizations, n.e.c.	\$22.77	8.2	\$23.58	7.9	–	–
Managers and administrators, n.e.c.	46.82	7.6	47.10	7.7	–	–
Management related	26.01	2.6	26.37	2.8	\$24.68	6.0
Accountants and auditors	25.92	3.9	26.00	4.2	–	–
Other financial officers	27.37	8.4	27.72	9.0	–	–
Management analysts	28.37	4.3	26.96	3.1	–	–
Personnel, training, and labor relations specialists	25.63	7.6	24.38	10.4	–	–
Purchasing agents and buyers, n.e.c.	25.07	5.7	25.04	6.2	–	–
Construction inspectors	28.39	8.1	–	–	28.39	8.1
Inspectors and compliance officers, except construction	24.50	12.8	–	–	–	–
Management related, n.e.c.	26.51	6.3	27.93	6.2	19.78	14.7
Sales	16.19	8.8	16.18	8.8	–	–
Supervisors, sales	20.35	15.4	20.33	15.5	–	–
Advertising and related sales	24.87	9.9	24.87	9.9	–	–
Sales workers, apparel	8.71	5.8	8.71	5.8	–	–
Sales workers, furniture and home furnishings	9.41	8.3	9.41	8.3	–	–
Sales workers, other commodities	12.42	19.9	12.36	20.2	–	–
Cashiers	10.18	7.1	10.18	7.1	–	–
Administrative support, including clerical	15.74	1.9	15.26	2.3	17.34	2.5
Supervisors, general office	23.20	6.9	–	–	23.41	5.1
Supervisors, financial records processing	21.43	8.3	21.43	8.3	–	–
Supervisors, distribution, scheduling, and adjusting clerks	21.03	8.0	–	–	–	–
Computer operators	20.88	4.8	21.04	5.1	–	–
Secretaries	17.21	3.0	17.02	3.6	17.87	5.2
Stenographers	21.07	13.0	–	–	–	–
Typists	14.47	13.4	–	–	–	–
Hotel clerks	10.31	8.7	10.31	8.7	–	–
Transportation ticket and reservation agents	15.44	20.5	15.44	20.5	–	–
Receptionists	11.62	2.9	11.62	2.9	–	–
Information clerks, n.e.c.	12.93	3.3	12.93	3.3	–	–
Order clerks	15.67	5.8	15.72	5.9	–	–
Personnel clerks, except payroll and timekeeping	17.93	9.4	17.47	10.6	–	–
Library clerks	15.63	5.9	–	–	16.45	5.4
File clerks	10.70	8.8	10.59	9.0	–	–
Records clerks, n.e.c.	14.39	7.4	14.28	8.3	15.08	8.1
Bookkeepers, accounting and auditing clerks	15.92	4.1	15.64	4.7	17.15	5.9
Payroll and timekeeping clerks	16.50	17.8	–	–	–	–
Billing clerks	15.47	8.1	14.97	8.8	–	–
Dispatchers	20.76	6.8	–	–	22.77	4.2
Production coordinators	21.50	7.6	21.50	7.6	–	–
Traffic, shipping and receiving clerks	16.22	11.0	16.19	11.4	–	–
Stock and inventory clerks	13.64	7.9	13.47	8.6	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	15.68	13.0	15.34	15.5	–	–
Insurance adjusters, examiners, and investigators	16.53	15.4	16.53	15.4	–	–
Investigators and adjusters, except insurance	16.84	5.6	16.64	6.4	–	–
Eligibility clerks, social welfare	18.23	9.1	–	–	19.71	7.1
General office clerks	14.26	3.9	13.78	5.8	15.06	3.1
Bank tellers	10.07	5.9	10.07	5.9	–	–
Data entry keyers	12.07	5.7	12.07	5.7	–	–
Teachers' aides	12.50	7.9	8.42	5.9	12.58	7.8
Administrative support, n.e.c.	16.55	3.0	15.76	3.4	18.46	3.3
Blue collar	16.49	4.3	15.92	4.7	22.16	4.4

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Precision production, craft, and repair	\$21.17	4.3	\$20.60	4.9	\$25.42	4.4
Supervisors, mechanics and repairers	25.90	8.6	24.49	9.9	—	—
Automobile mechanics	22.29	3.0	22.37	3.2	—	—
Bus, truck, and stationary engine mechanics	22.34	6.3	22.34	6.3	—	—
Electronic repairers, communications and industrial equipment	19.24	12.0	18.98	12.8	—	—
Mechanics and repairers, n.e.c.	20.08	6.7	18.68	6.5	25.72	8.3
Electricians	28.92	9.8	30.99	6.0	—	—
Construction trades, n.e.c.	21.31	5.7	—	—	—	—
Supervisors, production	24.82	6.9	24.82	6.9	—	—
Machinists	23.53	5.5	23.53	5.5	—	—
Electrical and electronic equipment assemblers ..	11.28	17.2	11.28	17.2	—	—
Inspectors, testers, and graders	16.68	18.5	16.68	18.5	—	—
Stationary engineers	25.83	3.4	—	—	—	—
Machine operators, assemblers, and inspectors	13.85	5.0	13.85	5.0	—	—
Miscellaneous machine operators, n.e.c.	12.95	5.9	12.95	5.9	—	—
Assemblers	16.37	8.7	16.37	8.7	—	—
Transportation and material moving	15.25	10.6	14.61	12.2	18.86	6.2
Truck drivers	15.65	8.3	15.60	8.7	—	—
Bus drivers	15.22	15.9	—	—	—	—
Industrial truck and tractor equipment operators ..	15.90	12.6	15.90	12.6	—	—
Miscellaneous material moving equipment operators, n.e.c.	18.88	19.9	18.88	19.9	—	—
Handlers, equipment cleaners, helpers, and laborers	11.31	8.1	10.78	8.6	17.69	6.3
Groundskeepers and gardeners, except farm	16.26	14.4	—	—	—	—
Stock handlers and baggers	9.85	5.4	9.85	5.4	—	—
Freight, stock, and material handlers, n.e.c.	15.48	14.6	15.48	14.6	—	—
Hand packers and packagers	7.66	3.2	7.66	3.2	—	—
Laborers, except construction, n.e.c.	12.11	9.5	11.60	9.8	—	—
Service	12.67	5.7	9.76	4.3	21.28	4.0
Protective service	16.97	17.5	8.95	10.0	25.37	3.3
Supervisors, firefighters and fire prevention	28.73	7.4	—	—	28.73	7.4
Firefighting	22.50	6.6	—	—	22.50	6.6
Police and detectives, public service	28.92	4.0	—	—	28.92	4.0
Sheriffs, bailiffs, and other law enforcement officers	23.50	7.0	—	—	23.50	7.0
Correctional institution officers	21.82	2.6	—	—	21.82	2.6
Guards and police, except public service	9.00	10.4	8.81	9.8	—	—
Food service	8.97	6.5	8.75	7.1	11.67	6.4
Waiters, waitresses, and bartenders	7.74	10.0	7.74	10.0	—	—
Waiters and waitresses	6.79	7.1	6.79	7.1	—	—
Waiters'/Waitresses' assistants	8.96	12.5	8.96	12.5	—	—
Other food service	9.46	8.2	9.19	9.2	11.67	6.4
Cooks	14.84	14.5	14.54	16.7	—	—
Kitchen workers, food preparation	9.11	6.0	8.93	6.3	—	—
Food preparation, n.e.c.	7.94	8.6	7.42	8.6	10.40	4.4
Health service	12.18	3.7	11.34	3.0	17.83	9.1
Health aides, except nursing	14.28	7.5	13.13	4.7	19.97	12.8
Nursing aides, orderlies and attendants	11.15	4.2	10.51	3.4	16.24	10.6

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$10.94	7.6	\$9.46	6.8	\$17.08	5.9
Maids and housemen	9.90	7.5	9.62	7.8	—	—
Janitors and cleaners	11.12	9.3	9.39	8.3	17.20	6.3
Personal service	14.09	9.9	13.72	17.2	15.23	15.4
Attendants, amusement, and recreation facilities	10.07	16.6	—	—	—	—
Baggage porters and bellhops	8.69	9.7	8.69	9.7	—	—
Early childhood teachers' assistants	11.69	8.6	—	—	11.93	8.7
Child care workers, n.e.c.	13.72	21.0	—	—	—	—
Service, n.e.c.	11.25	9.4	10.39	10.9	—	—

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

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

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

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$22.70	2.6	\$21.99	3.2	\$25.57	1.9
All excluding sales	22.99	2.6	22.30	3.4	25.57	1.9
White collar	26.76	2.4	26.70	3.0	26.96	2.5
White collar excluding sales	27.65	2.4	27.87	3.0	26.97	2.5
Professional specialty and technical	32.37	2.4	32.78	3.0	31.39	3.5
Professional specialty	34.16	2.6	35.02	3.3	32.47	3.7
Engineers, architects, and surveyors	35.74	2.1	35.83	2.2	34.47	9.0
Nuclear engineers	32.69	4.7	32.69	4.7	—	—
Civil engineers	34.36	6.3	34.81	6.5	34.06	9.5
Electrical and electronic engineers	36.68	3.9	36.64	4.0	—	—
Industrial engineers	30.78	4.4	30.78	4.4	—	—
Engineers, n.e.c.	37.40	2.8	37.40	2.8	—	—
Mathematical and computer scientists	37.30	4.7	37.85	4.9	31.01	7.0
Computer systems analysts and scientists	37.21	4.9	37.79	5.1	31.01	7.0
Natural scientists	27.61	11.8	32.11	9.5	—	—
Physical scientists, n.e.c.	32.25	12.5	32.25	12.5	—	—
Health related	28.57	3.7	26.86	3.8	31.03	6.6
Physicians	35.64	20.8	—	—	—	—
Registered nurses	28.89	2.7	29.72	2.8	27.68	4.6
Teachers, college and university	49.34	11.2	56.07	19.6	43.76	8.7
Other post-secondary teachers	35.32	14.6	—	—	—	—
Teachers, except college and university	33.03	5.1	19.33	11.0	34.43	5.4
Prekindergarten and kindergarten	16.41	22.6	—	—	—	—
Elementary school teachers	35.56	7.2	21.50	9.2	35.92	7.5
Secondary school teachers	33.32	12.3	22.16	17.4	—	—
Teachers, special education	37.52	5.6	—	—	38.31	5.9
Teachers, n.e.c.	32.90	6.3	—	—	32.91	6.3
Vocational and educational counselors	22.64	5.9	17.55	10.1	—	—
Librarians, archivists, and curators	27.28	5.5	—	—	28.00	5.9
Librarians	27.28	5.5	—	—	28.00	5.9
Social scientists and urban planners	28.95	9.0	30.19	11.0	25.43	6.8
Economists	30.31	12.2	30.31	12.2	—	—
Psychologists	26.26	5.5	—	—	25.43	6.8
Social, recreation, and religious workers	20.26	14.1	14.53	25.4	23.92	5.4
Social workers	24.95	4.4	—	—	24.88	5.1
Lawyers and judges	56.52	11.8	58.40	13.4	—	—
Lawyers	56.52	11.8	58.40	13.4	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	28.57	9.8	29.16	10.5	—	—
Professional, n.e.c.	31.06	5.7	32.01	5.1	—	—
Technical	25.42	4.6	26.11	5.2	21.15	3.4
Clinical laboratory technologists and technicians	24.23	5.9	24.08	6.2	—	—
Radiological technicians	26.94	4.6	26.62	4.9	—	—
Licensed practical nurses	18.26	4.0	17.81	2.8	—	—
Health technologists and technicians, n.e.c.	17.62	5.5	16.97	11.5	18.15	3.0
Electrical and electronic technicians	22.48	4.7	22.34	4.7	—	—
Engineering technicians, n.e.c.	20.34	6.0	19.90	6.7	—	—
Drafters	28.44	10.0	28.44	10.0	—	—
Computer programmers	32.14	6.6	32.08	6.8	—	—
Legal assistants	21.30	6.2	—	—	—	—
Technical and related, n.e.c.	22.62	4.9	22.89	6.1	21.48	3.8
Executive, administrative, and managerial	35.24	3.6	36.54	4.1	28.68	5.1
Executives, administrators, and managers	42.10	4.8	43.32	5.2	33.93	6.8
Administrators and officials, public administration	31.56	8.4	—	—	31.56	8.4
Financial managers	36.90	8.2	36.97	8.3	—	—
Personnel and labor relations managers	41.70	10.0	41.70	10.0	—	—
Managers, marketing, advertising, and public relations	48.83	7.2	48.83	7.2	—	—
Administrators, education and related fields	36.99	7.2	24.19	8.0	40.93	6.6
Managers, medicine and health	30.75	7.3	30.43	7.7	—	—
Managers, service organizations, n.e.c.	22.77	8.2	23.58	7.9	—	—
Managers and administrators, n.e.c.	46.82	7.6	47.10	7.7	—	—
Management related	26.11	2.6	26.56	2.8	24.44	6.1

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Accountants and auditors	\$26.00	3.9	\$26.09	4.2	–	–
Other financial officers	27.56	8.5	27.93	9.1	–	–
Management analysts	27.64	3.7	26.96	3.1	–	–
Personnel, training, and labor relations specialists	26.51	7.1	25.60	10.1	–	–
Purchasing agents and buyers, n.e.c.	25.07	5.7	25.04	6.2	–	–
Construction inspectors	28.39	8.1	–	–	\$28.39	8.1
Inspectors and compliance officers, except construction	24.50	12.8	–	–	–	–
Management related, n.e.c.	26.55	6.3	27.99	6.2	19.78	14.7
Sales	18.07	9.0	18.06	9.0	–	–
Supervisors, sales	20.36	15.4	20.34	15.5	–	–
Advertising and related sales	24.91	9.9	24.91	9.9	–	–
Sales workers, apparel	9.57	10.0	9.57	10.0	–	–
Sales workers, other commodities	14.45	22.6	14.39	23.0	–	–
Cashiers	10.71	6.9	10.71	6.9	–	–
Administrative support, including clerical	16.34	2.1	15.79	2.4	18.31	2.5
Supervisors, general office	23.20	6.9	–	–	23.41	5.1
Supervisors, financial records processing	21.43	8.3	21.43	8.3	–	–
Supervisors, distribution, scheduling, and adjusting clerks	21.03	8.0	–	–	–	–
Computer operators	20.90	4.9	21.04	5.1	–	–
Secretaries	17.46	3.1	17.33	3.7	17.90	5.2
Typists	17.01	8.5	–	–	–	–
Hotel clerks	10.31	8.7	10.31	8.7	–	–
Transportation ticket and reservation agents	16.03	20.0	16.03	20.0	–	–
Receptionists	11.89	3.1	11.89	3.1	–	–
Order clerks	16.56	5.4	16.56	5.4	–	–
Personnel clerks, except payroll and timekeeping	17.93	9.4	17.47	10.6	–	–
Library clerks	15.89	8.4	–	–	–	–
File clerks	10.86	10.4	10.74	10.7	–	–
Records clerks, n.e.c.	14.48	8.0	14.28	8.3	–	–
Bookkeepers, accounting and auditing clerks	15.99	4.2	15.66	4.8	17.62	5.1
Payroll and timekeeping clerks	16.50	17.8	–	–	–	–
Billing clerks	15.47	8.1	14.97	8.8	–	–
Dispatchers	20.81	7.3	–	–	23.16	4.5
Production coordinators	21.50	7.6	21.50	7.6	–	–
Traffic, shipping and receiving clerks	16.52	11.2	16.50	11.6	–	–
Stock and inventory clerks	13.90	7.8	13.74	8.5	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	16.36	9.8	16.14	12.0	–	–
Insurance adjusters, examiners, and investigators	16.53	15.4	16.53	15.4	–	–
Investigators and adjusters, except insurance	16.87	5.7	16.67	6.5	–	–
Eligibility clerks, social welfare	18.23	9.1	–	–	19.71	7.1
General office clerks	15.01	3.7	14.70	5.7	15.47	3.2
Bank tellers	10.83	6.3	10.83	6.3	–	–
Data entry keyers	12.61	6.6	12.61	6.6	–	–
Administrative support, n.e.c.	16.99	2.9	16.24	3.1	18.65	3.0
Blue collar	16.73	4.5	16.13	4.9	22.62	4.4
Precision production, craft, and repair	21.19	4.2	20.60	4.8	25.42	4.4
Supervisors, mechanics and repairers	25.90	8.6	24.49	9.9	–	–
Automobile mechanics	22.47	2.3	–	–	–	–
Bus, truck, and stationary engine mechanics	22.34	6.3	22.34	6.3	–	–
Electronic repairers, communications and industrial equipment	19.25	12.0	18.99	12.8	–	–
Mechanics and repairers, n.e.c.	20.08	6.7	18.68	6.5	25.72	8.3

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Electricians	\$28.92	9.8	\$30.99	6.0	—	—
Supervisors, production	24.82	6.9	24.82	6.9	—	—
Machinists	23.53	5.5	23.53	5.5	—	—
Electrical and electronic equipment assemblers ..	11.69	15.8	11.69	15.8	—	—
Inspectors, testers, and graders	16.68	18.5	16.68	18.5	—	—
Stationary engineers	25.83	3.4	—	—	—	—
Machine operators, assemblers, and inspectors	13.85	5.0	13.85	5.0	—	—
Miscellaneous machine operators, n.e.c.	12.95	5.9	12.95	5.9	—	—
Assemblers	16.37	8.7	16.37	8.7	—	—
Transportation and material moving	15.52	11.4	14.89	13.2	\$19.06	6.5
Truck drivers	15.61	8.6	15.56	9.0	—	—
Bus drivers	18.24	8.6	—	—	—	—
Industrial truck and tractor equipment operators ..	15.90	12.6	15.90	12.6	—	—
Handlers, equipment cleaners, helpers, and laborers	11.50	9.4	10.87	9.9	18.89	4.8
Groundskeepers and gardeners, except farm	16.26	14.4	—	—	—	—
Stock handlers and baggers	9.77	5.5	9.77	5.5	—	—
Freight, stock, and material handlers, n.e.c.	17.36	13.0	17.36	13.0	—	—
Hand packers and packagers	7.66	3.2	7.66	3.2	—	—
Laborers, except construction, n.e.c.	12.30	9.9	11.79	10.3	—	—
Service	14.26	5.8	10.59	4.7	22.54	4.0
Protective service	21.79	6.9	11.33	8.7	25.52	3.5
Supervisors, firefighters and fire prevention	28.73	7.4	—	—	28.73	7.4
Firefighting	22.50	6.6	—	—	22.50	6.6
Police and detectives, public service	28.92	4.0	—	—	28.92	4.0
Sheriffs, bailiffs, and other law enforcement officers	23.50	7.0	—	—	23.50	7.0
Correctional institution officers	21.82	2.6	—	—	21.82	2.6
Guards and police, except public service	11.57	9.3	11.27	10.0	—	—
Food service	9.92	7.4	9.75	7.6	—	—
Waiters, waitresses, and bartenders	7.98	12.1	7.98	12.1	—	—
Waiters and waitresses	7.11	9.4	7.11	9.4	—	—
Waiters/Waitresses' assistants	8.81	14.6	8.81	14.6	—	—
Other food service	10.87	9.1	10.66	9.4	—	—
Cooks	16.39	13.1	16.24	15.5	—	—
Kitchen workers, food preparation	8.70	4.7	8.70	4.7	—	—
Food preparation, n.e.c.	8.93	7.7	8.86	7.9	—	—
Health service	11.89	4.6	10.78	3.8	18.03	9.3
Health aides, except nursing	14.30	8.5	12.88	4.8	19.97	12.8
Nursing aides, orderlies and attendants	10.64	5.4	9.78	4.3	16.46	11.2
Cleaning and building service	11.30	8.2	9.74	7.4	17.12	6.0
Maids and housemen	9.97	7.7	9.68	8.0	—	—
Janitors and cleaners	11.56	10.2	9.72	9.3	17.24	6.3
Personal service	16.74	11.6	16.03	13.0	—	—
Baggage porters and bellhops	8.28	11.0	8.28	11.0	—	—
Child care workers, n.e.c.	16.70	26.2	—	—	—	—
Service, n.e.c.	11.45	11.0	10.47	12.0	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

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

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$13.44	6.3	\$12.60	7.1	\$17.37	4.8
All excluding sales	14.03	7.2	13.20	8.4	17.37	4.8
White collar	17.17	4.1	16.38	5.1	19.50	4.5
White collar excluding sales	19.39	4.4	19.33	6.1	19.50	4.5
Professional specialty and technical	27.01	2.8	27.47	2.8	26.00	6.4
Professional specialty	27.90	3.1	28.51	3.2	26.70	6.8
Engineers, architects, and surveyors	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	31.20	2.0	30.94	2.2	32.61	5.5
Registered nurses	31.18	1.3	31.37	1.4	30.25	2.6
Teachers, college and university	28.36	8.9	29.50	6.7	28.00	11.6
English teachers	33.62	15.5	—	—	—	—
Other post-secondary teachers	27.22	11.3	—	—	27.45	12.3
Teachers, except college and university	20.45	15.5	14.41	14.7	22.30	17.7
Teachers, n.e.c.	24.19	19.1	14.31	21.9	—	—
Substitute teachers	14.59	3.5	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.75	7.8	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.82	10.9	—	—	—	—
Technical	21.85	5.4	22.55	6.2	18.92	6.3
Licensed practical nurses	19.00	3.0	18.94	3.8	—	—
Health technologists and technicians, n.e.c.	21.67	7.9	—	—	—	—
Technical and related, n.e.c.	14.70	5.2	—	—	15.02	6.3
Executive, administrative, and managerial	22.84	15.9	20.70	15.0	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	21.83	21.0	18.71	18.8	—	—
Sales	8.51	5.5	8.51	5.5	—	—
Sales workers, furniture and home furnishings	8.38	.5	8.38	.5	—	—
Sales workers, other commodities	7.50	4.1	7.50	4.1	—	—
Cashiers	9.46	12.0	9.46	12.0	—	—
Administrative support, including clerical	11.55	3.8	10.88	4.0	12.89	5.1
Secretaries	13.28	10.4	13.28	10.6	—	—
Receptionists	9.87	10.0	9.87	10.0	—	—
General office clerks	10.28	10.8	9.85	13.8	11.56	5.0
Bank tellers	9.45	4.5	9.45	4.5	—	—
Teachers' aides	12.50	7.9	8.42	5.9	12.58	7.8
Administrative support, n.e.c.	11.84	7.3	12.05	7.6	—	—
Blue collar	12.83	15.0	12.88	15.9	—	—
Precision production, craft, and repair	20.43	29.9	20.43	29.9	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	12.19	14.1	11.71	14.4	—	—
Handlers, equipment cleaners, helpers, and laborers	10.17	5.3	10.21	5.7	—	—
Stock handlers and baggers	9.99	9.0	9.99	9.0	—	—
Freight, stock, and material handlers, n.e.c.	9.95	6.6	9.95	6.6	—	—
Service	8.31	4.5	8.00	4.1	10.97	4.0
Protective service	—	—	—	—	—	—
Food service	7.59	7.1	7.05	6.9	10.59	3.8
Waiters, waitresses, and bartenders	7.20	13.9	7.20	13.9	—	—
Waiters and waitresses	6.30	6.3	6.30	6.3	—	—
Other food service	7.70	8.5	7.00	8.3	10.59	3.8
Food preparation, n.e.c.	7.27	10.8	6.13	4.0	—	—
Health service	13.45	3.6	13.45	3.7	—	—
Health aides, except nursing	14.18	6.2	14.18	6.2	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Health service—Continued						
Nursing aides, orderlies and attendants	\$13.17	4.1	\$13.16	4.3	—	—
Cleaning and building service	7.39	7.6	7.25	7.1	—	—
Janitors and cleaners	7.37	7.9	7.22	7.4	—	—
Personal service	9.74	7.5	8.77	9.1	\$11.43	7.3
Attendants, amusement, and recreation facilities	10.07	16.6	—	—	—	—
Early childhood teachers' assistants	11.60	9.6	—	—	—	—
Child care workers, n.e.c.	10.40	8.0	—	—	—	—
Service, n.e.c.	10.13	5.5	—	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

