

San Diego, CA National Compensation Survey December 1999



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

Bureau of Labor Statistics
Katharine G. Abraham, Commissioner

September 2000

Bulletin 3105-10

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.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

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.....	6
2–3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government.....	9
3–1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	10
3–2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	14
4–1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government.....	18
4–2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government.....	24
4–3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government.....	29
5–1. Selected worker characteristics: Mean hourly earnings by occupational group.....	31
5–2. Major industry division: Mean hourly earnings by occupational group, private industry.....	32
5–3. Establishment employment size: Mean hourly earnings by occupational group, private industry.....	33
6–1. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, all industries	34
6–2. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, private industry.....	37
6–3. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, State and local government	39
6–4. Hourly wage percentiles for establishment jobs, full-time workers: Selected occupations, all industries	41
6–5. Hourly wage percentiles for establishment jobs, part-time workers: Selected occupations, all industries	43
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 Diego, CA, metropolitan area. Data were collected between June 1999 and July 2000; the average reference month is December 1999. 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 within the private sector. Table 5-3 presents mean hourly earnings data for establishment employment sizes by major occupational groups within the private sector.

Tables 6-1 through 6-5 present hourly wage percentiles that describe the distribution of hourly earnings for 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 number of workers represented by the survey by major occupational group. Appendix table 2 presents the number of establishments studied and represented 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 Diego, CA, December 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	\$16.97	2.7	36.0	\$15.11	3.5	36.3	\$22.97	3.0	35.2
Worker characteristics:⁴									
White-collar occupations ⁵	21.72	3.0	36.6	20.11	4.1	37.4	25.10	3.6	35.1
Professional specialty and technical	28.01	2.1	36.1	25.42	3.3	38.2	30.70	2.6	34.2
Executive, administrative, and managerial	32.34	7.8	39.7	32.87	9.7	40.9	30.94	11.3	36.8
Sales	14.75	6.4	34.9	14.75	6.4	34.9	-	-	-
Administrative support	13.13	2.0	36.6	12.95	2.6	37.0	13.49	2.9	35.9
Blue-collar occupations ⁵	13.27	3.2	37.6	12.88	3.5	37.5	17.43	3.4	38.7
Precision production, craft, and repair	16.82	4.5	39.3	16.48	5.0	39.2	19.45	3.8	40.0
Machine operators, assemblers, and inspectors	10.29	5.3	38.2	10.21	5.3	38.2	-	-	-
Transportation and material moving	14.16	6.0	37.6	13.86	7.5	38.4	15.34	4.0	34.7
Handlers, equipment cleaners, helpers, and laborers	10.55	5.6	34.6	10.19	6.1	34.2	14.95	4.0	40.0
Service occupations ⁵	9.53	4.2	33.4	7.75	2.5	33.3	17.06	5.6	34.0
Full time	17.86	2.8	39.9	16.07	3.6	39.8	23.54	3.3	39.9
Part time	10.71	6.0	21.5	8.52	5.5	22.6	18.58	7.9	18.3
Union	19.18	3.1	36.2	14.46	4.9	36.1	22.24	3.1	36.2
Nonunion	15.98	3.9	36.0	15.23	4.0	36.4	25.72	7.8	31.7
Time	16.91	2.7	36.0	14.93	3.6	36.3	22.97	3.0	35.2
Incentive	18.87	11.3	36.9	18.87	11.3	36.9	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	14.76	7.2	35.2	14.55	7.3	35.1	-	-	-
100-499 workers	14.11	5.8	36.1	13.66	5.9	36.2	24.89	8.6	35.9
500 workers or more	20.51	2.8	36.3	18.19	4.2	37.6	22.78	3.4	35.1

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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 Diego, CA, December 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	\$16.97	2.7	\$15.11	3.5	\$22.97	3.0
All excluding sales	17.20	2.9	15.15	3.8	22.97	3.0
White collar	21.72	3.0	20.11	4.1	25.10	3.6
White collar excluding sales	23.16	3.1	21.92	4.6	25.10	3.6
Professional specialty and technical	28.01	2.1	25.42	3.3	30.70	2.6
Professional specialty	30.87	2.2	28.81	4.0	32.50	2.6
Engineers, architects, and surveyors	30.24	4.6	31.17	5.0	—	—
Electrical and electronic engineers	36.40	5.1	36.