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

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$904	2.6	39.8	\$877	3.3	39.9	\$1,009	2.0	39.5
All excluding sales	915	2.7	39.8	890	3.4	39.9	1,009	2.0	39.5
White collar	1,066	2.4	39.8	1,072	3.0	40.1	1,047	2.3	38.8
White collar excluding sales	1,102	2.4	39.9	1,120	3.1	40.2	1,047	2.3	38.8
Professional specialty and technical	1,289	2.2	39.8	1,328	2.9	40.5	1,202	2.8	38.3
Professional specialty	1,371	2.3	40.1	1,445	3.0	41.3	1,238	2.9	38.1
Engineers, architects, and surveyors	1,479	2.1	41.4	1,486	2.1	41.5	1,375	9.0	39.9
Nuclear engineers	1,434	4.4	43.9	1,434	4.4	43.9	-	-	-
Civil engineers	1,372	6.3	39.9	1,392	6.5	40.0	1,358	9.5	39.9
Electrical and electronic engineers	1,549	4.0	42.2	1,548	4.0	42.3	-	-	-
Industrial engineers	1,340	3.9	43.5	1,340	3.9	43.5	-	-	-
Engineers, n.e.c.	1,514	2.8	40.5	1,514	2.8	40.5	-	-	-
Mathematical and computer scientists	1,542	4.6	41.4	1,562	4.8	41.3	1,316	5.7	42.4
Computer systems analysts and scientists	1,541	4.8	41.4	1,562	5.1	41.3	1,316	5.7	42.4
Natural scientists	1,194	7.8	43.3	1,309	8.5	40.8	-	-	-
Physical scientists, n.e.c.	1,290	12.5	40.0	1,290	12.5	40.0	-	-	-
Health related	1,119	3.6	39.2	1,048	3.8	39.0	1,223	6.4	39.4
Physicians	1,426	20.8	40.0	-	-	-	-	-	-
Registered nurses	1,117	2.9	38.7	1,124	3.7	37.8	1,107	4.6	40.0
Teachers, college and university	1,987	13.8	40.3	2,115	20.4	37.7	1,867	19.1	42.7
Other post-secondary teachers	1,228	7.0	34.8	-	-	-	-	-	-
Teachers, except college and university	1,191	2.7	36.1	760	10.8	39.3	1,231	2.5	35.8
Prekindergarten and kindergarten	608	17.3	37.0	-	-	-	-	-	-
Elementary school teachers ...	1,237	2.9	34.8	823	9.1	38.3	1,246	3.0	34.7
Secondary school teachers ...	1,158	8.7	34.8	878	17.1	39.6	-	-	-
Teachers, special education ...	1,333	3.3	35.5	-	-	-	1,362	2.9	35.5
Teachers, n.e.c.	1,273	2.8	38.7	-	-	-	1,274	2.9	38.7
Vocational and educational counselors	946	8.8	41.8	694	10.6	39.6	-	-	-
Librarians, archivists, and curators	1,060	6.1	38.9	-	-	-	1,097	6.2	39.2
Librarians	1,060	6.1	38.9	-	-	-	1,097	6.2	39.2
Social scientists and urban planners	1,251	7.5	43.2	1,343	8.0	44.5	1,017	6.8	40.0
Economists	1,346	8.8	44.4	1,346	8.8	44.4	-	-	-
Psychologists	1,077	6.1	41.0	-	-	-	1,017	6.8	40.0
Social, recreation, and religious workers	890	7.5	43.9	753	15.4	51.8	957	5.4	40.0
Social workers	1,006	4.4	40.3	-	-	-	995	5.1	40.0
Lawyers and judges	2,317	11.6	41.0	2,405	13.4	41.2	-	-	-
Lawyers	2,317	11.6	41.0	2,405	13.4	41.2	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,162	9.6	40.7	1,189	10.2	40.8	-	-	-
Professional, n.e.c.	1,225	6.6	39.4	1,260	6.3	39.4	-	-	-
Technical	984	4.5	38.7	1,005	5.0	38.5	843	3.2	39.8
Clinical laboratory technologists and technicians	969	5.9	40.0	963	6.2	40.0	-	-	-
Radiological technicians	1,078	4.6	40.0	1,065	4.9	40.0	-	-	-
Licensed practical nurses	710	4.4	38.9	685	3.1	38.5	-	-	-
Health technologists and technicians, n.e.c.	697	4.8	39.5	661	9.5	39.0	726	3.0	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Professional specialty and technical —Continued									
Technical —Continued									
Electrical and electronic technicians									
Engineering technicians, n.e.c.	\$899	4.7	40.0	\$893	4.7	40.0	—	—	—
Drafters	813	6.0	40.0	796	6.7	40.0	—	—	—
Computer programmers	1,138	10.0	40.0	1,138	10.0	40.0	—	—	—
Legal assistants	1,269	7.2	39.5	1,268	7.4	39.5	—	—	—
Technical and related, n.e.c. ...	831	6.3	39.0	—	—	—	—	—	—
	875	6.8	38.7	879	8.4	38.4	\$856	3.6	39.9
Executive, administrative, and managerial									
Executives, administrators, and managers	1,431	3.7	40.6	1,495	4.1	40.9	1,125	5.6	39.2
Administrators and officials, public administration	1,709	4.9	40.6	1,772	5.3	40.9	1,309	7.9	38.6
Financial managers	1,257	8.4	39.8	—	—	—	1,257	8.4	39.8
Personnel and labor relations managers	1,456	9.3	39.5	1,459	9.4	39.5	—	—	—
Managers, marketing, advertising, and public relations	1,672	9.9	40.1	1,672	9.9	40.1	—	—	—
Administrators, education and related fields	1,959	7.2	40.1	1,959	7.2	40.1	—	—	—
Managers, medicine and health	1,503	7.1	40.6	949	7.7	39.2	1,681	5.7	41.1
Managers, service organizations, n.e.c.	1,240	7.8	40.3	1,227	8.2	40.3	—	—	—
Managers and administrators, n.e.c.	919	8.6	40.4	953	8.5	40.4	—	—	—
Management related	1,940	7.8	41.4	1,953	7.9	41.5	—	—	—
Accountants and auditors	1,062	2.7	40.7	1,087	3.0	40.9	972	6.1	39.8
Other financial officers	1,043	4.0	40.1	1,048	4.3	40.2	—	—	—
Management analysts	1,132	9.4	41.1	1,152	10.1	41.2	—	—	—
Personnel, training, and labor relations specialists	1,253	3.2	45.3	1,236	3.2	45.8	—	—	—
Purchasing agents and buyers, n.e.c.	1,080	7.3	40.7	1,057	10.8	41.3	—	—	—
Construction inspectors	1,112	9.3	44.4	1,125	9.8	45.0	—	—	—
Inspectors and compliance officers, except construction	1,115	9.2	39.3	—	—	—	1,115	9.2	39.3
Management related, n.e.c.	999	13.0	40.8	—	—	—	—	—	—
	1,061	6.3	40.0	1,119	6.2	40.0	791	14.7	40.0
Sales									
Supervisors, sales	718	9.2	39.7	717	9.2	39.7	—	—	—
Advertising and related sales	811	15.7	39.8	810	15.8	39.8	—	—	—
Sales workers, apparel	996	9.9	40.0	996	9.9	40.0	—	—	—
Sales workers, other commodities	352	8.7	36.8	352	8.7	36.8	—	—	—
Cashiers	573	22.8	39.6	570	23.2	39.6	—	—	—
	418	7.6	39.1	418	7.6	39.1	—	—	—
Administrative support, including clerical									
Supervisors, general office	643	2.1	39.4	620	2.5	39.3	725	2.6	39.6
Supervisors, financial records processing	920	7.2	39.6	—	—	—	932	5.3	39.8
Supervisors, distribution, scheduling, and adjusting clerks	837	9.8	39.0	837	9.8	39.0	—	—	—
	862	9.1	41.0	—	—	—	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Computer operators	\$823	5.8	39.4	\$830	6.1	39.4	—	—	—
Secretaries	676	4.7	38.7	667	5.9	38.5	\$707	5.3	39.5
Typists	670	8.1	39.4	—	—	—	—	—	—
Hotel clerks	412	8.7	40.0	412	8.7	40.0	—	—	—
Transportation ticket and reservation agents	641	20.0	40.0	641	20.0	40.0	—	—	—
Receptionists	471	3.5	39.6	471	3.5	39.6	—	—	—
Order clerks	662	5.4	40.0	662	5.4	40.0	—	—	—
Personnel clerks, except payroll and timekeeping	717	9.4	40.0	699	10.6	40.0	—	—	—
Library clerks	624	7.5	39.3	—	—	—	—	—	—
File clerks	425	11.3	39.1	420	11.6	39.1	—	—	—
Records clerks, n.e.c.	571	7.3	39.4	564	7.7	39.5	—	—	—
Bookkeepers, accounting and auditing clerks	619	4.5	38.7	604	5.2	38.6	695	4.1	39.5
Payroll and timekeeping clerks	647	17.7	39.2	—	—	—	—	—	—
Billing clerks	613	7.9	39.7	593	8.6	39.6	—	—	—
Dispatchers	832	7.3	40.0	—	—	—	926	4.5	40.0
Production coordinators	860	7.6	40.0	860	7.6	40.0	—	—	—
Traffic, shipping and receiving clerks	649	12.0	39.3	650	12.4	39.4	—	—	—
Stock and inventory clerks	548	8.4	39.4	541	9.1	39.4	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	654	9.8	40.0	646	12.0	40.0	—	—	—
Insurance adjusters, examiners, and investigators	624	15.2	37.7	624	15.2	37.7	—	—	—
Investigators and adjusters, except insurance	670	6.1	39.7	662	7.0	39.7	—	—	—
Eligibility clerks, social welfare	715	9.3	39.2	—	—	—	774	7.7	39.3
General office clerks	596	3.6	39.7	584	5.6	39.7	615	3.2	39.7
Bank tellers	427	7.1	39.5	427	7.1	39.5	—	—	—
Data entry keyers	497	5.4	39.4	497	5.4	39.4	—	—	—
Administrative support, n.e.c.	678	2.9	39.9	650	3.1	40.0	739	3.3	39.6
Blue collar	667	4.5	39.9	643	4.9	39.9	902	4.4	39.9
Precision production, craft, and repair									
Supervisors, mechanics and repairers	847	4.2	40.0	824	4.8	40.0	1,015	4.4	39.9
Automobile mechanics	1,036	8.6	40.0	980	9.9	40.0	—	—	—
Bus, truck, and stationary engine mechanics	899	2.3	40.0	—	—	—	—	—	—
Electronic repairers, communications and industrial equipment	894	6.3	40.0	894	6.3	40.0	—	—	—
Mechanics and repairers, n.e.c.	769	12.0	39.9	759	12.8	40.0	—	—	—
Electricians	803	6.7	40.0	747	6.5	40.0	1,029	8.3	40.0
Supervisors, production	1,157	9.8	40.0	1,240	6.0	40.0	—	—	—
Machinists	994	6.9	40.1	994	6.9	40.1	—	—	—
Electrical and electronic equipment assemblers	941	5.5	40.0	941	5.5	40.0	—	—	—
Inspectors, testers, and graders	468	15.8	40.0	468	15.8	40.0	—	—	—
Stationary engineers	667	18.5	40.0	667	18.5	40.0	—	—	—
	1,033	3.4	40.0	—	—	—	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors	\$553	5.0	39.9	\$553	5.0	39.9	—	—	—
Miscellaneous machine operators, n.e.c.	518	5.9	40.0	518	5.9	40.0	—	—	—
Assemblers	655	8.7	40.0	655	8.7	40.0	—	—	—
Transportation and material moving	622	11.4	40.1	597	13.3	40.1	\$756	6.9	39.7
Truck drivers	628	8.7	40.2	626	9.2	40.3	—	—	—
Bus drivers	730	8.6	40.0	—	—	—	—	—	—
Industrial truck and tractor equipment operators	636	12.6	40.0	636	12.6	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	454	9.2	39.5	429	9.7	39.4	756	4.8	40.0
Groundskeepers and gardeners, except farm	651	14.4	40.0	—	—	—	—	—	—
Stock handlers and baggers ...	368	5.0	37.7	368	5.0	37.7	—	—	—
Freight, stock, and material handlers, n.e.c.	694	13.0	40.0	694	13.0	40.0	—	—	—
Hand packers and packagers	299	3.9	39.0	299	3.9	39.0	—	—	—
Laborers, except construction, n.e.c.	492	9.9	40.0	472	10.3	40.0	—	—	—
Service	563	5.9	39.5	410	4.3	38.7	933	4.7	41.4
Protective service	913	7.7	41.9	454	8.8	40.0	1,087	4.2	42.6
Supervisors, firefighters and fire prevention	1,445	4.1	50.3	—	—	—	1,445	4.1	50.3
Firefighting	1,192	6.6	53.0	—	—	—	1,192	6.6	53.0
Police and detectives, public service	1,157	4.0	40.0	—	—	—	1,157	4.0	40.0
Sheriffs, bailiffs, and other law enforcement officers	940	7.0	40.0	—	—	—	940	7.0	40.0
Correctional institution officers	888	2.9	40.7	—	—	—	888	2.9	40.7
Guards and police, except public service	461	9.3	39.9	451	10.1	40.0	—	—	—
Food service	397	8.1	40.0	391	8.4	40.1	—	—	—
Waiters, waitresses, and bartenders	319	11.9	39.9	319	11.9	39.9	—	—	—
Waiters and waitresses	296	7.3	41.6	296	7.3	41.6	—	—	—
Waiters'/Waitresses' assistants	339	15.9	38.5	339	15.9	38.5	—	—	—
Other food service	436	10.7	40.1	428	11.2	40.1	—	—	—
Cooks	730	17.2	44.6	741	19.8	45.6	—	—	—
Kitchen workers, food preparation	327	6.0	37.5	327	6.0	37.5	—	—	—
Food preparation, n.e.c.	357	7.7	40.0	354	7.9	40.0	—	—	—
Health service	470	4.6	39.5	425	4.0	39.4	721	9.3	40.0
Health aides, except nursing ..	572	8.5	40.0	515	4.8	40.0	799	12.8	40.0
Nursing aides, orderlies and attendants	417	5.5	39.2	383	4.6	39.1	658	11.2	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Cleaning and building service	\$451	8.1	39.9	\$389	7.3	39.9	\$682	6.0	39.8
Maids and housemen	396	7.7	39.7	386	8.0	39.8	—	—	—
Janitors and cleaners	461	10.1	39.9	388	9.2	39.9	688	6.3	39.9
Personal service	512	8.0	30.6	473	7.2	29.5	—	—	—
Baggage porters and bellhops	328	11.2	39.7	328	11.2	39.7	—	—	—
Child care workers, n.e.c.	631	22.9	37.8	—	—	—	—	—	—
Service, n.e.c.	442	13.4	38.6	401	15.1	38.3	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

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

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$46,000	2.6	2,026	\$45,384	3.3	2,064	\$48,243	2.0	1,887
All excluding sales	46,535	2.7	2,024	46,028	3.4	2,064	48,248	2.0	1,887
White collar	53,837	2.4	2,012	55,512	3.0	2,079	48,615	2.3	1,803
White collar excluding sales	55,498	2.4	2,007	58,001	3.1	2,081	48,622	2.3	1,803
Professional specialty and technical	62,568	2.2	1,933	68,444	2.9	2,088	51,632	2.8	1,645
Professional specialty	65,376	2.3	1,914	74,198	3.0	2,119	52,274	2.9	1,610
Engineers, architects, and surveyors	76,886	2.1	2,151	77,269	2.1	2,157	71,487	9.0	2,074
Nuclear engineers	74,561	4.4	2,281	74,561	4.4	2,281	—	—	—
Civil engineers	71,349	6.3	2,076	72,402	6.5	2,080	70,626	9.5	2,074
Electrical and electronic engineers	80,538	4.0	2,196	80,490	4.0	2,197	—	—	—
Industrial engineers	69,662	3.9	2,263	69,662	3.9	2,263	—	—	—
Engineers, n.e.c.	78,724	2.8	2,105	78,724	2.8	2,105	—	—	—
Mathematical and computer scientists	80,198	4.6	2,150	81,215	4.8	2,145	68,433	5.7	2,207
Computer systems analysts and scientists	80,149	4.8	2,154	81,220	5.1	2,149	68,433	5.7	2,207
Natural scientists	62,087	7.8	2,249	68,056	8.5	2,120	—	—	—
Physical scientists, n.e.c.	67,083	12.5	2,080	67,083	12.5	2,080	—	—	—
Health related	57,540	3.6	2,014	54,431	3.8	2,026	61,949	6.4	1,997
Physicians	74,132	20.8	2,080	—	—	—	—	—	—
Registered nurses	58,101	2.9	2,011	58,463	3.7	1,967	57,543	4.6	2,079
Teachers, college and university	81,318	13.8	1,648	89,467	20.4	1,596	74,129	19.1	1,694
Other post-secondary teachers	49,497	7.0	1,401	—	—	—	—	—	—
Teachers, except college and university	45,099	2.7	1,366	32,805	10.8	1,697	46,093	2.5	1,339
Prekindergarten and kindergarten	27,464	17.3	1,674	—	—	—	—	—	—
Elementary school teachers ...	45,418	2.9	1,277	35,616	9.1	1,656	45,614	3.0	1,270
Secondary school teachers ...	44,498	8.7	1,336	37,374	17.1	1,686	—	—	—
Teachers, special education ...	48,748	3.3	1,299	—	—	—	49,578	2.9	1,294
Teachers, n.e.c.	44,391	2.8	1,349	—	—	—	44,286	2.9	1,346
Vocational and educational counselors	48,986	8.8	2,163	36,096	10.6	2,057	—	—	—
Librarians, archivists, and curators	53,604	6.1	1,965	—	—	—	57,020	6.2	2,037
Librarians	53,604	6.1	1,965	—	—	—	57,020	6.2	2,037
Social scientists and urban planners	65,065	7.5	2,248	69,839	8.0	2,313	52,889	6.8	2,080
Economists	70,018	8.8	2,310	70,018	8.8	2,310	—	—	—
Psychologists	56,013	6.1	2,133	—	—	—	52,889	6.8	2,080
Social, recreation, and religious workers	46,265	7.5	2,283	39,176	15.4	2,696	49,762	5.4	2,080
Social workers	52,333	4.4	2,098	—	—	—	51,744	5.1	2,080
Lawyers and judges	120,488	11.6	2,132	125,078	13.4	2,142	—	—	—
Lawyers	120,488	11.6	2,132	125,078	13.4	2,142	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	60,434	9.6	2,116	61,832	10.2	2,120	—	—	—
Professional, n.e.c.	63,722	6.6	2,051	65,509	6.3	2,046	—	—	—
Technical	51,147	4.5	2,012	52,285	5.0	2,002	43,828	3.2	2,072
Clinical laboratory technologists and technicians	50,397	5.9	2,080	50,089	6.2	2,080	—	—	—
Radiological technicians	56,036	4.6	2,080	55,360	4.9	2,080	—	—	—
Licensed practical nurses	36,909	4.4	2,022	35,622	3.1	2,000	—	—	—
Health technologists and technicians, n.e.c.	36,224	4.8	2,055	34,381	9.5	2,025	37,747	3.0	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Professional specialty and technical —Continued									
Technical —Continued									
Electrical and electronic technicians	\$46,768	4.7	2,080	\$46,457	4.7	2,080	—	—	—
Engineering technicians, n.e.c.	42,298	6.0	2,080	41,382	6.7	2,080	—	—	—
Drafters	59,162	10.0	2,080	59,162	10.0	2,080	—	—	—
Computer programmers	65,972	7.2	2,053	65,936	7.4	2,055	—	—	—
Legal assistants	43,212	6.3	2,029	—	—	—	—	—	—
Technical and related, n.e.c.	45,494	6.8	2,011	45,714	8.4	1,997	\$44,506	3.6	2,072
Executive, administrative, and managerial									
Executives, administrators, and managers	74,161	3.7	2,105	77,697	4.1	2,126	57,421	5.6	2,002
Administrators and officials, public administration	88,328	4.9	2,098	92,120	5.3	2,126	65,337	7.9	1,926
Financial managers	65,358	8.4	2,071	—	—	—	65,358	8.4	2,071
Personnel and labor relations managers	75,729	9.3	2,052	75,861	9.4	2,052	—	—	—
Managers, marketing, advertising, and public relations	86,936	9.9	2,085	86,936	9.9	2,085	—	—	—
Administrators, education and related fields	101,854	7.2	2,086	101,854	7.2	2,086	—	—	—
Managers, medicine and health	69,676	7.1	1,883	48,724	7.7	2,014	75,589	5.7	1,847
Managers, service organizations, n.e.c.	64,462	7.8	2,096	63,814	8.2	2,097	—	—	—
Managers and administrators, n.e.c.	47,814	8.6	2,100	49,556	8.5	2,102	—	—	—
Management related	100,888	7.8	2,155	101,559	7.9	2,156	—	—	—
Accountants and auditors	55,183	2.7	2,114	56,479	3.0	2,126	50,547	6.1	2,068
Other financial officers	54,236	4.0	2,086	54,473	4.3	2,088	—	—	—
Management analysts	58,855	9.4	2,136	59,901	10.1	2,145	—	—	—
Personnel, training, and labor relations specialists	65,140	3.2	2,357	64,254	3.2	2,383	—	—	—
Purchasing agents and buyers, n.e.c.	56,164	7.3	2,119	54,964	10.8	2,147	—	—	—
Construction inspectors	57,847	9.3	2,308	58,524	9.8	2,338	—	—	—
Inspectors and compliance officers, except construction	57,991	9.2	2,043	—	—	—	57,991	9.2	2,043
Management related, n.e.c.	51,971	13.0	2,121	—	—	—	—	—	—
	55,078	6.3	2,074	58,027	6.2	2,073	41,146	14.7	2,080
Sales									
Supervisors, sales	37,287	9.2	2,063	37,267	9.2	2,063	—	—	—
Advertising and related sales	42,158	15.7	2,071	42,126	15.8	2,071	—	—	—
Sales workers, apparel	51,805	9.9	2,080	51,805	9.9	2,080	—	—	—
Sales workers, other commodities	18,326	8.7	1,915	18,326	8.7	1,915	—	—	—
Cashiers	29,579	22.8	2,047	29,450	23.2	2,046	—	—	—
	21,758	7.6	2,031	21,758	7.6	2,031	—	—	—
Administrative support, including clerical									
Supervisors, general office	33,334	2.1	2,040	32,221	2.5	2,041	37,332	2.6	2,038
Supervisors, financial records processing	47,819	7.2	2,061	—	—	—	48,443	5.3	2,069
Supervisors, distribution, scheduling, and adjusting clerks	43,520	9.8	2,031	43,520	9.8	2,031	—	—	—
	44,800	9.1	2,130	—	—	—	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Computer operators	\$42,799	5.8	2,047	\$43,138	6.1	2,051	—	—	—
Secretaries	34,646	4.7	1,984	34,670	5.9	2,001	\$34,570	5.3	1,931
Typists	34,836	8.1	2,048	—	—	—	—	—	—
Hotel clerks	21,439	8.7	2,080	21,439	8.7	2,080	—	—	—
Transportation ticket and reservation agents	33,337	20.0	2,080	33,337	20.0	2,080	—	—	—
Receptionists	24,493	3.5	2,061	24,493	3.5	2,061	—	—	—
Order clerks	34,438	5.4	2,080	34,438	5.4	2,080	—	—	—
Personnel clerks, except payroll and timekeeping	37,298	9.4	2,080	36,336	10.6	2,080	—	—	—
Library clerks	32,160	7.5	2,023	—	—	—	—	—	—
File clerks	22,089	11.3	2,035	21,828	11.6	2,032	—	—	—
Records clerks, n.e.c.	29,685	7.3	2,049	29,340	7.7	2,054	—	—	—
Bookkeepers, accounting and auditing clerks	32,203	4.5	2,014	31,407	5.2	2,006	36,139	4.1	2,051
Payroll and timekeeping clerks	33,624	17.7	2,038	—	—	—	—	—	—
Billing clerks	31,896	7.9	2,062	30,835	8.6	2,060	—	—	—
Dispatchers	43,288	7.3	2,080	—	—	—	48,166	4.5	2,080
Production coordinators	44,725	7.6	2,080	44,725	7.6	2,080	—	—	—
Traffic, shipping and receiving clerks	33,769	12.0	2,044	33,790	12.4	2,048	—	—	—
Stock and inventory clerks	28,474	8.4	2,049	28,129	9.1	2,047	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	34,030	9.8	2,080	33,572	12.0	2,080	—	—	—
Insurance adjusters, examiners, and investigators	32,426	15.2	1,962	32,426	15.2	1,962	—	—	—
Investigators and adjusters, except insurance	34,844	6.1	2,065	34,400	7.0	2,063	—	—	—
Eligibility clerks, social welfare	36,784	9.3	2,018	—	—	—	40,240	7.7	2,042
General office clerks	31,008	3.6	2,066	30,373	5.6	2,066	31,959	3.2	2,066
Bank tellers	22,229	7.1	2,053	22,229	7.1	2,053	—	—	—
Data entry keyers	25,844	5.4	2,049	25,844	5.4	2,049	—	—	—
Administrative support, n.e.c.	35,009	2.9	2,060	33,450	3.1	2,060	38,450	3.3	2,061
Blue collar	34,390	4.5	2,055	33,137	4.9	2,055	46,646	4.4	2,062
Precision production, craft, and repair									
Supervisors, mechanics and repairers	44,025	4.2	2,077	42,796	4.8	2,077	52,791	4.4	2,076
Automobile mechanics	53,874	8.6	2,080	50,942	9.9	2,080	—	—	—
Bus, truck, and stationary engine mechanics	46,737	2.3	2,080	—	—	—	—	—	—
Electronic repairers, communications and industrial equipment	46,467	6.3	2,080	46,467	6.3	2,080	—	—	—
Mechanics and repairers, n.e.c.	39,977	12.0	2,077	39,490	12.8	2,080	—	—	—
Electricians	41,303	6.7	2,057	38,318	6.5	2,051	53,500	8.3	2,080
Supervisors, production	60,148	9.8	2,080	64,465	6.0	2,080	—	—	—
Machinists	51,696	6.9	2,083	51,696	6.9	2,083	—	—	—
Electrical and electronic equipment assemblers	48,950	5.5	2,080	48,950	5.5	2,080	—	—	—
Inspectors, testers, and graders	24,322	15.8	2,080	24,322	15.8	2,080	—	—	—
Stationary engineers	34,701	18.5	2,080	34,701	18.5	2,080	—	—	—
	53,720	3.4	2,080	—	—	—	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors	\$28,706	5.0	2,072	\$28,706	5.0	2,072	—	—	—
Miscellaneous machine operators, n.e.c.	26,778	5.9	2,068	26,778	5.9	2,068	—	—	—
Assemblers	34,041	8.7	2,080	34,041	8.7	2,080	—	—	—
Transportation and material moving	32,055	11.4	2,065	30,866	13.3	2,073	\$38,497	6.9	2,019
Truck drivers	32,671	8.7	2,092	32,569	9.2	2,093	—	—	—
Bus drivers	34,885	8.6	1,912	—	—	—	—	—	—
Industrial truck and tractor equipment operators	32,306	12.6	2,031	32,306	12.6	2,031	—	—	—
Handlers, equipment cleaners, helpers, and laborers	22,928	9.2	1,993	21,595	9.7	1,986	39,292	4.8	2,080
Groundskeepers and gardeners, except farm	33,828	14.4	2,080	—	—	—	—	—	—
Stock handlers and baggers ...	19,156	5.0	1,961	19,156	5.0	1,961	—	—	—
Freight, stock, and material handlers, n.e.c.	36,103	13.0	2,080	36,103	13.0	2,080	—	—	—
Hand packers and packagers	14,142	3.9	1,846	14,142	3.9	1,846	—	—	—
Laborers, except construction, n.e.c.	25,216	9.9	2,050	24,130	10.3	2,047	—	—	—
Service	29,119	5.9	2,042	21,299	4.3	2,012	47,672	4.7	2,115
Protective service	46,852	7.7	2,150	23,588	8.8	2,082	55,501	4.2	2,175
Supervisors, firefighters and fire prevention	75,125	4.1	2,615	—	—	—	75,125	4.1	2,615
Firefighting	62,001	6.6	2,756	—	—	—	62,001	6.6	2,756
Police and detectives, public service	60,159	4.0	2,080	—	—	—	60,159	4.0	2,080
Sheriffs, bailiffs, and other law enforcement officers	48,874	7.0	2,080	—	—	—	48,874	7.0	2,080
Correctional institution officers	46,152	2.9	2,115	—	—	—	46,152	2.9	2,115
Guards and police, except public service	22,836	9.3	1,974	23,473	10.1	2,082	—	—	—
Food service	20,629	8.1	2,080	20,311	8.4	2,083	—	—	—
Waiters, waitresses, and bartenders	16,576	11.9	2,077	16,576	11.9	2,077	—	—	—
Waiters and waitresses	15,392	7.3	2,165	15,392	7.3	2,165	—	—	—
Waiters'/Waitresses' assistants	17,616	15.9	1,999	17,616	15.9	1,999	—	—	—
Other food service	22,635	10.7	2,082	22,239	11.2	2,086	—	—	—
Cooks	37,808	17.2	2,307	38,526	19.8	2,372	—	—	—
Kitchen workers, food preparation	16,985	6.0	1,952	16,985	6.0	1,952	—	—	—
Food preparation, n.e.c.	18,570	7.7	2,080	18,428	7.9	2,080	—	—	—
Health service	24,423	4.6	2,054	22,089	4.0	2,049	37,493	9.3	2,080
Health aides, except nursing ..	29,740	8.5	2,080	26,788	4.8	2,080	41,528	12.8	2,080
Nursing aides, orderlies and attendants	21,709	5.5	2,041	19,893	4.6	2,035	34,237	11.2	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Cleaning and building service	\$23,408	8.1	2,072	\$20,200	7.3	2,074	\$35,346	6.0	2,064
Maids and housemen	20,591	7.7	2,066	20,050	8.0	2,072	—	—	—
Janitors and cleaners	23,968	10.1	2,073	20,161	9.2	2,074	35,673	6.3	2,069
Personal service	26,132	8.0	1,562	24,530	7.2	1,530	—	—	—
Baggage porters and bellhops	17,078	11.2	2,063	17,078	11.2	2,063	—	—	—
Child care workers, n.e.c.	29,799	22.9	1,785	—	—	—	—	—	—
Service, n.e.c.	22,912	13.4	2,002	20,771	15.1	1,984	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$21.60	2.6	\$20.84	3.2	\$24.69	2.0
All excluding sales	21.97	2.6	21.24	3.4	24.69	2.0
White collar	25.79	2.3	25.70	2.9	26.10	2.5
1	7.61	6.0	7.61	6.0	—	—
2	11.07	4.8	11.14	5.2	10.35	5.6
3	11.54	2.8	11.10	2.7	15.59	5.6
4	14.36	2.6	14.16	2.9	15.53	4.1
5	17.68	2.1	17.60	2.5	17.84	4.1
6	20.88	6.8	19.36	2.7	26.48	19.8
7	22.83	3.3	22.36	2.4	23.83	8.4
8	24.76	3.5	23.78	3.5	27.68	4.0
9	30.01	1.7	29.52	2.2	30.84	2.6
10	31.77	4.7	32.49	5.8	29.33	4.5
11	36.36	3.6	37.34	3.8	31.72	9.2
12	43.23	4.0	43.22	4.2	43.53	6.2
13	51.14	3.5	51.47	3.8	48.34	6.1
14	66.09	11.3	68.96	12.6	—	—
Not able to be leveled	27.54	8.1	28.57	10.3	24.83	10.3
White collar excluding sales	26.91	2.3	27.18	3.0	26.10	2.5
2	11.60	4.0	11.74	4.3	10.35	5.6
3	12.26	3.2	11.71	3.0	15.59	5.6
4	14.92	2.4	14.80	2.8	15.49	4.1
5	17.85	2.2	17.85	2.5	17.84	4.1
6	21.17	7.2	19.53	2.6	26.48	19.8
7	23.06	3.3	22.68	2.5	23.83	8.4
8	24.66	3.8	23.50	3.8	27.68	4.0
9	29.98	1.7	29.44	2.2	30.86	2.6
10	31.57	4.9	32.28	6.2	29.33	4.5
11	36.64	3.6	37.79	3.8	31.72	9.2
12	43.59	4.1	43.59	4.3	43.53	6.2
13	51.14	3.5	51.47	3.8	48.34	6.1
14	66.09	11.3	68.96	12.6	—	—
Not able to be leveled	28.00	8.2	29.27	10.4	24.83	10.3
Professional specialty and technical	31.83	2.3	32.26	2.8	30.82	3.4
Professional specialty	33.49	2.4	34.33	3.0	31.86	3.7
5	22.66	9.1	24.37	5.5	—	—
6	26.57	21.1	19.61	5.9	36.50	22.7
7	27.99	5.9	26.03	3.5	30.50	10.2
8	26.45	4.4	24.88	5.5	28.97	2.7
9	31.73	1.7	31.47	1.9	32.03	3.0
10	29.56	8.8	29.18	12.4	30.37	7.2
11	35.94	4.8	37.84	4.8	29.03	10.6
12	42.54	6.8	42.31	7.2	—	—
13	49.22	5.3	49.39	6.0	48.15	7.0
14	54.26	3.9	56.53	4.5	—	—
Not able to be leveled	28.44	7.3	31.54	7.5	25.65	10.5
Engineers, architects, and surveyors	35.70	2.1	35.79	2.2	34.47	9.0
7	27.38	6.3	26.17	5.2	—	—
8	24.27	9.0	24.27	9.0	—	—
9	32.05	2.6	32.04	2.6	—	—
10	36.24	9.8	36.28	11.0	—	—
11	36.81	3.0	36.67	3.2	—	—
12	41.11	3.5	41.11	3.5	—	—
13	45.12	2.4	45.30	2.6	—	—
Nuclear engineers	32.69	4.7	32.69	4.7	—	—
Civil engineers	34.36	6.3	34.81	6.5	34.06	9.5
Electrical and electronic engineers	36.68	3.9	36.64	4.0	—	—
9	32.78	4.9	32.78	4.9	—	—
11	37.08	3.1	37.08	3.1	—	—
12	41.29	7.0	41.29	7.0	—	—
Industrial engineers	30.78	4.4	30.78	4.4	—	—
Engineers, n.e.c.	37.27	2.8	37.27	2.8	—	—
9	32.29	4.4	32.29	4.4	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Engineers, architects, and surveyors –Continued						
Engineers, n.e.c. –Continued						
10	\$30.13	7.8	\$30.13	7.8	–	–
11	41.09	3.4	41.09	3.4	–	–
12	43.98	3.2	43.98	3.2	–	–
13	48.38	3.4	48.38	3.4	–	–
Mathematical and computer scientists	37.30	4.7	37.85	4.9	\$31.01	7.0
7	27.42	3.0	27.47	3.1	–	–
8	29.12	12.4	29.12	12.4	–	–
9	35.39	4.8	35.44	4.8	–	–
10	31.64	7.3	33.95	6.6	–	–
11	36.77	4.6	37.88	4.1	–	–
12	41.21	6.1	41.21	6.1	–	–
13	52.82	12.6	52.82	12.6	–	–
Computer systems analysts and scientists	37.21	4.9	37.79	5.1	31.01	7.0
7	27.42	3.0	27.47	3.1	–	–
8	29.20	12.5	29.20	12.5	–	–
9	35.39	4.8	35.44	4.8	–	–
10	31.64	7.3	33.95	6.6	–	–
11	36.96	5.1	38.28	4.5	–	–
12	40.17	6.7	40.17	6.7	–	–
13	52.82	12.6	52.82	12.6	–	–
Natural scientists	27.32	11.3	31.35	9.1	–	–
11	24.23	17.6	–	–	–	–
Physical scientists, n.e.c.	32.25	12.5	32.25	12.5	–	–
Health related	29.71	2.5	28.98	2.6	31.39	5.5
7	28.93	5.8	28.24	5.0	–	–
8	25.61	5.6	25.29	7.1	–	–
9	29.67	1.8	30.54	1.6	27.79	3.8
10	32.03	7.8	31.72	11.0	–	–
Not able to be leveled	37.47	24.4	–	–	–	–
Physicians	37.67	19.0	–	–	55.75	1.8
Registered nurses	30.05	1.6	30.69	1.6	28.44	3.4
7	28.98	5.3	28.98	5.3	–	–
8	28.26	4.6	28.60	5.4	–	–
9	29.89	1.8	30.78	1.3	27.92	4.0
10	33.58	4.1	–	–	–	–
Teachers, college and university	44.09	10.3	52.05	18.1	38.77	10.5
7	23.09	7.7	–	–	–	–
9	31.60	3.9	–	–	–	–
10	35.10	9.1	32.08	5.2	–	–
11	57.98	23.0	69.72	25.2	–	–
13	46.01	12.9	37.18	19.1	–	–
Art, drama, and music teachers	32.19	3.0	–	–	–	–
English teachers	34.91	19.5	24.34	14.2	–	–
10	33.40	25.7	–	–	–	–
Other post-secondary teachers	31.33	11.7	30.00	18.0	31.82	14.3
Teachers, except college and university	31.93	5.5	18.38	10.6	33.52	5.9
5	20.39	17.8	–	–	–	–
6	32.10	27.2	15.07	12.6	36.93	22.9
7	34.03	10.0	13.14	10.8	39.27	6.4
8	28.33	3.7	16.67	15.7	–	–
9	33.81	3.7	27.00	4.9	34.11	3.8
10	27.90	11.6	–	–	–	–
Prekindergarten and kindergarten	16.26	22.1	–	–	–	–
Elementary school teachers	35.38	7.2	21.23	8.2	35.78	7.4
7	37.74	5.1	18.77	17.5	–	–
9	36.01	3.2	–	–	36.19	3.3
Secondary school teachers	33.44	11.4	22.23	17.0	40.38	7.2
9	35.62	5.5	28.13	4.8	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Teachers, except college and university —Continued						
Teachers, special education	\$36.75	5.2	—	—	\$37.50	5.2
7	41.19	8.5	—	—	—	—
Teachers, n.e.c.	31.48	5.4	\$15.92	22.7	33.00	5.7
9	32.79	6.3	—	—	32.80	6.3
Substitute teachers	14.59	3.5	—	—	—	—
Vocational and educational counselors	22.39	5.9	15.95	11.5	23.33	6.1
Librarians, archivists, and curators	25.76	7.9	—	—	27.98	5.9
Librarians	25.76	7.9	—	—	27.98	5.9
Social scientists and urban planners	28.63	8.9	30.19	11.0	24.81	6.2
11	28.86	4.0	—	—	—	—
Economists	30.31	12.2	30.31	12.2	—	—
Psychologists	25.67	5.2	—	—	24.81	6.2
11	28.86	4.0	—	—	—	—
Social, recreation, and religious workers	19.78	12.6	14.57	20.9	23.61	5.2
9	24.08	6.4	—	—	—	—
11	18.58	30.9	—	—	—	—
Social workers	23.53	5.7	20.61	16.2	24.44	5.1
Lawyers and judges	56.52	11.8	58.40	13.4	—	—
Lawyers	56.52	11.8	58.40	13.4	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	28.41	9.4	29.04	10.5	24.78	6.2
Not able to be leveled	27.68	9.3	30.69	7.0	—	—
Professional, n.e.c.	30.86	4.9	32.01	5.1	—	—
Technical	25.16	4.4	25.86	4.9	20.93	3.2
4	15.53	7.6	15.63	8.4	14.62	7.7
5	18.16	2.7	18.36	3.8	17.79	3.2
6	21.28	4.6	21.03	5.1	23.07	6.4
7	22.42	2.7	23.04	3.0	20.41	4.1
8	23.37	3.3	23.47	3.9	22.96	4.7
9	31.68	7.0	31.62	7.2	—	—
11	45.47	16.2	46.43	16.8	—	—
Not able to be leveled	23.04	2.7	23.04	2.7	—	—
Clinical laboratory technologists and technicians	25.21	6.5	25.14	6.9	—	—
Radiological technicians	25.98	3.9	25.74	4.0	—	—
Licensed practical nurses	18.45	3.1	18.12	2.4	19.37	8.0
5	18.91	2.4	18.97	3.2	—	—
6	17.54	7.1	17.54	7.1	—	—
8	17.95	2.3	17.90	2.6	—	—
Health technologists and technicians, n.e.c.	18.18	5.0	17.88	9.7	18.46	3.0
Electrical and electronic technicians	22.48	4.7	22.34	4.7	—	—
7	21.98	5.0	21.98	5.0	—	—
Engineering technicians, n.e.c.	20.34	6.0	19.90	6.7	—	—
Drafters	27.45	10.3	27.45	10.3	—	—
Computer programmers	32.14	6.6	32.08	6.8	—	—
9	32.14	7.2	—	—	—	—
Legal assistants	21.30	6.2	—	—	—	—
Technical and related, n.e.c.	22.43	4.7	22.83	6.0	20.84	4.1
Executive, administrative, and managerial						
5	19.44	8.4	19.35	9.5	—	—
6	20.22	4.6	20.45	5.1	—	—
7	22.03	5.3	22.42	5.6	—	—
8	22.79	6.6	22.25	7.2	—	—
9	26.35	2.2	26.26	2.7	26.58	4.0
10	33.86	4.9	35.37	5.4	27.76	4.7
11	36.10	4.0	35.35	4.4	39.85	7.2
12	44.77	4.0	45.05	4.2	40.32	5.9
13	51.61	3.6	51.69	3.7	—	—
14	71.27	14.8	72.41	15.4	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Not able to be leveled	\$37.80	17.6	\$44.81	19.4	—	—
Executives, administrators, and managers	42.01	4.8	43.21	5.2	\$33.93	6.8
7	20.83	9.5	20.83	9.5	—	—
8	20.75	6.0	20.75	6.0	—	—
9	26.46	4.1	26.27	4.6	—	—
10	37.14	4.7	39.15	4.3	—	—
11	37.21	4.7	36.44	5.4	40.18	7.6
12	46.19	4.5	46.64	4.7	—	—
13	51.82	3.7	51.90	3.8	—	—
14	71.28	14.8	72.42	15.5	—	—
Not able to be leveled	55.02	13.8	57.41	13.9	—	—
Administrators and officials, public administration	31.56	8.4	—	—	31.56	8.4
Financial managers	36.57	8.4	36.64	8.4	—	—
11	37.36	13.7	37.69	14.2	—	—
Personnel and labor relations managers	41.70	10.0	41.70	10.0	—	—
Managers, marketing, advertising, and public relations	48.83	7.2	48.83	7.2	—	—
10	44.11	2.7	44.11	2.7	—	—
Administrators, education and related fields	36.65	7.1	24.51	7.1	40.93	6.6
11	38.65	10.0	25.35	7.3	—	—
Managers, medicine and health	30.75	7.3	30.43	7.7	—	—
Managers, service organizations, n.e.c.	22.77	8.2	23.58	7.9	—	—
Managers and administrators, n.e.c.	46.82	7.6	47.10	7.7	—	—
10	38.31	5.4	39.20	5.0	—	—
11	36.41	5.0	36.92	4.9	—	—
12	47.15	5.0	47.15	5.0	—	—
13	52.01	4.6	52.01	4.6	—	—
14	77.68	23.2	79.18	24.0	—	—
Management related	26.01	2.6	26.37	2.8	24.68	6.0
5	19.44	8.4	19.35	9.5	—	—
6	20.49	5.0	20.58	5.5	—	—
7	22.58	6.2	23.33	6.3	—	—
8	24.00	9.4	23.32	11.2	—	—
9	26.28	2.5	26.25	2.9	26.35	4.7
10	27.57	3.4	27.69	3.6	—	—
11	32.89	5.2	32.73	5.5	—	—
12	38.82	5.8	38.84	5.8	—	—
Not able to be leveled	25.35	14.8	—	—	—	—
Accountants and auditors	25.92	3.9	26.00	4.2	—	—
7	24.45	13.1	24.45	13.1	—	—
8	18.38	10.2	—	—	—	—
9	27.69	3.3	28.23	3.1	—	—
Other financial officers	27.37	8.4	27.72	9.0	—	—
Management analysts	28.37	4.3	26.96	3.1	—	—
Personnel, training, and labor relations specialists	25.63	7.6	24.38	10.4	—	—
Purchasing agents and buyers, n.e.c.	25.07	5.7	25.04	6.2	—	—
Construction inspectors	28.39	8.1	—	—	28.39	8.1
Inspectors and compliance officers, except construction	24.50	12.8	—	—	—	—
Management related, n.e.c.	26.51	6.3	27.93	6.2	19.78	14.7
6	22.57	7.7	22.77	8.4	—	—
7	22.50	7.8	22.50	7.8	—	—
8	26.34	10.0	26.34	10.0	—	—
9	26.33	4.5	27.64	5.2	—	—
Sales						
.....	16.19	8.8	16.18	8.8	—	—
1	7.02	3.9	7.02	3.9	—	—
2	7.74	1.7	7.74	1.7	—	—
3	9.91	5.4	9.91	5.4	—	—
4	11.83	6.8	11.77	6.9	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
5	\$16.69	7.1	\$16.69	7.1	—	—
6	18.08	11.5	18.08	11.5	—	—
7	17.59	9.5	17.59	9.5	—	—
8	25.69	7.1	25.69	7.1	—	—
9	31.51	14.2	—	—	—	—
Supervisors, sales	20.35	15.4	20.33	15.5	—	—
4	11.17	11.9	11.17	11.9	—	—
5	12.53	4.6	12.53	4.6	—	—
Advertising and related sales	24.87	9.9	24.87	9.9	—	—
Sales workers, apparel	8.71	5.8	8.71	5.8	—	—
Sales workers, furniture and home furnishings	9.41	8.3	9.41	8.3	—	—
3	8.95	6.5	8.95	6.5	—	—
Sales workers, other commodities	12.42	19.9	12.36	20.2	—	—
3	9.85	7.6	9.85	7.6	—	—
4	9.77	10.4	9.43	10.6	—	—
5	17.24	9.2	17.24	9.2	—	—
Cashiers	10.18	7.1	10.18	7.1	—	—
1	7.35	3.6	7.35	3.6	—	—
3	10.49	10.5	10.49	10.5	—	—
Administrative support, including clerical	15.74	1.9	15.26	2.3	\$17.34	2.5
2	11.64	4.0	11.79	4.3	10.35	5.6
3	12.25	3.3	11.67	3.1	15.59	5.6
4	14.92	2.5	14.79	2.9	15.52	4.2
5	17.50	2.4	17.35	2.6	17.73	4.6
6	18.81	3.3	18.40	3.9	20.10	4.1
7	19.95	3.4	19.93	3.0	19.97	7.0
8	19.47	13.4	19.40	16.2	—	—
Not able to be leveled	16.64	12.5	16.82	12.5	—	—
Supervisors, general office	23.20	6.9	—	—	23.41	5.1
Supervisors, financial records processing	21.43	8.3	21.43	8.3	—	—
Supervisors, distribution, scheduling, and adjusting clerks	21.03	8.0	—	—	—	—
Computer operators	20.88	4.8	21.04	5.1	—	—
Secretaries	17.21	3.0	17.02	3.6	17.87	5.2
4	15.29	3.0	14.94	3.0	—	—
5	18.16	4.7	18.21	3.7	18.08	10.2
6	19.06	7.7	18.87	8.4	—	—
7	19.09	3.4	19.24	3.9	—	—
Stenographers	21.07	13.0	—	—	—	—
Typists	14.47	13.4	—	—	—	—
Hotel clerks	10.31	8.7	10.31	8.7	—	—
Transportation ticket and reservation agents	15.44	20.5	15.44	20.5	—	—
Receptionists	11.62	2.9	11.62	2.9	—	—
2	11.55	3.9	11.55	3.9	—	—
3	11.08	4.1	11.08	4.1	—	—
Information clerks, n.e.c.	12.93	3.3	12.93	3.3	—	—
Order clerks	15.67	5.8	15.72	5.9	—	—
3	12.83	5.3	12.85	5.5	—	—
4	17.18	5.3	17.18	5.3	—	—
Personnel clerks, except payroll and timekeeping	17.93	9.4	17.47	10.6	—	—
Library clerks	15.63	5.9	—	—	16.45	5.4
File clerks	10.70	8.8	10.59	9.0	—	—
Records clerks, n.e.c.	14.39	7.4	14.28	8.3	15.08	8.1
4	15.79	7.2	—	—	—	—
Bookkeepers, accounting and auditing clerks	15.92	4.1	15.64	4.7	17.15	5.9
4	14.33	5.6	14.18	5.9	—	—
5	17.69	7.0	—	—	—	—
6	17.50	6.2	17.64	8.2	—	—
7	19.59	4.8	18.86	6.4	—	—
Payroll and timekeeping clerks	16.50	17.8	—	—	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Billing clerks	\$15.47	8.1	\$14.97	8.8	—	—
Dispatchers	20.76	6.8	—	—	\$22.77	4.2
5	22.17	5.9	—	—	—	—
Production coordinators	21.50	7.6	21.50	7.6	—	—
Traffic, shipping and receiving clerks	16.22	11.0	16.19	11.4	—	—
4	17.41	14.6	17.41	14.6	—	—
Stock and inventory clerks	13.64	7.9	13.47	8.6	—	—
3	11.28	10.9	—	—	—	—
4	15.00	10.1	14.90	10.4	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	15.68	13.0	15.34	15.5	—	—
4	14.71	15.4	14.01	18.9	—	—
Insurance adjusters, examiners, and investigators	16.53	15.4	16.53	15.4	—	—
Investigators and adjusters, except insurance	16.84	5.6	16.64	6.4	—	—
Eligibility clerks, social welfare	18.23	9.1	—	—	19.71	7.1
General office clerks	14.26	3.9	13.78	5.8	15.06	3.1
2	10.76	6.8	10.86	7.0	—	—
3	14.82	5.8	14.61	7.3	15.19	9.6
4	13.63	3.8	13.72	6.2	13.53	3.9
5	16.95	2.4	17.14	3.5	16.76	3.2
Bank tellers	10.07	5.9	10.07	5.9	—	—
3	9.52	2.4	9.52	2.4	—	—
Data entry keyers	12.07	5.7	12.07	5.7	—	—
3	12.56	7.8	12.56	7.8	—	—
Teachers' aides	12.50	7.9	8.42	5.9	12.58	7.8
3	12.34	1.1	—	—	—	—
Administrative support, n.e.c.	16.55	3.0	15.76	3.4	18.46	3.3
4	16.12	6.3	15.64	8.2	—	—
7	19.76	2.1	—	—	—	—
Blue collar	16.49	4.3	15.92	4.7	22.16	4.4
1	8.92	8.6	8.87	8.7	—	—
2	11.22	12.8	11.02	13.3	—	—
3	13.09	4.7	12.89	4.9	15.86	5.1
4	15.68	6.6	15.50	7.4	17.57	7.8
5	16.75	5.3	16.27	5.8	20.44	2.9
6	21.23	6.3	21.05	6.8	23.42	11.1
7	22.40	3.4	22.16	4.0	23.63	3.6
8	28.57	5.5	28.20	6.2	—	—
9	28.29	4.7	27.75	6.3	—	—
Not able to be leveled	27.64	16.3	21.90	20.2	—	—
Precision production, craft, and repair	21.17	4.3	20.60	4.9	25.42	4.4
3	13.41	26.2	13.41	26.2	—	—
4	17.94	14.2	17.53	16.5	—	—
5	16.58	7.7	16.29	7.8	—	—
6	23.53	6.0	23.24	6.4	—	—
7	22.46	3.8	22.28	4.5	23.40	3.6
8	28.91	5.5	28.54	6.3	—	—
9	28.29	4.7	27.75	6.3	—	—
Supervisors, mechanics and repairers	25.90	8.6	24.49	9.9	—	—
Automobile mechanics	22.29	3.0	22.37	3.2	—	—
7	22.40	2.6	—	—	—	—
Bus, truck, and stationary engine mechanics	22.34	6.3	22.34	6.3	—	—
Electronic repairers, communications and industrial equipment	19.24	12.0	18.98	12.8	—	—
Mechanics and repairers, n.e.c.	20.08	6.7	18.68	6.5	25.72	8.3
7	22.51	4.7	21.32	5.6	—	—
Electricians	28.92	9.8	30.99	6.0	—	—
7	28.48	11.6	—	—	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Construction trades, n.e.c.	\$21.31	5.7	—	—	—	—
Supervisors, production	24.82	6.9	\$24.82	6.9	—	—
Machinists	23.53	5.5	23.53	5.5	—	—
Electrical and electronic equipment assemblers ..	11.28	17.2	11.28	17.2	—	—
5	14.31	6.4	14.31	6.4	—	—
Inspectors, testers, and graders	16.68	18.5	16.68	18.5	—	—
Stationary engineers	25.83	3.4	—	—	—	—
Machine operators, assemblers, and inspectors	13.85	5.0	13.85	5.0	—	—
1	9.23	2.2	9.23	2.2	—	—
2	9.65	9.7	9.65	9.7	—	—
3	13.57	5.5	13.57	5.5	—	—
4	13.33	7.4	13.33	7.4	—	—
5	16.02	7.4	16.02	7.4	—	—
6	14.75	2.3	14.75	2.3	—	—
Miscellaneous machine operators, n.e.c.	12.95	5.9	12.95	5.9	—	—
3	13.02	9.7	13.02	9.7	—	—
4	12.44	9.4	12.44	9.4	—	—
Assemblers	16.37	8.7	16.37	8.7	—	—
Transportation and material moving	15.25	10.6	14.61	12.2	\$18.86	6.2
2	10.72	23.9	10.72	23.9	—	—
3	14.17	6.1	—	—	—	—
4	16.55	6.5	16.91	7.4	—	—
5	18.39	8.7	17.67	11.2	—	—
6	23.53	8.5	—	—	—	—
7	23.21	6.5	—	—	—	—
Truck drivers	15.65	8.3	15.60	8.7	—	—
2	16.60	5.2	16.60	5.2	—	—
4	17.80	3.6	18.42	1.7	—	—
Bus drivers	15.22	15.9	—	—	—	—
Industrial truck and tractor equipment operators ..	15.90	12.6	15.90	12.6	—	—
Miscellaneous material moving equipment operators, n.e.c.	18.88	19.9	18.88	19.9	—	—
Handlers, equipment cleaners, helpers, and laborers	11.31	8.1	10.78	8.6	17.69	6.3
1	8.04	8.5	7.93	8.4	—	—
2	12.42	17.5	12.25	18.4	—	—
3	11.90	7.3	11.47	7.6	—	—
4	15.47	6.8	15.17	7.7	—	—
5	14.87	8.2	13.53	7.3	—	—
Groundskeepers and gardeners, except farm	16.26	14.4	—	—	—	—
Stock handlers and baggers	9.85	5.4	9.85	5.4	—	—
1	7.26	1.4	7.26	1.4	—	—
2	9.04	2.8	9.04	2.8	—	—
3	9.41	6.9	9.41	6.9	—	—
Freight, stock, and material handlers, n.e.c.	15.48	14.6	15.48	14.6	—	—
2	16.35	21.4	16.35	21.4	—	—
3	14.56	7.9	14.56	7.9	—	—
Hand packers and packagers	7.66	3.2	7.66	3.2	—	—
1	7.58	5.4	7.58	5.4	—	—
Laborers, except construction, n.e.c.	12.11	9.5	11.60	9.8	—	—
1	10.44	8.9	10.01	8.3	—	—
Service	12.67	5.7	9.76	4.3	21.28	4.0
1	7.62	4.2	7.60	4.3	—	—
2	9.18	4.8	9.09	5.1	11.21	11.0
3	10.73	10.5	9.01	7.7	16.30	6.3
4	14.54	5.8	13.41	7.1	17.08	6.3
5	17.66	10.8	15.47	16.8	20.75	6.4

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
6	\$19.99	14.0	\$12.16	10.3	\$25.01	10.0
7	24.61	6.3	—	—	25.78	5.2
8	25.56	7.4	—	—	27.87	6.1
9	22.95	20.8	—	—	28.81	5.9
Protective service	16.97	17.5	8.95	10.0	25.37	3.3
4	18.29	6.1	—	—	—	—
5	18.89	9.8	11.67	3.4	22.17	6.9
6	25.52	9.9	—	—	25.92	10.0
7	27.01	3.3	—	—	27.01	3.4
8	27.68	7.5	—	—	27.77	7.8
9	28.81	5.9	—	—	28.81	5.9
Supervisors, firefighters and fire prevention	28.73	7.4	—	—	28.73	7.4
Firefighting	22.50	6.6	—	—	22.50	6.6
Police and detectives, public service	28.92	4.0	—	—	28.92	4.0
7	29.51	3.4	—	—	29.51	3.4
Sheriffs, bailiffs, and other law enforcement officers	23.50	7.0	—	—	23.50	7.0
Correctional institution officers	21.82	2.6	—	—	21.82	2.6
Guards and police, except public service	9.00	10.4	8.81	9.8	—	—
Food service	8.97	6.5	8.75	7.1	11.67	6.4
1	7.07	5.3	6.98	5.2	—	—
2	8.14	3.8	8.03	4.0	—	—
3	8.84	11.9	8.06	14.4	—	—
4	10.28	9.0	10.21	9.2	—	—
Waiters, waitresses, and bartenders	7.74	10.0	7.74	10.0	—	—
1	6.76	7.6	6.76	7.6	—	—
3	8.97	17.0	8.97	17.0	—	—
4	8.77	15.2	8.77	15.2	—	—
Waiters and waitresses	6.79	7.1	6.79	7.1	—	—
Waiters/Waitresses' assistants	8.96	12.5	8.96	12.5	—	—
1	6.89	8.9	6.89	8.9	—	—
Other food service	9.46	8.2	9.19	9.2	11.67	6.4
1	7.14	6.3	7.04	6.3	—	—
2	8.52	2.2	8.41	2.3	—	—
3	8.76	15.9	—	—	—	—
4	12.44	6.8	12.36	7.3	—	—
Cooks	14.84	14.5	14.54	16.7	—	—
Kitchen workers, food preparation	9.11	6.0	8.93	6.3	—	—
Food preparation, n.e.c.	7.94	8.6	7.42	8.6	10.40	4.4
1	7.36	9.9	—	—	—	—
3	8.23	18.5	—	—	—	—
Health service	12.18	3.7	11.34	3.0	17.83	9.1
2	9.25	5.8	9.25	5.8	—	—
3	11.89	7.3	10.62	4.2	—	—
4	13.38	8.2	12.44	6.8	—	—
5	14.43	8.7	—	—	—	—
Health aides, except nursing	14.28	7.5	13.13	4.7	19.97	12.8
3	11.85	5.1	11.38	4.2	—	—
4	17.49	10.0	15.61	3.3	—	—
5	14.36	9.2	—	—	—	—
Nursing aides, orderlies and attendants	11.15	4.2	10.51	3.4	16.24	10.6
2	9.09	6.2	9.09	6.2	—	—
3	11.91	10.0	10.26	5.7	—	—
4	11.82	7.1	11.47	7.2	—	—
Cleaning and building service	10.94	7.6	9.46	6.8	17.08	5.9
1	7.90	5.9	7.90	5.9	—	—
2	9.94	8.8	9.86	9.1	—	—
3	14.19	7.9	11.17	4.8	17.79	7.4
4	12.54	20.5	12.14	29.4	—	—
Maids and housemen	9.90	7.5	9.62	7.8	—	—
1	8.51	13.0	8.51	13.0	—	—
2	9.20	10.2	9.20	10.2	—	—
Janitors and cleaners	11.12	9.3	9.39	8.3	17.20	6.3

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Cleaning and building service—Continued						
Janitors and cleaners—Continued						
1	\$7.76	6.0	\$7.76	6.0	—	—
2	10.06	9.6	9.96	10.0	—	—
3	14.98	9.0	11.24	6.5	\$18.00	7.7
4	12.51	23.9	—	—	—	—
Personal service						
1	14.09	9.9	13.72	17.2	15.23	15.4
2	8.09	14.6	8.12	15.1	—	—
3	8.56	11.6	7.53	5.6	—	—
4	10.76	7.4	10.36	9.6	—	—
4	18.20	7.8	—	—	13.40	5.7
Attendants, amusement, and recreation facilities						
Baggage porters and bellhops	10.07	16.6	—	—	—	—
Early childhood teachers' assistants	8.69	9.7	8.69	9.7	—	—
Child care workers, n.e.c.	11.69	8.6	—	—	11.93	8.7
Service, n.e.c.	13.72	21.0	—	—	—	—
4	11.25	9.4	10.39	10.9	—	—
4	13.36	10.0	—	—	—	—

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

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

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

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay

of all workers and dividing by the number of workers, weighted by hours.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$22.70	2.6	\$21.99	3.2	\$25.57	1.9
All excluding sales	22.99	2.6	22.30	3.4	25.57	1.9
White collar	26.76	2.4	26.70	3.0	26.96	2.5
1	8.32	8.8	8.32	8.8	—	—
2	11.78	5.1	11.75	5.2	—	—
3	12.23	3.2	11.73	3.0	17.28	5.2
4	14.65	2.7	14.44	3.0	16.02	3.6
5	17.92	2.1	17.65	2.6	18.57	3.6
6	21.21	7.0	19.59	2.7	27.53	19.7
7	22.75	3.6	22.12	2.4	24.13	9.3
8	24.74	3.8	23.84	3.7	27.40	4.7
9	29.87	1.9	29.30	2.4	30.79	2.8
10	31.74	5.0	32.48	6.1	29.14	4.8
11	36.42	3.6	37.40	3.9	31.82	9.3
12	43.62	3.9	43.65	4.1	43.08	6.6
13	51.37	3.5	51.73	3.8	48.16	6.6
14	66.09	11.3	68.96	12.6	—	—
Not able to be leveled	27.84	8.8	29.11	11.2	24.67	10.2
White collar excluding sales	27.65	2.4	27.87	3.0	26.97	2.5
1	10.35	9.4	10.35	9.4	—	—
2	12.24	4.8	12.21	4.8	—	—
3	12.68	3.8	12.05	3.5	17.28	5.2
4	15.12	2.5	14.96	2.8	15.99	3.6
5	18.10	2.1	17.87	2.6	18.57	3.6
6	21.55	7.4	19.80	2.6	27.53	19.7
7	23.00	3.6	22.44	2.4	24.13	9.3
8	24.63	4.2	23.52	4.1	27.40	4.7
9	29.83	1.9	29.20	2.4	30.82	2.8
10	31.53	5.2	32.26	6.5	29.14	4.8
11	36.72	3.7	37.86	3.8	31.82	9.3
12	44.00	4.0	44.05	4.1	43.08	6.6
13	51.37	3.5	51.73	3.8	48.16	6.6
14	66.09	11.3	68.96	12.6	—	—
Not able to be leveled	28.23	8.8	29.73	11.4	24.67	10.2
Professional specialty and technical	32.37	2.4	32.78	3.0	31.39	3.5
Professional specialty	34.16	2.6	35.02	3.3	32.47	3.7
5	25.69	4.9	25.07	4.9	—	—
6	28.41	21.2	19.81	6.2	—	—
7	28.69	7.3	25.45	3.6	32.96	11.3
8	26.56	4.9	24.79	6.3	29.11	2.1
9	31.79	2.0	31.51	2.3	32.07	3.3
10	29.17	9.9	28.69	14.1	30.19	8.2
11	36.01	4.9	37.90	4.8	29.12	10.8
12	43.28	6.6	43.13	6.9	—	—
13	49.53	5.3	49.77	5.9	47.93	7.6
14	54.26	3.9	56.53	4.5	—	—
Not able to be leveled	27.72	7.3	31.00	8.6	25.06	8.4
Engineers, architects, and surveyors	35.74	2.1	35.83	2.2	34.47	9.0
7	27.38	6.3	26.17	5.2	—	—
8	24.27	9.0	24.27	9.0	—	—
9	32.05	2.6	32.04	2.6	—	—
10	37.05	10.0	37.21	11.4	—	—
11	36.81	3.0	36.67	3.2	—	—
12	41.11	3.5	41.11	3.5	—	—
13	45.12	2.4	45.30	2.6	—	—
Nuclear engineers	32.69	4.7	32.69	4.7	—	—
Civil engineers	34.36	6.3	34.81	6.5	34.06	9.5
Electrical and electronic engineers	36.68	3.9	36.64	4.0	—	—
9	32.78	4.9	32.78	4.9	—	—
11	37.08	3.1	37.08	3.1	—	—
12	41.29	7.0	41.29	7.0	—	—
Industrial engineers	30.78	4.4	30.78	4.4	—	—
Engineers, n.e.c.	37.40	2.8	37.40	2.8	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Engineers, architects, and surveyors —Continued						
Engineers, n.e.c. —Continued						
9	\$32.29	4.4	\$32.29	4.4	—	—
11	41.09	3.4	41.09	3.4	—	—
12	43.98	3.2	43.98	3.2	—	—
13	48.38	3.4	48.38	3.4	—	—
Mathematical and computer scientists	37.30	4.7	37.85	4.9	\$31.01	7.0
7	27.42	3.0	27.47	3.1	—	—
8	29.12	12.4	29.12	12.4	—	—
9	35.39	4.8	35.44	4.8	—	—
10	31.64	7.3	33.95	6.6	—	—
11	36.77	4.6	37.88	4.1	—	—
12	41.21	6.1	41.21	6.1	—	—
13	52.82	12.6	52.82	12.6	—	—
Computer systems analysts and scientists	37.21	4.9	37.79	5.1	31.01	7.0
7	27.42	3.0	27.47	3.1	—	—
8	29.20	12.5	29.20	12.5	—	—
9	35.39	4.8	35.44	4.8	—	—
10	31.64	7.3	33.95	6.6	—	—
11	36.96	5.1	38.28	4.5	—	—
12	40.17	6.7	40.17	6.7	—	—
13	52.82	12.6	52.82	12.6	—	—
Natural scientists	27.61	11.8	32.11	9.5	—	—
11	24.23	17.6	—	—	—	—
Physical scientists, n.e.c.	32.25	12.5	32.25	12.5	—	—
Health related	28.57	3.7	26.86	3.8	31.03	6.6
7	27.97	9.5	—	—	—	—
8	22.71	6.9	—	—	—	—
9	28.32	2.8	29.33	2.7	26.83	5.0
10	30.57	12.1	—	—	—	—
Physicians	35.64	20.8	—	—	—	—
Registered nurses	28.89	2.7	29.72	2.8	27.68	4.6
9	28.67	2.9	29.82	2.5	26.91	5.4
Teachers, college and university	49.34	11.2	56.07	19.6	43.76	8.7
9	31.60	3.9	—	—	—	—
10	38.14	15.5	—	—	—	—
11	59.15	23.8	—	—	—	—
13	50.59	11.6	—	—	—	—
Other post-secondary teachers	35.32	14.6	—	—	—	—
Teachers, except college and university	33.03	5.1	19.33	11.0	34.43	5.4
6	36.38	21.6	—	—	—	—
7	36.81	9.9	13.23	13.0	42.45	4.6
8	28.13	4.6	15.92	15.7	—	—
9	33.77	3.8	27.63	4.5	34.03	3.9
10	27.87	11.9	—	—	—	—
Prekindergarten and kindergarten	16.41	22.6	—	—	—	—
Elementary school teachers	35.56	7.2	21.50	9.2	35.92	7.5
9	36.06	3.3	—	—	36.19	3.3
Secondary school teachers	33.32	12.3	22.16	17.4	—	—
9	35.46	6.3	28.11	4.9	—	—
Teachers, special education	37.52	5.6	—	—	38.31	5.9
7	41.53	7.6	—	—	—	—
Teachers, n.e.c.	32.90	6.3	—	—	32.91	6.3
Vocational and educational counselors	22.64	5.9	17.55	10.1	—	—
Librarians, archivists, and curators	27.28	5.5	—	—	28.00	5.9
Librarians	27.28	5.5	—	—	28.00	5.9
Social scientists and urban planners	28.95	9.0	30.19	11.0	25.43	6.8
Economists	30.31	12.2	30.31	12.2	—	—
Psychologists	26.26	5.5	—	—	25.43	6.8
Social, recreation, and religious workers	20.26	14.1	14.53	25.4	23.92	5.4

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Social, recreation, and religious workers —Continued						
9	\$24.69	6.0	—	—	—	—
Social workers	24.95	4.4	—	—	\$24.88	5.1
Lawyers and judges	56.52	11.8	\$58.40	13.4	—	—
Lawyers	56.52	11.8	58.40	13.4	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	28.57	9.8	29.16	10.5	—	—
Professional, n.e.c.	31.06	5.7	32.01	5.1	—	—
Technical	25.42	4.6	26.11	5.2	21.15	3.4
4	14.45	4.8	14.44	5.3	—	—
5	18.30	3.3	18.43	4.4	18.00	4.1
6	21.28	4.7	21.03	5.3	—	—
7	22.38	2.8	23.08	3.2	20.21	4.3
8	23.50	3.4	23.64	4.0	22.96	4.7
9	31.62	7.5	31.54	7.7	—	—
11	45.47	16.2	46.43	16.8	—	—
Clinical laboratory technologists and technicians	24.23	5.9	24.08	6.2	—	—
Radiological technicians	26.94	4.6	26.62	4.9	—	—
Licensed practical nurses	18.26	4.0	17.81	2.8	—	—
Health technologists and technicians, n.e.c.	17.62	5.5	16.97	11.5	18.15	3.0
Electrical and electronic technicians	22.48	4.7	22.34	4.7	—	—
7	21.98	5.0	21.98	5.0	—	—
Engineering technicians, n.e.c.	20.34	6.0	19.90	6.7	—	—
Drafters	28.44	10.0	28.44	10.0	—	—
Computer programmers	32.14	6.6	32.08	6.8	—	—
9	32.14	7.2	—	—	—	—
Legal assistants	21.30	6.2	—	—	—	—
Technical and related, n.e.c.	22.62	4.9	22.89	6.1	21.48	3.8
Executive, administrative, and managerial	35.24	3.6	36.54	4.1	28.68	5.1
5	19.43	8.4	19.34	9.5	—	—
6	20.22	4.6	20.46	5.1	—	—
7	21.96	5.5	22.36	5.8	—	—
8	22.90	6.6	22.80	7.3	—	—
9	26.35	2.2	26.26	2.7	26.58	4.0
10	33.86	4.9	35.37	5.4	27.76	4.7
11	36.17	4.0	35.43	4.4	39.85	7.2
12	44.77	4.0	45.05	4.2	40.32	5.9
13	51.61	3.6	51.69	3.7	—	—
14	71.27	14.8	72.41	15.4	—	—
Not able to be leveled	37.80	17.6	44.81	19.4	—	—
Executives, administrators, and managers	42.10	4.8	43.32	5.2	33.93	6.8
7	20.83	9.5	20.83	9.5	—	—
8	20.24	6.3	20.24	6.3	—	—
9	26.46	4.1	26.27	4.6	—	—
10	37.14	4.7	39.15	4.3	—	—
11	37.32	4.7	36.56	5.5	40.18	7.6
12	46.19	4.5	46.64	4.7	—	—
13	51.82	3.7	51.90	3.8	—	—
14	71.28	14.8	72.42	15.5	—	—
Not able to be leveled	55.04	13.8	57.41	13.9	—	—
Administrators and officials, public administration	31.56	8.4	—	—	31.56	8.4
Financial managers	36.90	8.2	36.97	8.3	—	—
11	37.36	13.7	37.69	14.2	—	—
Personnel and labor relations managers	41.70	10.0	41.70	10.0	—	—
Managers, marketing, advertising, and public relations	48.83	7.2	48.83	7.2	—	—
10	44.11	2.7	44.11	2.7	—	—
Administrators, education and related fields	36.99	7.2	24.19	8.0	40.93	6.6

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Executives, administrators, and managers —Continued						
Administrators, education and related fields —Continued						
11	\$39.41	9.8	—	—	—	—
Managers, medicine and health	30.75	7.3	\$30.43	7.7	—	—
Managers, service organizations, n.e.c.	22.77	8.2	23.58	7.9	—	—
Managers and administrators, n.e.c.	46.82	7.6	47.10	7.7	—	—
10	38.31	5.4	39.20	5.0	—	—
11	36.41	5.0	36.92	4.9	—	—
12	47.15	5.0	47.15	5.0	—	—
13	52.01	4.6	52.01	4.6	—	—
14	77.68	23.2	79.18	24.0	—	—
Management related	26.11	2.6	26.56	2.8	\$24.44	6.1
5	19.43	8.4	19.34	9.5	—	—
6	20.50	5.0	20.58	5.5	—	—
7	22.52	6.5	23.31	6.7	—	—
8	24.55	9.0	24.70	10.6	—	—
9	26.28	2.5	26.25	2.9	26.35	4.7
10	27.57	3.4	27.69	3.6	—	—
11	32.89	5.2	32.73	5.5	—	—
12	38.82	5.8	38.84	5.8	—	—
Not able to be leveled	25.35	14.8	—	—	—	—
Accountants and auditors	26.00	3.9	26.09	4.2	—	—
8	18.38	10.2	—	—	—	—
9	27.69	3.3	28.23	3.1	—	—
Other financial officers	27.56	8.5	27.93	9.1	—	—
Management analysts	27.64	3.7	26.96	3.1	—	—
Personnel, training, and labor relations specialists	26.51	7.1	25.60	10.1	—	—
Purchasing agents and buyers, n.e.c.	25.07	5.7	25.04	6.2	—	—
Construction inspectors	28.39	8.1	—	—	28.39	8.1
Inspectors and compliance officers, except construction	24.50	12.8	—	—	—	—
Management related, n.e.c.	26.55	6.3	27.99	6.2	19.78	14.7
6	22.60	7.8	22.81	8.5	—	—
7	22.57	7.9	22.57	7.9	—	—
8	26.34	10.0	26.34	10.0	—	—
9	26.33	4.5	27.64	5.2	—	—
Sales	18.07	9.0	18.06	9.0	—	—
3	10.86	5.4	10.86	5.4	—	—
4	12.45	6.9	12.39	6.9	—	—
5	16.83	7.6	16.83	7.6	—	—
6	18.09	11.5	18.09	11.5	—	—
7	17.59	9.5	17.59	9.5	—	—
8	25.69	7.1	25.69	7.1	—	—
9	31.51	14.2	—	—	—	—
Supervisors, sales	20.36	15.4	20.34	15.5	—	—
4	11.17	11.9	11.17	11.9	—	—
5	12.53	4.6	12.53	4.6	—	—
Advertising and related sales	24.91	9.9	24.91	9.9	—	—
Sales workers, apparel	9.57	10.0	9.57	10.0	—	—
3	10.21	9.9	10.21	9.9	—	—
Sales workers, other commodities	14.45	22.6	14.39	23.0	—	—
3	10.11	8.5	10.11	8.5	—	—
4	12.13	5.9	11.57	4.9	—	—
Cashiers	10.71	6.9	10.71	6.9	—	—
Administrative support, including clerical	16.34	2.1	15.79	2.4	18.31	2.5
1	10.35	9.4	10.35	9.4	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
2	\$12.32	4.9	\$12.30	4.9	—	—
3	12.69	4.0	12.02	3.7	\$17.28	5.2
4	15.16	2.5	14.99	2.9	16.03	3.7
5	17.72	2.2	17.37	2.6	18.35	3.7
6	19.21	3.1	18.90	3.8	20.15	4.1
7	19.98	3.4	19.98	3.0	19.98	7.1
8	19.47	13.4	19.40	16.2	—	—
Not able to be leveled	16.92	14.4	16.92	14.4	—	—
Supervisors, general office	23.20	6.9	—	—	23.41	5.1
Supervisors, financial records processing	21.43	8.3	21.43	8.3	—	—
Supervisors, distribution, scheduling, and adjusting clerks	21.03	8.0	—	—	—	—
Computer operators	20.90	4.9	21.04	5.1	—	—
Secretaries	17.46	3.1	17.33	3.7	17.90	5.2
4	15.42	3.2	15.06	3.3	—	—
5	18.18	4.7	18.25	3.7	18.08	10.2
6	19.99	7.0	19.86	7.7	—	—
7	19.09	3.4	19.24	3.9	—	—
Typists	17.01	8.5	—	—	—	—
Hotel clerks	10.31	8.7	10.31	8.7	—	—
Transportation ticket and reservation agents	16.03	20.0	16.03	20.0	—	—
Receptionists	11.89	3.1	11.89	3.1	—	—
Order clerks	16.56	5.4	16.56	5.4	—	—
4	17.05	4.8	17.05	4.8	—	—
Personnel clerks, except payroll and timekeeping	17.93	9.4	17.47	10.6	—	—
Library clerks	15.89	8.4	—	—	—	—
File clerks	10.86	10.4	10.74	10.7	—	—
Records clerks, n.e.c.	14.48	8.0	14.28	8.3	—	—
4	16.30	6.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	15.99	4.2	15.66	4.8	17.62	5.1
4	14.30	5.8	14.14	6.1	—	—
5	17.69	7.0	—	—	—	—
6	17.50	6.2	17.64	8.2	—	—
7	19.59	4.8	18.86	6.4	—	—
Payroll and timekeeping clerks	16.50	17.8	—	—	—	—
Billing clerks	15.47	8.1	14.97	8.8	—	—
Dispatchers	20.81	7.3	—	—	23.16	4.5
5	22.25	6.2	—	—	—	—
Production coordinators	21.50	7.6	21.50	7.6	—	—
Traffic, shipping and receiving clerks	16.52	11.2	16.50	11.6	—	—
4	17.41	14.6	17.41	14.6	—	—
Stock and inventory clerks	13.90	7.8	13.74	8.5	—	—
4	15.00	10.1	14.90	10.4	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	16.36	9.8	16.14	12.0	—	—
4	15.48	11.9	—	—	—	—
Insurance adjusters, examiners, and investigators	16.53	15.4	16.53	15.4	—	—
Investigators and adjusters, except insurance	16.87	5.7	16.67	6.5	—	—
Eligibility clerks, social welfare	18.23	9.1	—	—	19.71	7.1
General office clerks	15.01	3.7	14.70	5.7	15.47	3.2
3	15.97	6.1	15.88	8.0	16.12	9.2
4	13.91	4.4	14.10	6.9	13.70	4.9
5	16.95	2.4	17.14	3.5	16.76	3.2
Bank tellers	10.83	6.3	10.83	6.3	—	—
Data entry keyers	12.61	6.6	12.61	6.6	—	—
Administrative support, n.e.c.	16.99	2.9	16.24	3.1	18.65	3.0
4	16.48	6.1	16.06	8.2	—	—
7	19.76	2.1	—	—	—	—
Blue collar	16.73	4.5	16.13	4.9	22.62	4.4

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
1	\$8.79	9.1	\$8.73	9.1	—	—
2	11.57	14.0	11.35	14.5	—	—
3	13.11	4.8	12.92	5.1	—	—
4	15.68	7.0	15.48	7.9	\$17.57	7.8
5	16.96	5.5	16.47	6.0	20.44	2.9
6	20.56	5.8	20.31	6.2	23.42	11.1
7	22.56	3.2	22.35	3.8	23.63	3.6
8	28.57	5.5	28.20	6.2	—	—
9	28.29	4.7	27.75	6.3	—	—
Not able to be leveled	27.64	16.3	21.90	20.2	—	—
Precision production, craft, and repair	21.19	4.2	20.60	4.8	25.42	4.4
3	13.41	26.2	13.41	26.2	—	—
4	18.07	14.3	17.67	16.6	—	—
5	16.39	7.8	16.08	8.0	—	—
6	22.59	5.0	22.21	5.3	—	—
7	22.65	3.5	22.49	4.2	23.40	3.6
8	28.91	5.5	28.54	6.3	—	—
9	28.29	4.7	27.75	6.3	—	—
Supervisors, mechanics and repairers	25.90	8.6	24.49	9.9	—	—
Automobile mechanics	22.47	2.3	—	—	—	—
7	22.59	2.0	—	—	—	—
Bus, truck, and stationary engine mechanics	22.34	6.3	22.34	6.3	—	—
Electronic repairers, communications and industrial equipment	19.25	12.0	18.99	12.8	—	—
Mechanics and repairers, n.e.c.	20.08	6.7	18.68	6.5	25.72	8.3
7	22.51	4.7	21.32	5.6	—	—
Electricians	28.92	9.8	30.99	6.0	—	—
7	28.48	11.6	—	—	—	—
Supervisors, production	24.82	6.9	24.82	6.9	—	—
Machinists	23.53	5.5	23.53	5.5	—	—
Electrical and electronic equipment assemblers ..	11.69	15.8	11.69	15.8	—	—
5	14.31	6.4	14.31	6.4	—	—
Inspectors, testers, and graders	16.68	18.5	16.68	18.5	—	—
Stationary engineers	25.83	3.4	—	—	—	—
Machine operators, assemblers, and inspectors	13.85	5.0	13.85	5.0	—	—
1	9.23	2.2	9.23	2.2	—	—
2	9.75	9.9	9.75	9.9	—	—
3	13.60	5.5	13.60	5.5	—	—
4	13.34	7.4	13.34	7.4	—	—
5	15.89	7.3	15.89	7.3	—	—
6	14.75	2.3	14.75	2.3	—	—
Miscellaneous machine operators, n.e.c.	12.95	5.9	12.95	5.9	—	—
3	13.02	9.7	13.02	9.7	—	—
4	12.44	9.4	12.44	9.4	—	—
Assemblers	16.37	8.7	16.37	8.7	—	—
Transportation and material moving	15.52	11.4	14.89	13.2	19.06	6.5
2	10.76	25.4	10.76	25.4	—	—
4	16.56	6.6	16.93	7.6	—	—
5	19.72	6.8	19.33	9.1	—	—
6	23.59	8.6	—	—	—	—
7	23.21	6.5	—	—	—	—
Truck drivers	15.61	8.6	15.56	9.0	—	—
2	16.93	3.9	16.93	3.9	—	—
4	17.84	3.7	18.49	1.5	—	—
Bus drivers	18.24	8.6	—	—	—	—
Industrial truck and tractor equipment operators ..	15.90	12.6	15.90	12.6	—	—
Handlers, equipment cleaners, helpers, and laborers	11.50	9.4	10.87	9.9	18.89	4.8
1	7.85	8.9	7.74	8.6	—	—
2	13.14	18.7	12.96	19.7	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers —Continued						
3	\$11.94	8.1	\$11.44	8.2	—	—
4	15.24	8.8	14.78	10.3	—	—
5	15.21	7.8	13.86	7.0	—	—
Groundskeepers and gardeners, except farm	16.26	14.4	—	—	—	—
Stock handlers and baggers	9.77	5.5	9.77	5.5	—	—
3	9.37	6.6	9.37	6.6	—	—
Freight, stock, and material handlers, n.e.c.	17.36	13.0	17.36	13.0	—	—
Hand packers and packagers	7.66	3.2	7.66	3.2	—	—
1	7.58	5.4	7.58	5.4	—	—
Laborers, except construction, n.e.c.	12.30	9.9	11.79	10.3	—	—
1	10.44	8.9	10.01	8.3	—	—
Service	14.26	5.8	10.59	4.7	\$22.54	4.0
1	8.02	5.1	8.02	5.1	—	—
2	9.40	5.2	9.36	5.3	—	—
3	13.25	5.8	10.86	3.1	17.43	6.4
4	15.16	6.3	13.87	8.0	17.74	6.7
5	18.35	11.8	15.79	20.2	21.39	6.1
6	21.65	11.0	13.39	8.7	25.01	10.0
7	24.62	6.3	—	—	25.78	5.2
8	25.57	7.4	—	—	27.87	6.1
9	22.95	20.8	—	—	28.81	5.9
Protective service	21.79	6.9	11.33	8.7	25.52	3.5
4	18.59	6.1	—	—	—	—
5	18.93	9.8	—	—	22.17	6.9
6	25.52	9.9	—	—	25.92	10.0
7	27.01	3.3	—	—	27.01	3.4
8	27.68	7.5	—	—	27.77	7.8
9	28.81	5.9	—	—	28.81	5.9
Supervisors, firefighters and fire prevention	28.73	7.4	—	—	28.73	7.4
Firefighting	22.50	6.6	—	—	22.50	6.6
Police and detectives, public service	28.92	4.0	—	—	28.92	4.0
7	29.51	3.4	—	—	29.51	3.4
Sheriffs, bailiffs, and other law enforcement officers	23.50	7.0	—	—	23.50	7.0
Correctional institution officers	21.82	2.6	—	—	21.82	2.6
Guards and police, except public service	11.57	9.3	11.27	10.0	—	—
Food service	9.92	7.4	9.75	7.6	—	—
1	7.71	6.5	7.71	6.5	—	—
2	8.24	4.1	8.24	4.1	—	—
4	9.73	10.6	9.64	11.0	—	—
Waiters, waitresses, and bartenders	7.98	12.1	7.98	12.1	—	—
Waiters and waitresses	7.11	9.4	7.11	9.4	—	—
Waiters'/Waitresses' assistants	8.81	14.6	8.81	14.6	—	—
Other food service	10.87	9.1	10.66	9.4	—	—
1	8.17	5.7	8.17	5.7	—	—
2	8.38	2.5	8.38	2.5	—	—
4	12.44	6.8	12.36	7.3	—	—
Cooks	16.39	13.1	16.24	15.5	—	—
Kitchen workers, food preparation	8.70	4.7	8.70	4.7	—	—
Food preparation, n.e.c.	8.93	7.7	8.86	7.9	—	—
1	8.44	6.9	8.44	6.9	—	—
Health service	11.89	4.6	10.78	3.8	18.03	9.3
2	8.93	5.8	8.93	5.8	—	—
3	11.74	8.6	10.15	4.1	—	—
4	13.33	9.5	12.12	7.8	—	—
Health aides, except nursing	14.30	8.5	12.88	4.8	19.97	12.8
4	17.57	10.3	15.62	3.5	—	—
Nursing aides, orderlies and attendants	10.64	5.4	9.78	4.3	16.46	11.2

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Health service—Continued						
Nursing aides, orderlies and attendants—Continued						
3	\$11.67	12.3	\$9.52	4.9	—	—
4	11.30	7.8	10.74	7.6	—	—
Cleaning and building service	11.30	8.2	9.74	7.4	\$17.12	6.0
1	8.01	5.9	8.01	5.9	—	—
2	10.50	6.9	10.41	7.2	—	—
3	14.34	8.1	11.28	5.0	17.86	7.4
4	12.97	19.6	—	—	—	—
Maids and housemen	9.97	7.7	9.68	8.0	—	—
1	8.55	13.1	8.55	13.1	—	—
Janitors and cleaners	11.56	10.2	9.72	9.3	17.24	6.3
1	7.86	5.9	7.86	5.9	—	—
2	10.69	7.3	10.59	7.7	—	—
3	15.22	9.3	11.43	7.2	18.08	7.7
Personal service	16.74	11.6	16.03	13.0	—	—
3	10.08	9.9	—	—	—	—
Baggage porters and bellhops	8.28	11.0	8.28	11.0	—	—
Child care workers, n.e.c.	16.70	26.2	—	—	—	—
Service, n.e.c.	11.45	11.0	10.47	12.0	—	—

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

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

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$13.44	6.3	\$12.60	7.1	\$17.37	4.8
All excluding sales	14.03	7.2	13.20	8.4	17.37	4.8
White collar	17.17	4.1	16.38	5.1	19.50	4.5
1	6.79	3.6	6.79	3.6	—	—
2	9.48	5.2	9.32	6.8	9.93	5.8
3	9.89	3.5	9.56	4.0	12.40	2.1
4	12.13	6.3	11.62	7.6	13.57	10.5
5	15.23	3.0	16.32	3.6	14.73	2.6
6	15.98	9.9	15.16	14.3	17.47	12.4
7	23.88	7.5	26.00	7.7	20.06	5.9
8	24.87	8.4	23.35	10.2	29.81	11.5
9	31.43	1.3	31.38	1.2	31.55	3.4
10	32.26	4.3	32.61	6.4	—	—
Not able to be leveled	24.29	9.1	23.60	9.6	28.16	19.1
White collar excluding sales	19.39	4.4	19.33	6.1	19.50	4.5
2	10.00	4.8	10.04	6.5	9.93	5.8
3	10.87	3.2	10.47	3.6	12.40	2.1
4	13.31	5.7	13.18	6.8	13.57	10.5
5	15.22	3.3	17.35	4.3	14.73	2.6
6	15.99	10.0	15.17	14.4	17.47	12.4
7	23.88	7.5	26.00	7.7	20.06	5.9
8	24.87	8.4	23.35	10.2	29.81	11.5
9	31.43	1.3	31.38	1.2	31.55	3.4
10	32.26	4.3	32.61	6.4	—	—
Not able to be leveled	25.39	7.2	24.85	7.3	28.16	19.1
Professional specialty and technical	27.01	2.8	27.47	2.8	26.00	6.4
Professional specialty	27.90	3.1	28.51	3.2	26.70	6.8
6	17.56	12.7	18.20	21.4	17.08	13.5
7	24.61	8.5	29.11	4.7	—	—
8	25.95	9.0	25.18	11.3	28.04	12.1
9	31.37	1.3	31.30	1.3	31.55	3.4
10	32.26	4.3	32.61	6.4	—	—
Not able to be leveled	35.58	12.8	—	—	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	31.20	2.0	30.94	2.2	32.61	5.5
7	30.42	2.3	30.42	2.3	—	—
8	28.69	5.6	28.52	6.1	—	—
9	31.36	1.2	31.67	1.1	30.14	3.1
Registered nurses	31.18	1.3	31.37	1.4	30.25	2.6
7	30.34	2.4	30.34	2.4	—	—
8	30.04	5.2	30.02	5.9	—	—
9	31.34	1.3	31.66	1.2	30.14	3.1
Teachers, college and university	28.36	8.9	29.50	6.7	28.00	11.6
7	21.76	6.0	—	—	—	—
10	32.26	2.8	33.91	7.2	—	—
English teachers	33.62	15.5	—	—	—	—
Other post-secondary teachers	27.22	11.3	—	—	27.45	12.3
Teachers, except college and university	20.45	15.5	14.41	14.7	22.30	17.7
6	14.96	3.8	14.68	17.8	—	—
7	14.73	3.5	—	—	—	—
9	35.10	8.0	—	—	—	—
Teachers, n.e.c.	24.19	19.1	14.31	21.9	—	—
Substitute teachers	14.59	3.5	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.75	7.8	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.82	10.9	—	—	—	—
Technical	21.85	5.4	22.55	6.2	18.92	6.3
4	19.24	17.9	—	—	—	—
5	17.66	3.7	—	—	17.24	5.0
Licensed practical nurses	19.00	3.0	18.94	3.8	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Technical —Continued						
Licensed practical nurses —Continued						
5	\$18.86	4.0	—	—	—	—
Health technologists and technicians, n.e.c.	21.67	7.9	—	—	—	—
Technical and related, n.e.c.	14.70	5.2	—	—	\$15.02	6.3
Executive, administrative, and managerial	22.84	15.9	\$20.70	15.0	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	21.83	21.0	18.71	18.8	—	—
Sales	8.51	5.5	8.51	5.5	—	—
1	6.94	2.2	6.94	2.2	—	—
3	8.70	5.2	8.70	5.2	—	—
4	7.66	6.9	7.66	6.9	—	—
Sales workers, furniture and home furnishings	8.38	.5	8.38	.5	—	—
3	8.34	.4	8.34	.4	—	—
Sales workers, other commodities	7.50	4.1	7.50	4.1	—	—
4	7.71	7.8	7.71	7.8	—	—
Cashiers	9.46	12.0	9.46	12.0	—	—
3	9.48	12.0	9.48	12.0	—	—
Administrative support, including clerical	11.55	3.8	10.88	4.0	12.89	5.1
2	10.00	4.8	10.04	6.5	9.93	5.8
3	10.87	3.2	10.47	3.6	12.40	2.1
4	12.86	5.1	12.48	4.9	13.53	10.8
5	14.59	2.6	—	—	14.59	2.8
Not able to be leveled	15.16	8.0	16.18	6.2	—	—
Secretaries	13.28	10.4	13.28	10.6	—	—
Receptionists	9.87	10.0	9.87	10.0	—	—
General office clerks	10.28	10.8	9.85	13.8	11.56	5.0
2	9.50	13.7	—	—	—	—
3	11.56	5.2	—	—	—	—
4	12.34	8.2	—	—	—	—
Bank tellers	9.45	4.5	9.45	4.5	—	—
3	9.09	2.8	9.09	2.8	—	—
Teachers' aides	12.50	7.9	8.42	5.9	12.58	7.8
3	12.34	1.1	—	—	—	—
Administrative support, n.e.c.	11.84	7.3	12.05	7.6	—	—
Blue collar	12.83	15.0	12.88	15.9	—	—
1	9.85	15.5	9.95	16.7	—	—
2	8.45	5.3	8.45	5.3	—	—
3	12.71	8.5	12.13	10.3	—	—
5	13.67	21.6	13.67	21.6	—	—
Precision production, craft, and repair	20.43	29.9	20.43	29.9	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	12.19	14.1	11.71	14.4	—	—
Handlers, equipment cleaners, helpers, and laborers	10.17	5.3	10.21	5.7	—	—
1	9.02	10.0	9.05	11.0	—	—
2	8.46	4.5	8.46	4.5	—	—
3	11.54	7.1	11.77	9.2	—	—
Stock handlers and baggers	9.99	9.0	9.99	9.0	—	—
1	7.26	1.4	7.26	1.4	—	—
Freight, stock, and material handlers, n.e.c.	9.95	6.6	9.95	6.6	—	—
Service	8.31	4.5	8.00	4.1	10.97	4.0
1	6.68	5.0	6.55	4.6	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
2	\$8.38	6.7	\$7.98	6.5	\$10.50	12.4
3	7.95	5.0	7.58	2.9	11.52	3.7
4	11.47	6.7	11.54	7.9	11.17	8.6
5	13.99	6.8	14.34	8.3	—	—
Protective service	—	—	—	—	—	—
Food service	7.59	7.1	7.05	6.9	10.59	3.8
1	6.58	5.5	6.38	4.3	—	—
2	7.82	10.8	—	—	—	—
3	7.55	11.7	6.39	4.7	—	—
Waiters, waitresses, and bartenders	7.20	13.9	7.20	13.9	—	—
Waiters and waitresses	6.30	6.3	6.30	6.3	—	—
Other food service	7.70	8.5	7.00	8.3	10.59	3.8
1	6.53	5.9	—	—	—	—
3	8.10	16.4	—	—	—	—
Food preparation, n.e.c.	7.27	10.8	6.13	4.0	—	—
Health service	13.45	3.6	13.45	3.7	—	—
3	12.59	6.0	12.48	6.9	—	—
4	13.59	6.7	13.59	6.7	—	—
Health aides, except nursing	14.18	6.2	14.18	6.2	—	—
Nursing aides, orderlies and attendants	13.17	4.1	13.16	4.3	—	—
3	12.87	6.8	—	—	—	—
4	13.48	7.0	13.48	7.0	—	—
Cleaning and building service	7.39	7.6	7.25	7.1	—	—
Janitors and cleaners	7.37	7.9	7.22	7.4	—	—
Personal service	9.74	7.5	8.77	9.1	11.43	7.3
2	10.16	20.3	—	—	—	—
3	11.65	7.3	12.27	4.7	—	—
4	9.79	8.6	—	—	11.17	8.6
Attendants, amusement, and recreation facilities	10.07	16.6	—	—	—	—
Early childhood teachers' assistants	11.60	9.6	—	—	—	—
Child care workers, n.e.c.	10.40	8.0	—	—	—	—
Service, n.e.c.	10.13	5.5	—	—	—	—

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

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

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$22.70	\$13.44	\$21.66	\$21.57	\$21.64	\$19.70
All excluding sales	22.99	14.03	21.76	22.09	22.02	16.64
White collar	26.76	17.17	24.96	26.10	25.92	20.83
White-collar excluding sales	27.65	19.39	25.32	27.57	26.95	16.01
Professional specialty and technical	32.37	27.01	31.53	31.99	31.84	—
Professional specialty	34.16	27.90	32.20	34.24	33.50	—
Technical	25.42	21.85	27.66	24.30	25.16	—
Executive, administrative, and managerial	35.24	22.84	25.81	36.38	35.09	—
Sales	18.07	8.51	16.17	16.20	14.79	21.60
Administrative support, including clerical	16.34	11.55	17.15	15.04	15.75	—
Blue collar	16.73	12.83	20.15	12.98	16.48	17.09
Precision production, craft, and repair	21.19	20.43	23.56	17.85	21.34	18.03
Machine operators, assemblers, and inspectors	13.85	—	17.74	12.26	13.86	—
Transportation and material moving	15.52	12.19	18.90	10.68	15.21	—
Handlers, equipment cleaners, helpers, and laborers	11.50	10.17	14.72	8.58	11.32	—
Service	14.26	8.31	16.56	9.19	12.68	—
	Relative error ⁶ (percent)					
All occupations	2.6	6.3	2.7	3.7	2.6	8.2
All excluding sales	2.6	7.2	2.7	3.9	2.7	9.9
White collar	2.4	4.1	2.7	3.0	2.4	11.5
White-collar excluding sales	2.4	4.4	2.7	3.1	2.3	6.2
Professional specialty and technical	2.4	2.8	2.7	3.1	2.3	—
Professional specialty	2.6	3.1	2.6	3.4	2.4	—
Technical	4.6	5.4	10.3	4.8	4.4	—
Executive, administrative, and managerial	3.6	15.9	4.9	3.9	3.6	—
Sales	9.0	5.5	8.5	9.7	11.5	12.3
Administrative support, including clerical	2.1	3.8	2.5	2.5	2.0	—
Blue collar	4.5	15.0	3.5	5.8	4.4	13.5
Precision production, craft, and repair	4.2	29.9	3.2	7.7	4.4	16.0
Machine operators, assemblers, and inspectors	5.0	—	4.9	3.2	5.0	—
Transportation and material moving	11.4	14.1	5.8	15.8	10.8	—
Handlers, equipment cleaners, helpers, and laborers	9.4	5.3	7.5	5.6	8.2	—
Service	5.8	4.5	8.1	5.0	5.7	—

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$20.84	-	\$27.72	-	-	-	\$19.61	-	-	-
All excluding sales	21.24	-	27.77	-	-	-	19.55	-	-	-
White collar	25.70	-	29.63	-	-	-	24.65	-	-	-
White-collar excluding sales	27.18	-	29.72	-	-	-	24.60	-	-	-
Professional specialty and technical	32.26	-	-	-	-	-	40.63	-	-	-
Professional specialty	34.33	-	-	-	-	-	27.55	-	-	-
Technical	25.86	-	-	-	-	-	71.99	-	-	-
Executive, administrative, and managerial	36.32	-	-	-	-	-	33.19	-	-	-
Sales	16.18	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	15.26	-	17.42	-	-	-	17.54	-	-	-
Blue collar	15.92	-	-	-	-	-	16.00	-	-	-
Precision production, craft, and repair	20.60	-	-	-	-	-	21.75	-	-	-
Machine operators, assemblers, and inspectors	13.85	-	-	-	-	-	-	-	-	-
Transportation and material moving	14.61	-	-	-	-	-	12.89	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.78	-	-	-	-	-	13.13	-	-	-
Service	9.76	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.2	-	8.9	-	-	-	7.1	-	-	-
All excluding sales	3.4	-	8.9	-	-	-	7.2	-	-	-
White collar	2.9	-	7.3	-	-	-	7.0	-	-	-
White-collar excluding sales	3.0	-	7.4	-	-	-	7.2	-	-	-
Professional specialty and technical	2.8	-	-	-	-	-	15.3	-	-	-
Professional specialty	3.0	-	-	-	-	-	6.1	-	-	-
Technical	4.9	-	-	-	-	-	24.1	-	-	-
Executive, administrative, and managerial	4.1	-	-	-	-	-	6.5	-	-	-
Sales	8.8	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	2.3	-	3.6	-	-	-	6.0	-	-	-
Blue collar	4.7	-	-	-	-	-	8.9	-	-	-
Precision production, craft, and repair	4.9	-	-	-	-	-	3.4	-	-	-
Machine operators, assemblers, and inspectors	5.0	-	-	-	-	-	-	-	-	-
Transportation and material moving	12.2	-	-	-	-	-	16.0	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.6	-	-	-	-	-	6.7	-	-	-
Service	4.3	-	-	-	-	-	-	-	-	-

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$20.84	\$17.62	\$21.49	\$17.54	\$26.71
All excluding sales	21.24	17.79	21.92	17.75	26.99
White collar	25.70	22.07	26.38	22.16	30.57
White-collar excluding sales	27.18	23.44	27.82	23.79	31.15
Professional specialty and technical	32.26	28.16	32.69	29.46	34.50
Professional specialty	34.33	30.10	34.76	32.10	35.98
Technical	25.86	22.86	26.22	24.18	28.20
Executive, administrative, and managerial	36.32	31.38	37.50	32.35	41.68
Sales	16.18	16.17	16.18	15.84	17.79
Administrative support, including clerical	15.26	14.72	15.37	14.92	15.97
Blue collar	15.92	15.66	15.97	14.43	18.96
Precision production, craft, and repair	20.60	19.55	20.84	19.31	23.32
Machine operators, assemblers, and inspectors	13.85	11.78	14.12	13.48	15.21
Transportation and material moving	14.61	14.00	14.85	11.50	21.64
Handlers, equipment cleaners, helpers, and laborers	10.78	10.05	10.86	10.35	12.30
Service	9.76	7.64	10.37	8.87	14.10
Relative error ⁴ (percent)					
All occupations	3.2	6.7	3.7	6.0	3.7
All excluding sales	3.4	7.2	3.8	6.2	3.7
White collar	2.9	7.1	3.2	5.8	3.4
White-collar excluding sales	3.0	7.7	3.2	5.8	3.3
Professional specialty and technical	2.8	15.4	2.7	5.7	2.9
Professional specialty	3.0	18.8	2.8	5.9	3.1
Technical	4.9	6.0	5.4	8.9	6.9
Executive, administrative, and managerial	4.1	6.4	4.6	6.1	5.9
Sales	8.8	18.6	10.6	12.8	15.3
Administrative support, including clerical	2.3	5.5	2.6	3.8	3.2
Blue collar	4.7	7.7	5.5	7.7	6.0
Precision production, craft, and repair	4.9	9.9	5.6	8.7	5.4
Machine operators, assemblers, and inspectors	5.0	14.2	5.5	7.7	6.6
Transportation and material moving	12.2	13.0	16.1	17.6	8.6
Handlers, equipment cleaners, helpers, and laborers	8.6	4.6	9.5	12.4	10.1
Service	4.3	4.5	5.6	5.1	6.2

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

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

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation ³	10	25	Median 50	75	90
All	\$8.02	\$12.00	\$18.65	\$27.87	\$37.84
All excluding sales	8.16	12.47	19.16	28.04	38.40
White collar	11.07	15.70	22.75	32.22	43.01
White collar excluding sales	12.58	16.50	23.98	33.19	43.64
Professional specialty and technical	18.52	23.50	29.97	37.64	44.97
Professional specialty	20.59	26.49	31.46	39.55	46.59
Engineers, architects, and surveyors	25.15	29.05	35.25	41.25	45.16
Nuclear engineers	25.43	29.97	29.97	39.84	39.84
Civil engineers	25.15	25.15	35.95	40.38	46.59
Electrical and electronic engineers	24.68	31.06	37.00	41.64	44.68
Industrial engineers	25.38	27.61	29.93	33.19	37.48
Engineers, n.e.c.	24.40	30.05	38.38	43.47	48.95
Mathematical and computer scientists	26.19	28.87	35.96	43.34	48.49
Computer systems analysts and scientists	26.08	28.87	35.15	43.30	50.20
Natural scientists	16.28	17.31	25.13	36.30	40.76
Physical scientists, n.e.c.	17.31	24.42	36.05	37.21	48.60
Health related	20.96	25.54	30.26	32.04	36.53
Physicians	17.83	17.99	51.31	55.50	57.92
Registered nurses	22.53	28.02	30.50	31.89	35.37
Teachers, college and university	20.17	25.82	38.16	50.88	74.72
Art, drama, and music teachers	25.82	28.01	32.72	35.85	41.26
English teachers	16.89	19.18	35.36	51.83	51.83
Other post-secondary teachers	20.17	20.17	31.46	32.51	50.27
Teachers, except college and university	18.05	26.82	31.07	39.55	43.92
Prekindergarten and kindergarten	10.00	10.37	12.00	22.89	22.89
Elementary school teachers	29.26	29.26	34.32	40.27	45.36
Secondary school teachers	12.50	25.63	37.46	42.05	44.73
Teachers, special education	30.96	31.34	38.63	39.32	44.58
Teachers, n.e.c.	26.82	26.82	26.82	30.10	34.32
Substitute teachers	12.64	15.00	15.00	15.00	15.00
Vocational and educational counselors	19.55	19.84	20.77	24.98	24.98
Librarians, archivists, and curators	21.06	22.90	27.10	27.10	29.53
Librarians	21.06	22.90	27.10	27.10	29.53
Social scientists and urban planners	19.05	22.46	26.42	34.66	40.71
Economists	19.05	25.75	30.02	40.71	40.71
Psychologists	21.37	21.37	26.42	29.70	31.76
Social, recreation, and religious workers	5.13	14.11	21.11	26.21	28.79
Social workers	18.09	21.11	23.95	27.01	29.67
Lawyers and judges	43.27	44.36	46.51	77.75	77.75
Lawyers	43.27	44.36	46.51	77.75	77.75
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.47	23.20	26.46	32.12	50.00
Professional, n.e.c.	25.68	26.23	29.94	33.50	33.50
Technical	15.88	18.62	22.45	27.69	34.91
Clinical laboratory technologists and technicians	21.50	22.48	24.40	27.20	33.75
Radiological technicians	20.99	23.07	26.57	27.95	31.58
Licensed practical nurses	15.75	16.35	18.45	20.02	21.12
Health technologists and technicians, n.e.c.	13.52	13.90	17.68	21.18	22.52
Electrical and electronic technicians	16.80	17.92	22.19	27.07	29.66
Engineering technicians, n.e.c.	14.52	18.26	21.92	22.86	24.29
Drafters	16.83	24.80	27.87	35.00	36.84
Computer programmers	21.63	25.87	32.00	35.17	43.54
Legal assistants	14.73	18.62	21.43	23.57	25.41
Technical and related, n.e.c.	12.95	20.19	22.45	26.83	29.25
Executive, administrative, and managerial	18.79	23.65	30.21	42.75	53.89
Executives, administrators, and managers	20.91	28.50	38.48	48.18	59.13
Administrators and officials, public administration	23.65	23.95	29.79	35.46	48.84
Financial managers	19.65	23.08	30.43	40.03	63.17
Personnel and labor relations managers	22.20	37.02	47.76	48.32	48.33
Managers, marketing, advertising, and public relations	27.60	38.85	48.09	59.13	67.16
Administrators, education and related fields	21.75	28.71	37.88	44.87	48.10
Managers, medicine and health	22.00	24.89	31.69	36.06	38.92
Managers, service organizations, n.e.c.	16.13	16.13	19.09	29.33	29.33
Managers and administrators, n.e.c.	24.28	32.36	42.88	52.94	63.31
Management related	16.50	21.19	25.20	29.96	33.75
Accountants and auditors	16.84	21.56	27.16	30.38	32.67

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Executive, administrative, and managerial —Continued					
Management related—Continued					
Other financial officers	\$12.99	\$21.93	\$25.42	\$32.89	\$39.05
Management analysts	22.16	25.90	27.68	28.03	35.94
Personnel, training, and labor relations specialists	15.87	21.00	25.20	30.21	33.00
Purchasing agents and buyers, n.e.c.	19.99	20.91	24.15	28.27	28.27
Construction inspectors	19.33	21.39	32.06	32.06	32.06
Inspectors and compliance officers, except construction	16.02	22.28	22.98	25.64	41.23
Management related, n.e.c.	16.50	19.53	24.72	29.96	42.15
Sales	7.24	8.50	12.96	20.41	33.72
Supervisors, sales	9.25	11.85	18.02	34.49	35.50
Advertising and related sales	18.45	18.45	26.92	27.81	30.93
Sales workers, apparel	6.96	7.28	7.80	10.25	10.54
Sales workers, furniture and home furnishings	7.50	8.37	8.37	9.10	14.08
Sales workers, other commodities	6.27	7.00	9.75	12.77	21.76
Cashiers	7.20	7.88	8.50	10.63	16.50
Administrative support, including clerical	9.92	12.50	15.30	18.62	22.16
Supervisors, general office	15.87	19.58	22.92	26.46	33.53
Supervisors, financial records processing	15.84	19.41	19.41	24.61	24.61
Supervisors, distribution, scheduling, and adjusting clerks	16.01	17.03	20.24	25.55	25.55
Computer operators	17.71	19.30	21.13	22.14	25.43
Secretaries	13.94	14.87	16.50	19.54	22.47
Stenographers	14.58	17.76	17.76	27.25	27.25
Typists	9.99	9.99	11.84	18.75	22.65
Hotel clerks	8.50	9.00	9.00	12.52	13.24
Transportation ticket and reservation agents	8.27	8.47	16.86	20.85	20.87
Receptionists	9.41	10.54	11.56	11.64	14.40
Information clerks, n.e.c.	10.93	11.41	13.71	13.88	15.17
Order clerks	11.25	13.41	14.84	17.06	21.81
Personnel clerks, except payroll and timekeeping Library clerks	7.41	17.88	19.45	21.00	21.00
File clerks	11.33	13.30	14.99	16.20	20.14
Records clerks, n.e.c.	8.48	8.80	9.11	13.78	15.78
Bookkeepers, accounting and auditing clerks	12.16	12.16	12.93	16.05	17.85
Payroll and timekeeping clerks	12.00	13.07	15.19	17.90	21.35
Billing clerks	7.50	15.00	17.41	18.21	24.50
Dispatchers	11.50	12.69	14.78	18.02	18.50
Production coordinators	14.00	19.35	22.13	22.67	25.86
Traffic, shipping and receiving clerks	13.85	18.45	22.92	25.96	25.96
Stock and inventory clerks	8.47	12.76	15.24	22.16	22.16
Material recording, scheduling, and distribution clerks, n.e.c.	7.60	9.66	14.08	17.26	18.65
Insurance adjusters, examiners, and investigators	8.83	16.77	17.40	18.50	20.20
Investigators and adjusters, except insurance	13.07	13.27	14.17	22.87	24.10
Eligibility clerks, social welfare	12.74	14.88	17.50	19.62	19.62
General office clerks	11.00	15.22	18.87	21.65	24.84
Bank tellers	9.42	11.30	14.70	16.86	19.00
Data entry keyers	8.44	8.75	9.70	10.08	12.31
Teachers' aides	9.67	11.34	11.95	12.15	15.69
Administrative support, n.e.c.	8.74	10.90	12.61	14.03	15.20
Administrative support, n.e.c.	12.50	15.65	15.88	18.79	20.02
Blue collar	7.50	10.41	15.71	21.78	25.72
Precision production, craft, and repair	12.23	16.41	21.84	25.09	30.37
Supervisors, mechanics and repairers	14.18	23.74	25.55	32.20	33.85
Automobile mechanics	21.19	22.33	23.30	23.30	23.30
Bus, truck, and stationary engine mechanics	19.20	19.20	24.00	24.63	24.63
Electronic repairers, communications and industrial equipment	13.04	13.17	18.84	25.36	25.72
Mechanics and repairers, n.e.c.	13.14	16.80	17.95	24.50	25.26
Electricians	19.28	23.67	33.50	33.50	34.57

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Construction trades, n.e.c.	\$20.16	\$20.60	\$20.60	\$22.30	\$27.84
Supervisors, production	20.58	21.40	21.40	28.60	32.31
Machinists	16.41	23.01	23.75	27.24	27.30
Electrical and electronic equipment assemblers ..	6.88	6.88	12.23	15.09	15.65
Inspectors, testers, and graders	11.17	11.17	13.25	14.90	29.16
Stationary engineers	21.91	24.32	27.03	27.72	27.72
Machine operators, assemblers, and inspectors	9.10	10.41	13.56	16.55	20.61
Miscellaneous machine operators, n.e.c.	8.88	10.41	12.53	14.55	16.55
Assemblers	10.69	10.78	17.27	19.81	20.76
Transportation and material moving	6.25	10.52	15.90	19.20	22.05
Truck drivers	10.52	10.52	17.00	18.50	20.01
Bus drivers	9.60	9.60	15.35	20.62	20.62
Industrial truck and tractor equipment operators ..	11.92	11.92	15.66	15.99	25.73
Miscellaneous material moving equipment operators, n.e.c.	12.47	12.47	12.47	23.67	31.26
Handlers, equipment cleaners, helpers, and laborers	6.33	7.50	9.39	14.60	19.59
Groundskeepers and gardeners, except farm	9.50	10.75	17.41	17.79	18.72
Stock handlers and baggers	7.19	7.50	9.00	10.00	16.00
Freight, stock, and material handlers, n.e.c.	8.87	10.00	14.60	21.92	21.92
Hand packers and packagers	6.55	6.94	7.65	8.22	9.39
Laborers, except construction, n.e.c.	8.78	8.78	9.09	15.19	18.06
Service	6.69	7.50	9.87	14.79	25.15
Protective service	7.50	7.50	14.70	25.72	30.14
Supervisors, firefighters and fire prevention	24.54	24.76	25.24	27.67	45.81
Firefighting	19.85	19.85	20.11	25.96	28.58
Police and detectives, public service	23.22	26.78	29.12	31.04	35.65
Sheriffs, bailiffs, and other law enforcement officers	18.52	18.52	26.45	27.30	27.96
Correctional institution officers	20.02	20.03	23.04	23.04	23.20
Guards and police, except public service	7.50	7.50	7.50	9.08	11.88
Food service	5.75	6.29	8.15	10.00	13.82
Waiters, waitresses, and bartenders	5.75	5.75	6.45	9.34	11.89
Waiters and waitresses	5.75	5.75	6.21	7.09	9.99
Waiters/Waitresses' assistants	5.75	5.75	9.34	11.89	13.55
Other food service	6.00	6.50	8.50	11.29	14.86
Cooks	8.75	9.15	14.86	17.77	23.00
Kitchen workers, food preparation	6.94	7.33	8.90	9.63	12.70
Food preparation, n.e.c.	5.75	6.00	7.00	9.62	11.29
Health service	8.12	9.01	11.51	14.67	15.68
Health aides, except nursing	10.77	12.00	12.91	15.02	18.16
Nursing aides, orderlies and attendants	7.94	9.00	9.62	14.03	15.31
Cleaning and building service	6.80	7.38	9.75	12.73	15.98
Maids and housemen	7.25	7.42	9.32	12.43	12.65
Janitors and cleaners	6.80	7.38	9.75	13.61	17.19
Personal service	6.56	7.25	10.00	14.46	28.19
Attendants, amusement, and recreation facilities	6.79	6.79	9.11	14.34	14.34
Baggage porters and bellhops	6.26	6.30	7.12	11.81	11.90
Early childhood teachers' assistants	6.00	10.20	12.68	13.49	13.49
Child care workers, n.e.c.	9.75	9.75	10.00	14.46	28.21
Service, n.e.c.	7.25	9.00	11.90	12.05	15.53

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.50	\$10.63	\$17.13	\$26.97	\$37.64
All excluding sales	7.50	11.07	17.60	27.32	38.38
White collar	10.29	14.81	22.16	32.68	43.54
White collar excluding sales	12.00	16.00	23.50	34.00	44.83
Professional specialty and technical	18.00	23.55	30.32	37.84	45.27
Professional specialty	20.85	27.00	32.33	40.05	46.92
Engineers, architects, and surveyors	24.68	29.05	35.20	41.25	46.52
Nuclear engineers	25.43	29.97	29.97	39.84	39.84
Civil engineers	22.45	28.01	29.36	46.59	55.72
Electrical and electronic engineers	24.68	31.06	37.00	41.64	44.68
Industrial engineers	25.38	27.61	29.93	33.19	37.48
Engineers, n.e.c.	24.40	30.05	38.38	43.47	48.95
Mathematical and computer scientists	26.19	29.34	36.17	43.44	50.20
Computer systems analysts and scientists	26.19	29.08	36.17	43.34	51.87
Natural scientists	17.79	24.42	28.00	40.57	40.76
Physical scientists, n.e.c.	17.31	24.42	36.05	37.21	48.60
Health related	20.80	25.54	30.18	32.04	36.33
Registered nurses	26.71	29.51	30.50	32.37	36.33
Teachers, college and university	21.77	24.09	35.00	74.72	111.56
English teachers	16.89	19.18	19.18	35.00	35.36
Other post-secondary teachers	22.33	24.09	24.09	47.12	47.12
Teachers, except college and university	10.00	12.00	16.03	24.56	29.41
Elementary school teachers	12.66	16.96	22.40	26.51	27.76
Secondary school teachers	12.50	12.50	24.00	29.41	33.87
Teachers, n.e.c.	7.00	7.00	15.00	22.75	25.00
Vocational and educational counselors	11.78	11.78	14.24	19.55	22.34
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	19.05	25.75	29.70	34.66	40.71
Economists	19.05	25.75	30.02	40.71	40.71
Social, recreation, and religious workers	5.13	7.05	13.97	22.10	27.01
Social workers	13.97	14.11	23.91	27.01	27.01
Lawyers and judges	44.36	44.36	63.35	77.75	77.75
Lawyers	44.36	44.36	63.35	77.75	77.75
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.47	19.33	28.40	33.50	50.00
Professional, n.e.c.	26.23	28.16	33.50	33.50	33.50
Technical	15.62	19.00	22.75	28.54	34.91
Clinical laboratory technologists and technicians	21.50	22.48	24.28	27.12	33.75
Radiological technicians	20.99	23.07	26.57	27.67	31.58
Licensed practical nurses	14.57	17.00	18.45	20.02	20.62
Health technologists and technicians, n.e.c.	13.52	13.79	14.66	22.52	24.04
Electrical and electronic technicians	16.80	17.92	22.19	25.63	29.66
Engineering technicians, n.e.c.	14.52	16.80	18.95	21.92	24.97
Drafters	16.83	24.80	27.87	35.00	36.84
Computer programmers	21.63	25.87	32.00	35.17	43.54
Technical and related, n.e.c.	12.95	20.19	22.45	26.83	29.25
Executive, administrative, and managerial	18.95	24.04	31.20	43.64	56.11
Executives, administrators, and managers	20.16	28.83	40.03	50.64	62.50
Financial managers	19.65	23.08	29.81	40.03	63.17
Personnel and labor relations managers	22.20	37.02	47.76	48.32	48.33
Managers, marketing, advertising, and public relations	27.60	38.85	48.09	59.13	67.16
Administrators, education and related fields	16.50	19.99	25.96	26.66	31.45
Managers, medicine and health	22.00	24.89	31.69	36.06	38.60
Managers, service organizations, n.e.c.	16.13	19.09	22.00	29.33	29.33
Managers and administrators, n.e.c.	24.28	32.36	42.88	53.65	63.31
Management related	16.63	21.50	26.13	30.10	33.89
Accountants and auditors	16.63	21.19	28.37	30.38	32.67
Other financial officers	12.99	21.93	28.00	32.89	39.05
Management analysts	22.16	25.90	27.32	27.96	30.10
Personnel, training, and labor relations specialists	13.13	16.30	23.50	27.17	32.16
Purchasing agents and buyers, n.e.c.	19.99	20.91	24.15	28.27	28.27
Management related, n.e.c.	18.23	20.28	26.91	31.20	42.84

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar —Continued					
Sales	\$7.20	\$8.50	\$12.85	\$20.41	\$33.72
Supervisors, sales	9.25	11.85	16.35	34.49	35.50
Advertising and related sales	18.45	18.45	26.92	27.81	30.93
Sales workers, apparel	6.96	7.28	7.80	10.25	10.54
Sales workers, furniture and home furnishings	7.50	8.37	8.37	9.10	14.08
Sales workers, other commodities	6.27	7.00	9.48	12.77	21.76
Cashiers	7.20	7.88	8.50	10.63	16.50
Administrative support, including clerical	9.57	11.64	14.84	18.04	22.00
Supervisors, financial records processing	15.84	19.41	19.41	24.61	24.61
Computer operators	17.71	19.30	21.13	22.14	25.43
Secretaries	13.45	14.00	16.20	19.54	22.47
Hotel clerks	8.50	9.00	9.00	12.52	13.24
Transportation ticket and reservation agents	8.27	8.47	16.86	20.85	20.87
Receptionists	9.41	10.54	11.56	11.64	14.40
Information clerks, n.e.c.	10.93	11.41	13.71	13.88	15.17
Order clerks	11.25	13.41	14.84	17.06	21.81
Personnel clerks, except payroll and timekeeping	7.41	17.88	19.45	21.00	21.00
File clerks	8.48	8.80	8.80	13.78	15.78
Records clerks, n.e.c.	12.16	12.16	12.93	15.66	17.85
Bookkeepers, accounting and auditing clerks	11.50	13.07	14.81	17.70	22.00
Billing clerks	11.50	12.69	13.53	18.02	18.50
Production coordinators	13.85	18.45	22.92	25.96	25.96
Traffic, shipping and receiving clerks	8.47	12.15	15.24	22.16	22.16
Stock and inventory clerks	7.60	9.66	13.44	17.76	18.65
Material recording, scheduling, and distribution clerks, n.e.c.	8.83	8.83	17.40	18.50	20.20
Insurance adjusters, examiners, and investigators	13.07	13.27	14.17	22.87	24.10
Investigators and adjusters, except insurance	12.74	13.57	17.50	19.62	19.62
General office clerks	7.69	11.07	13.98	16.86	19.00
Bank tellers	8.44	8.75	9.70	10.08	12.31
Data entry keyers	9.67	11.34	11.95	12.15	15.69
Teachers' aides	7.42	7.50	7.73	7.75	12.50
Administrative support, n.e.c.	11.53	15.19	15.70	18.04	20.09
Blue collar	7.19	9.84	14.77	21.40	25.37
Precision production, craft, and repair	11.66	14.92	21.40	25.00	29.16
Supervisors, mechanics and repairers	14.18	18.66	25.55	27.42	33.85
Automobile mechanics	21.39	22.33	23.30	23.30	23.30
Bus, truck, and stationary engine mechanics	19.20	19.20	24.00	24.63	24.63
Electronic repairers, communications and industrial equipment	13.04	13.17	18.84	25.36	25.72
Mechanics and repairers, n.e.c.	13.14	16.80	17.60	21.84	25.09
Electricians	23.67	30.97	33.50	33.50	34.57
Supervisors, production	20.58	21.40	21.40	28.60	32.31
Machinists	16.41	23.01	23.75	27.24	27.30
Electrical and electronic equipment assemblers ..	6.88	6.88	12.23	15.09	15.65
Inspectors, testers, and graders	11.17	11.17	13.25	14.90	29.16
Machine operators, assemblers, and inspectors	9.10	10.41	13.56	16.55	20.61
Miscellaneous machine operators, n.e.c.	8.88	10.41	12.53	14.55	16.55
Assemblers	10.69	10.78	17.27	19.81	20.76
Transportation and material moving	6.25	10.32	14.04	18.50	22.05
Truck drivers	10.52	10.52	17.00	18.50	20.01
Industrial truck and tractor equipment operators ..	11.92	11.92	15.66	15.99	25.73
Miscellaneous material moving equipment operators, n.e.c.	12.47	12.47	12.47	23.67	31.26
Handlers, equipment cleaners, helpers, and laborers	6.33	7.38	9.00	13.02	19.36
Stock handlers and baggers	7.19	7.50	9.00	10.00	16.00
Freight, stock, and material handlers, n.e.c.	8.87	10.00	14.60	21.92	21.92
Hand packers and packagers	6.55	6.94	7.65	8.22	9.39

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Handlers, equipment cleaners, helpers, and laborers					
–Continued					
Laborers, except construction, n.e.c.	\$8.78	\$8.78	\$9.00	\$13.86	\$18.06
Service	6.45	7.38	8.34	11.42	14.18
Protective service	7.50	7.50	7.50	9.87	11.47
Guards and police, except public service	7.50	7.50	7.50	8.75	9.99
Food service	5.75	6.15	7.33	9.63	13.66
Waiters, waitresses, and bartenders	5.75	5.75	6.45	9.34	11.89
Waiters and waitresses	5.75	5.75	6.21	7.09	9.99
Waiters/Waitresses' assistants	5.75	5.75	9.34	11.89	13.55
Other food service	5.75	6.50	8.16	9.63	14.86
Cooks	8.75	9.00	14.86	23.00	23.00
Kitchen workers, food preparation	6.94	7.33	8.90	9.05	12.70
Food preparation, n.e.c.	5.75	6.00	6.67	8.30	10.00
Health service	7.94	9.00	10.29	14.35	15.02
Health aides, except nursing	9.74	11.93	12.91	14.70	15.77
Nursing aides, orderlies and attendants	7.94	8.91	9.05	12.00	15.02
Cleaning and building service	6.80	7.38	8.13	11.42	12.65
Maids and housemen	7.25	7.25	9.32	12.43	12.65
Janitors and cleaners	6.70	7.38	8.13	11.42	12.50
Personal service	6.56	7.12	9.75	12.05	28.19
Baggage porters and bellhops	6.26	6.30	7.12	11.81	11.90
Service, n.e.c.	7.25	7.25	9.63	12.05	12.05

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$14.44	\$17.45	\$23.20	\$29.26	\$38.40
All excluding sales	14.44	17.43	23.20	29.26	38.52
White collar	14.70	17.81	24.84	31.34	40.38
White collar excluding sales	14.70	17.81	24.84	31.34	40.38
Professional specialty and technical	19.02	23.41	29.26	36.55	44.58
Professional specialty	20.17	25.15	29.67	38.63	45.21
Engineers, architects, and surveyors	25.15	25.15	35.95	40.49	43.04
Civil engineers	25.15	25.15	35.95	40.38	43.04
Mathematical and computer scientists	26.08	28.87	28.87	29.89	43.63
Computer systems analysts and scientists	26.08	28.87	28.87	29.89	43.63
Natural scientists	-	-	-	-	-
Health related	22.53	25.52	30.68	31.89	51.31
Physicians	51.31	55.15	55.50	57.92	57.92
Registered nurses	22.53	24.34	30.19	31.72	32.47
Teachers, college and university	20.17	31.46	39.28	50.88	50.88
Other post-secondary teachers	20.17	20.17	31.46	32.51	55.28
Teachers, except college and university	22.89	26.82	31.34	39.55	44.58
Elementary school teachers	29.26	29.26	34.32	40.27	45.36
Secondary school teachers	31.07	37.46	42.05	42.05	50.21
Teachers, special education	30.96	31.34	38.63	39.32	44.58
Teachers, n.e.c.	26.82	26.82	26.82	30.10	34.32
Vocational and educational counselors	19.84	19.84	20.77	24.98	24.98
Librarians, archivists, and curators	22.90	24.33	27.10	27.10	29.53
Librarians	22.90	24.33	27.10	27.10	29.53
Social scientists and urban planners	21.37	21.37	22.46	27.65	31.76
Psychologists	21.37	21.37	22.46	27.65	31.76
Social, recreation, and religious workers	18.52	19.41	21.94	26.63	29.67
Social workers	18.52	21.11	25.43	26.63	29.67
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.20	23.20	23.20	25.68	29.94
Technical	15.88	17.68	20.10	23.41	28.04
Licensed practical nurses	15.88	15.88	18.36	24.42	24.42
Health technologists and technicians, n.e.c.	17.68	17.68	18.22	18.73	21.18
Technical and related, n.e.c.	16.65	19.02	21.61	21.61	23.41
Executive, administrative, and managerial	16.02	23.65	25.52	33.00	41.84
Executives, administrators, and managers	23.65	23.95	30.70	40.10	48.10
Administrators and officials, public administration	23.65	23.95	29.79	35.46	48.84
Administrators, education and related fields	35.64	36.56	37.88	48.10	48.10
Management related	16.02	20.62	24.99	28.51	33.00
Construction inspectors	19.33	21.39	32.06	32.06	32.06
Management related, n.e.c.	13.70	13.70	22.81	24.35	24.35
Sales	-	-	-	-	-
Administrative support, including clerical	12.54	14.55	17.00	19.96	22.96
Supervisors, general office	19.58	22.92	22.92	26.46	26.46
Secretaries	14.87	15.17	17.35	18.38	22.75
Library clerks	11.33	13.90	16.20	20.14	23.79
Records clerks, n.e.c.	12.29	12.29	14.39	17.78	17.85
Bookkeepers, accounting and auditing clerks	13.31	14.39	17.37	18.09	21.35
Dispatchers	19.38	20.86	22.67	24.00	27.53
Eligibility clerks, social welfare	15.22	16.58	19.26	21.65	24.84
General office clerks	12.54	13.12	14.70	16.09	18.31
Teachers' aides	8.74	10.90	12.61	14.03	15.20
Administrative support, n.e.c.	15.62	17.81	18.79	20.02	20.02
Blue collar	15.90	18.60	20.76	24.73	30.37
Precision production, craft, and repair	19.28	21.18	23.69	28.00	34.98
Mechanics and repairers, n.e.c.	20.23	23.30	24.63	29.11	34.91
Transportation and material moving	14.93	15.35	20.62	20.62	21.28

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Blue collar –Continued					
Handlers, equipment cleaners, helpers, and laborers	\$10.87	\$16.77	\$17.79	\$18.60	\$19.61
Service	12.16	15.54	20.05	26.78	30.85
Protective service	18.52	20.05	25.72	29.12	33.62
Supervisors, firefighters and fire prevention	24.54	24.76	25.24	27.67	45.81
Firefighting	19.85	19.85	20.11	25.96	28.58
Police and detectives, public service	23.22	26.78	29.12	31.04	35.65
Sheriffs, bailiffs, and other law enforcement officers	18.52	18.52	26.45	27.30	27.96
Correctional institution officers	20.02	20.03	23.04	23.04	23.20
Food service	9.18	9.62	11.29	11.47	17.49
Other food service	9.18	9.62	11.29	11.47	17.49
Food preparation, n.e.c.	9.18	9.62	10.43	11.29	11.29
Health service	13.47	14.03	15.47	22.53	26.69
Health aides, except nursing	14.59	14.67	20.10	26.69	26.69
Nursing aides, orderlies and attendants	13.17	14.03	15.31	15.47	22.53
Cleaning and building service	12.73	14.75	15.93	17.93	24.63
Janitors and cleaners	12.73	14.75	15.98	17.93	24.63
Personal service	9.95	10.90	14.34	16.63	28.21
Early childhood teachers' assistants	6.00	12.68	12.68	13.49	13.49

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation ³	10	25	Median 50	75	90
All	\$9.00	\$13.27	\$19.96	\$28.67	\$39.17
All excluding sales	9.05	13.70	20.14	28.85	39.87
White collar	12.50	16.50	23.50	33.50	43.92
White collar excluding sales	13.41	17.35	24.35	34.32	44.83
Professional specialty and technical	19.02	24.09	30.00	38.50	45.36
Professional specialty	21.06	26.82	32.12	40.27	47.23
Engineers, architects, and surveyors	25.15	29.05	35.29	41.25	45.16
Nuclear engineers	25.43	29.97	29.97	39.84	39.84
Civil engineers	25.15	25.15	35.95	40.38	46.59
Electrical and electronic engineers	24.68	31.06	37.00	41.64	44.68
Industrial engineers	25.38	27.61	29.93	33.19	37.48
Engineers, n.e.c.	24.52	30.05	38.38	43.47	48.95
Mathematical and computer scientists	26.19	28.87	35.96	43.34	48.49
Computer systems analysts and scientists	26.08	28.87	35.15	43.30	50.20
Natural scientists	16.28	17.31	25.13	36.30	40.76
Physical scientists, n.e.c.	17.31	24.42	36.05	37.21	48.60
Health related	20.16	22.37	29.59	31.83	37.09
Physicians	17.83	17.99	20.92	55.50	55.50
Registered nurses	22.20	24.34	30.26	31.83	33.62
Teachers, college and university	24.09	32.51	47.12	51.83	99.28
Other post-secondary teachers	24.09	24.09	32.51	47.12	55.28
Teachers, except college and university	20.77	26.82	31.13	39.55	43.92
Prekindergarten and kindergarten	10.00	10.37	12.00	22.89	22.89
Elementary school teachers	29.26	29.26	34.32	40.27	45.36
Secondary school teachers	12.50	24.56	34.45	42.05	44.73
Teachers, special education	31.34	31.34	38.63	39.32	44.58
Teachers, n.e.c.	26.82	26.82	26.82	26.82	34.32
Vocational and educational counselors	19.84	19.84	20.77	24.98	24.98
Librarians, archivists, and curators	21.06	24.33	27.10	27.10	29.53
Librarians	21.06	24.33	27.10	27.10	29.53
Social scientists and urban planners	19.05	22.46	27.65	34.66	40.71
Economists	19.05	25.75	30.02	40.71	40.71
Psychologists	21.37	21.37	27.65	29.70	31.76
Social, recreation, and religious workers	5.13	18.52	21.81	26.62	29.67
Social workers	21.11	21.11	26.09	27.01	29.67
Lawyers and judges	43.27	44.36	46.51	77.75	77.75
Lawyers	43.27	44.36	46.51	77.75	77.75
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.47	23.20	26.23	33.50	50.00
Professional, n.e.c.	25.68	26.23	33.50	33.50	33.50
Technical	15.88	18.67	22.45	27.71	34.91
Clinical laboratory technologists and technicians	21.50	22.48	22.90	24.40	36.05
Radiological technicians	23.07	23.07	27.67	27.95	29.35
Licensed practical nurses	14.57	16.06	18.00	19.30	20.62
Health technologists and technicians, n.e.c.	13.52	13.90	17.68	19.39	22.52
Electrical and electronic technicians	16.80	17.92	22.19	27.07	29.66
Engineering technicians, n.e.c.	14.52	18.26	21.92	22.86	24.29
Drafters	16.83	25.27	27.87	35.00	36.84
Computer programmers	21.63	25.87	32.00	35.17	43.54
Legal assistants	14.73	18.62	21.43	23.57	25.41
Technical and related, n.e.c.	12.95	20.19	22.45	26.83	29.25
Executive, administrative, and managerial	18.95	23.95	30.26	42.77	53.89
Executives, administrators, and managers	20.91	28.71	38.60	48.32	59.13
Administrators and officials, public administration	23.65	23.95	29.79	35.46	48.84
Financial managers	19.65	23.08	32.71	40.03	63.17
Personnel and labor relations managers	22.20	37.02	47.76	48.32	48.33
Managers, marketing, advertising, and public relations	27.60	38.85	48.09	59.13	67.16
Administrators, education and related fields	21.75	31.25	37.88	44.87	48.10
Managers, medicine and health	22.00	24.89	31.69	36.06	38.92
Managers, service organizations, n.e.c.	16.13	16.13	19.09	29.33	29.33
Managers and administrators, n.e.c.	24.28	32.36	42.88	52.94	63.31
Management related	16.59	21.50	25.20	29.96	33.43
Accountants and auditors	16.84	21.75	27.16	30.38	32.67
Other financial officers	12.99	24.04	25.42	32.89	39.05
Management analysts	22.16	25.90	27.68	28.03	30.10

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Executive, administrative, and managerial –Continued					
Management related –Continued					
Personnel, training, and labor relations specialists	\$16.30	\$21.00	\$25.20	\$29.32	\$33.00
Purchasing agents and buyers, n.e.c.	19.99	20.91	24.15	28.27	28.27
Construction inspectors	19.33	21.39	32.06	32.06	32.06
Inspectors and compliance officers, except construction	16.02	22.28	22.98	25.64	41.23
Management related, n.e.c.	16.50	19.53	24.72	29.96	42.15
Sales	8.25	10.25	15.78	23.44	33.72
Supervisors, sales	9.25	11.85	18.02	34.49	35.50
Advertising and related sales	18.45	18.45	26.92	27.81	30.93
Sales workers, apparel	7.54	7.76	9.25	10.25	11.67
Sales workers, other commodities	6.27	8.68	10.66	16.83	32.19
Cashiers	7.88	8.34	8.95	12.46	16.88
Administrative support, including clerical	11.07	13.24	15.88	19.00	22.61
Supervisors, general office	15.87	19.58	22.92	26.46	33.53
Supervisors, financial records processing	15.84	19.41	19.41	24.61	24.61
Supervisors, distribution, scheduling, and adjusting clerks	16.01	17.03	20.24	25.55	25.55
Computer operators	17.71	19.30	21.13	22.14	25.43
Secretaries	14.00	14.94	16.51	19.73	22.72
Typists	11.42	11.84	16.92	22.53	23.15
Hotel clerks	8.50	9.00	9.00	12.52	13.24
Transportation ticket and reservation agents	8.27	8.27	16.86	20.85	20.87
Receptionists	10.54	10.57	11.56	12.69	14.40
Order clerks	13.41	14.76	15.28	17.31	22.61
Personnel clerks, except payroll and timekeeping	7.41	17.88	19.45	21.00	21.00
Library clerks	13.30	13.30	15.02	16.20	20.14
File clerks	8.48	8.48	8.80	13.80	15.78
Records clerks, n.e.c.	12.16	12.16	13.33	17.38	17.85
Bookkeepers, accounting and auditing clerks	11.81	13.07	16.00	18.09	21.35
Payroll and timekeeping clerks	7.50	15.00	17.41	18.21	24.50
Billing clerks	11.50	12.69	14.78	18.02	18.50
Dispatchers	14.00	19.38	22.33	22.67	27.53
Production coordinators	13.85	18.45	22.92	25.96	25.96
Traffic, shipping and receiving clerks	9.40	12.76	15.24	22.16	22.16
Stock and inventory clerks	9.00	10.00	14.08	17.76	18.65
Material recording, scheduling, and distribution clerks, n.e.c.	8.83	16.77	17.40	18.50	20.20
Insurance adjusters, examiners, and investigators	13.07	13.27	14.17	22.87	24.10
Investigators and adjusters, except insurance	12.74	14.88	17.50	19.62	19.62
Eligibility clerks, social welfare	11.00	15.22	18.87	21.65	24.84
General office clerks	11.07	12.75	15.10	16.88	19.11
Bank tellers	8.74	9.68	9.74	10.58	14.61
Data entry keyers	10.57	11.34	12.15	13.32	15.69
Administrative support, n.e.c.	14.29	15.70	15.88	19.20	20.09
Blue collar	7.65	10.52	16.26	21.91	25.73
Precision production, craft, and repair	12.31	16.67	21.84	25.03	29.16
Supervisors, mechanics and repairers	14.18	23.74	25.55	32.20	33.85
Automobile mechanics	21.19	22.33	23.30	23.30	23.30
Bus, truck, and stationary engine mechanics	19.20	19.20	24.00	24.63	24.63
Electronic repairers, communications and industrial equipment	13.04	13.17	18.84	25.36	25.72
Mechanics and repairers, n.e.c.	13.14	16.80	17.95	24.50	25.26
Electricians	19.28	23.67	33.50	33.50	34.57
Supervisors, production	20.58	21.40	21.40	28.60	32.31
Machinists	16.41	23.01	23.75	27.24	27.30
Electrical and electronic equipment assemblers ..	6.88	6.88	12.40	15.09	15.65
Inspectors, testers, and graders	11.17	11.17	13.25	14.90	29.16
Stationary engineers	21.91	24.32	27.03	27.72	27.72

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors	\$9.10	\$10.41	\$13.73	\$16.55	\$19.81
Miscellaneous machine operators, n.e.c.	8.88	10.41	12.53	14.55	16.55
Assemblers	10.69	10.78	17.27	19.81	20.76
Transportation and material moving	6.25	10.52	15.99	19.90	23.67
Truck drivers	10.52	10.52	17.00	18.50	20.01
Bus drivers	9.50	15.35	20.62	20.62	20.62
Industrial truck and tractor equipment operators ..	11.92	11.92	15.66	15.99	25.73
Handlers, equipment cleaners, helpers, and laborers	6.07	7.50	9.50	15.00	19.61
Groundskeepers and gardeners, except farm	9.50	10.75	17.41	17.79	18.72
Stock handlers and baggers	8.00	8.50	9.00	10.00	13.02
Freight, stock, and material handlers, n.e.c.	10.00	11.95	20.51	21.92	21.92
Hand packers and packagers	6.55	6.94	7.65	8.22	9.39
Laborers, except construction, n.e.c.	8.78	9.00	10.70	16.56	18.06
Service	7.25	8.34	11.42	17.76	27.00
Protective service	9.87	14.70	23.04	27.49	32.40
Supervisors, firefighters and fire prevention	24.54	24.76	25.24	27.67	45.81
Firefighting	19.85	19.85	20.11	25.96	28.58
Police and detectives, public service	23.22	26.78	29.12	31.04	35.65
Sheriffs, bailiffs, and other law enforcement officers	18.52	18.52	26.45	27.30	27.96
Correctional institution officers	20.02	20.03	23.04	23.04	23.20
Guards and police, except public service	8.34	8.46	9.99	14.18	15.54
Food service	6.29	7.00	8.90	11.50	15.08
Waiters, waitresses, and bartenders	5.75	5.75	6.84	9.99	11.89
Waiters and waitresses	5.75	5.75	6.29	7.92	9.99
Waiters'/Waitresses' assistants	5.75	5.75	9.34	11.89	11.89
Other food service	6.94	8.15	8.95	13.66	17.00
Cooks	9.00	14.86	15.96	23.00	23.00
Kitchen workers, food preparation	6.94	8.16	8.90	8.95	9.63
Food preparation, n.e.c.	6.67	7.00	8.30	10.00	13.82
Health service	7.94	9.00	10.29	14.59	17.66
Health aides, except nursing	10.77	12.10	12.91	15.02	20.10
Nursing aides, orderlies and attendants	7.94	8.91	9.05	11.51	15.31
Cleaning and building service	7.37	7.38	11.00	13.43	16.52
Maids and housemen	7.25	7.42	9.32	12.43	12.65
Janitors and cleaners	7.38	7.38	11.42	14.12	17.76
Personal service	7.00	9.63	12.05	28.19	28.21
Baggage porters and bellhops	6.26	6.30	7.00	11.81	11.81
Child care workers, n.e.c.	10.00	10.00	14.46	28.21	28.21
Service, n.e.c.	7.25	8.40	12.05	14.39	15.53

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999

Occupation ³	10	25	Median 50	75	90
All	\$6.50	\$7.50	\$9.70	\$15.45	\$29.96
All excluding sales	6.50	7.50	10.25	16.01	30.32
White collar	7.20	9.10	13.55	26.51	31.70
White collar excluding sales	8.75	11.25	15.20	29.51	32.31
Professional specialty and technical	15.00	20.74	29.51	31.70	35.64
Professional specialty	15.00	21.67	29.96	31.88	36.33
Engineers, architects, and surveyors	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	26.71	29.01	30.68	32.64	36.33
Registered nurses	27.00	29.75	30.77	32.37	35.64
Teachers, college and university	20.17	20.17	22.33	31.46	45.21
English teachers	16.89	29.35	35.36	45.21	45.21
Other post-secondary teachers	20.17	20.17	20.17	31.46	44.88
Teachers, except college and university	11.78	13.80	15.00	30.96	31.34
Teachers, n.e.c.	7.00	13.00	25.00	31.34	31.34
Substitute teachers	12.64	15.00	15.00	15.00	15.00
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.97	14.11	14.11	18.09	18.09
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.55	21.73	29.94	29.94	29.94
Technical	14.66	17.00	20.99	26.51	31.58
Licensed practical nurses	16.35	18.02	19.00	20.74	21.12
Health technologists and technicians, n.e.c.	15.38	15.38	25.64	26.51	26.51
Technical and related, n.e.c.	12.78	13.44	14.57	14.57	14.57
Executive, administrative, and managerial	13.13	13.13	22.53	26.66	39.71
Executives, administrators, and managers	—	—	—	—	—
Management related	13.13	13.13	19.78	30.21	39.71
Sales	6.54	7.03	7.50	9.00	10.59
Sales workers, furniture and home furnishings	7.18	8.37	8.37	8.71	9.10
Sales workers, other commodities	6.39	6.78	7.00	8.00	9.48
Cashiers	7.09	7.20	7.65	9.00	16.50
Administrative support, including clerical	8.00	9.42	11.25	13.55	15.20
Secretaries	9.50	9.50	12.40	15.90	18.14
Receptionists	8.00	8.00	9.96	11.50	11.50
General office clerks	5.78	7.00	10.25	12.07	15.72
Bank tellers	8.44	8.68	9.02	9.92	12.31
Teachers' aides	8.74	10.90	12.61	14.03	15.20
Administrative support, n.e.c.	7.70	10.00	12.30	14.97	15.38
Blue collar	7.05	7.92	9.70	15.99	21.49
Precision production, craft, and repair	6.88	12.50	16.00	36.45	36.45
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	8.69	9.60	9.60	15.90	18.58
Handlers, equipment cleaners, helpers, and laborers	7.13	7.50	8.87	10.79	16.00
Stock handlers and baggers	7.05	7.19	7.50	16.00	16.00
Freight, stock, and material handlers, n.e.c.	7.13	8.87	9.21	10.79	11.29
Service	5.75	6.56	7.50	9.08	12.68
Protective service	—	—	—	—	—
Food service	5.75	5.75	6.50	9.15	11.29
Waiters, waitresses, and bartenders	5.75	5.75	5.75	7.03	13.00
Waiters and waitresses	5.75	5.75	5.75	5.75	8.86
Other food service	5.75	6.00	6.50	9.18	11.29
Food preparation, n.e.c.	5.75	5.75	6.00	9.18	11.29
Health service	10.00	12.00	14.36	14.79	15.47
Health aides, except nursing	11.93	12.00	14.59	15.77	18.16
Nursing aides, orderlies and attendants	8.66	12.00	13.91	14.79	15.13
Cleaning and building service	6.00	6.00	6.80	7.64	11.87
Janitors and cleaners	6.00	6.00	6.80	7.64	11.87
Personal service	6.56	6.56	9.75	10.90	13.49

See footnotes at end of table.

Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Personal service—Continued					
Attendants, amusement, and recreation facilities	\$6.79	\$6.79	\$9.11	\$14.34	\$14.34
Early childhood teachers' assistants	6.00	10.20	12.68	13.49	13.49
Child care workers, n.e.c.	9.75	9.75	9.75	10.00	16.63
Service, n.e.c.	9.00	9.00	10.00	11.03	11.90

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

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

Sampling frame

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

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. See appendix table 2 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. Field economists collected the data, working out of the Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based

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

Generic leveling through point factor analysis

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

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

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

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents median 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 job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

Wage data collected in prior surveys using the 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. For addi-

tional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

Full-time worker. Any employee that the employer consid-

ers to be full time.

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

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on generic leveling through point factor analysis for more details on the leveling process.)

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of the nonrespondents equals the mean value of the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonre-

responding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

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

Survey response

	<i>Establish- ments</i>
Total in sample	621
Responding	374
Out of business or not in survey scope	50
Unable or refused to provide data	197

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

Estimation

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

The percentiles presented in tables 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. Establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that had average hourly wages at the 10th percentile or less for that occupation. Note that the percentiles in previous NCS bulletins for this area were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Data users should keep this difference in mind.

Not all calculated series met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was suf-

ficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

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

Data reliability

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

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

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent = 5.922 percent times \$12.27, plus or minus \$0.76). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,536,300	1,194,600	341,700
All excluding sales	1,430,100	1,088,600	341,500
White collar	953,300	707,000	246,200
White-collar excluding sales	847,100	601,100	246,000
Professional specialty and technical	385,600	244,600	141,000
Professional specialty	316,000	185,200	130,800
Technical	69,700	59,400	10,200
Executive, administrative, and managerial	159,000	131,400	27,700
Sales	106,200	105,900	—
Administrative support, including clerical	302,400	225,200	77,200
Blue collar	314,500	285,000	29,500
Precision production, craft, and repair	124,200	109,600	14,600
Machine operators, assemblers, and inspectors	56,800	56,800	—
Transportation and material moving	51,300	43,800	7,500
Handlers, equipment cleaners, helpers, and laborers	82,100	74,700	7,400
Service	268,600	202,600	66,000

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

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

See appendix B for more information.

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

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, San Francisco-Oakland-San Jose, CA, June 1999**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	8,200	374	86	288	140	148
Private industry	7,900	324	85	239	134	105
Goods-producing industries	1,400	72	14	58	24	34
Mining	(³)	5	—	5	3	2
Construction	400	11	5	6	4	2
Manufacturing	1,100	56	9	47	17	30
Service-producing industries	6,500	252	71	181	110	71
Transportation and public utilities	500	33	8	25	9	16
Wholesale and retail trade	2,900	53	17	36	32	4
Finance, insurance and real estate	600	25	4	21	10	11
Services	2,600	141	42	99	59	40
State and local government	300	50	1	49	6	43

¹ Number of establishments represented by the survey rounded to the nearest 100.

² Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

³ Number of establishments represented by the survey is fewer than 50.

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

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	5	6	3
All excluding sales	5	6	3
White collar	7	7	4
White collar excluding sales	7	8	5
Professional specialty and technical	9	9	8
Professional specialty	9	9	8
Engineers, architects, and surveyors	11	11	—
Nuclear engineers	11	11	—
Civil engineers	10	10	—
Electrical and electronic engineers	11	11	—
Industrial engineers	11	11	—
Engineers, n.e.c.	11	11	—
Mathematical and computer scientists	11	11	—
Computer systems analysts and scientists	11	11	—
Natural scientists	11	11	—
Physical scientists, n.e.c.	10	10	—
Health related	9	9	9
Physicians	11	11	—
Registered nurses	9	9	9
Teachers, college and university	10	11	10
Art, drama, and music teachers	10	—	—
English teachers	10	—	10
Other post-secondary teachers	10	11	7
Teachers, except college and university	9	9	6
Prekindergarten and kindergarten	7	7	—
Elementary school teachers	8	9	—
Secondary school teachers	9	9	—
Teachers, special education	9	9	—
Teachers, n.e.c.	9	9	6
Substitute teachers	6	—	6
Vocational and educational counselors	9	9	—
Librarians, archivists, and curators	9	9	—
Librarians	9	9	—
Social scientists and urban planners	10	10	—
Economists	9	9	—
Psychologists	10	10	—
Social, recreation, and religious workers	8	9	8
Social workers	8	9	—
Lawyers and judges	12	12	—
Lawyers	12	12	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	6	8	—
Professional, n.e.c.	5	—	—
Technical	7	7	5
Clinical laboratory technologists and technicians	8	8	—
Radiological technicians	7	7	—
Licensed practical nurses	6	7	5
Health technologists and technicians, n.e.c.	6	6	4
Electrical and electronic technicians	7	7	—
Engineering technicians, n.e.c.	6	6	—
Drafters	6	7	—
Computer programmers	9	9	—
Legal assistants	7	7	—
Technical and related, n.e.c.	6	7	5
Executive, administrative, and managerial	9	9	8
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	10	10	—
Financial managers	10	10	—
Personnel and labor relations managers	11	11	—
Managers, marketing, advertising, and public relations	10	10	—
Administrators, education and related fields	11	11	—
Managers, medicine and health	9	9	—
Managers, service organizations, n.e.c.	11	11	—
Managers and administrators, n.e.c.	12	12	—
Management related	9	9	7
Accountants and auditors	9	9	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
White collar —Continued			
Executive, administrative, and managerial —Continued			
Management related —Continued			
Other financial officers	7	7	—
Management analysts	9	9	—
Personnel, training, and labor relations specialists	8	9	—
Purchasing agents and buyers, n.e.c.	9	9	—
Construction inspectors	6	6	—
Inspectors and compliance officers, except construction	9	9	—
Management related, n.e.c.	8	8	—
Sales	4	5	3
Supervisors, sales	6	6	—
Advertising and related sales	6	6	—
Sales workers, apparel	3	3	—
Sales workers, furniture and home furnishings	3	—	3
Sales workers, other commodities	4	4	3
Cashiers	3	3	3
Administrative support, including clerical	4	4	3
Supervisors, general office	7	7	—
Supervisors, financial records processing	5	5	—
Supervisors, distribution, scheduling, and adjusting			
clerks	6	6	—
Computer operators	6	6	—
Secretaries	5	5	4
Stenographers	5	—	—
Typists	3	4	—
Hotel clerks	3	3	—
Transportation ticket and reservation agents	4	4	—
Receptionists	3	3	2
Information clerks, n.e.c.	4	—	—
Order clerks	4	4	—
Personnel clerks, except payroll and timekeeping	5	5	—
Library clerks	4	4	—
File clerks	3	2	—
Records clerks, n.e.c.	4	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Payroll and timekeeping clerks	2	2	—
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.	4	4	—
Insurance adjusters, examiners, and investigators	4	4	—
Investigators and adjusters, except insurance	5	5	—
Eligibility clerks, social welfare	5	5	—
General office clerks	4	4	2
Bank tellers	3	3	3
Data entry keyers	3	3	—
Teachers' aides	4	—	4
Administrative support, n.e.c.	5	5	3
Blue collar	4	5	2
Precision production, craft, and repair	7	7	5
Supervisors, mechanics and repairers	8	8	—
Automobile mechanics	7	7	—
Bus, truck, and stationary engine mechanics	7	7	—
Electronic repairers, communications and industrial			
equipment	5	5	—
Mechanics and repairers, n.e.c.	7	7	—
Electricians	7	7	—
Construction trades, n.e.c.	5	—	—
Supervisors, production	7	7	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, June 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
Blue collar —Continued			
Precision production, craft, and repair —Continued			
Machinists	7	7	—
Electrical and electronic equipment assemblers	3	3	—
Inspectors, testers, and graders	5	5	—
Stationary engineers	7	7	—
Machine operators, assemblers, and inspectors			
Miscellaneous machine operators, n.e.c.	4	4	—
Assemblers	3	3	—
Transportation and material moving			
Truck drivers	4	4	3
Bus drivers	2	2	—
Industrial truck and tractor equipment operators	5	5	—
Miscellaneous material moving equipment operators, n.e.c.	5	5	—
.....	4	—	—
Handlers, equipment cleaners, helpers, and laborers			
Groundskeepers and gardeners, except farm	2	2	2
Stock handlers and baggers	4	4	—
Freight, stock, and material handlers, n.e.c.	2	3	1
Hand packers and packagers	2	2	2
Laborers, except construction, n.e.c.	1	1	—
.....	1	1	—
Service			
Protective service	3	3	3
Supervisors, firefighters and fire prevention	3	6	—
Firefighting	9	9	—
Police and detectives, public service	5	5	—
Sheriffs, bailiffs, and other law enforcement officers	7	7	—
Correctional institution officers	7	7	—
Guards and police, except public service	3	2	—
Food service	2	2	2
Waiters, waitresses, and bartenders	3	3	3
Waiters and waitresses	3	4	3
Waiters/Waitresses' assistants	2	2	—
Other food service	2	2	1
Cooks	4	6	—
Kitchen workers, food preparation	2	2	—
Food preparation, n.e.c.	1	1	2
Health service	3	3	3
Health aides, except nursing	4	4	5
Nursing aides, orderlies and attendants	3	3	3
Cleaning and building service	2	2	2
Maids and housemen	2	2	—
Janitors and cleaners	2	2	2
Personal service	4	4	3
Attendants, amusement, and recreation facilities	3	—	3
Baggage porters and bellhops	2	2	—
Early childhood teachers' assistants	3	—	3
Child care workers, n.e.c.	6	6	4
Service, n.e.c.	2	1	2

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.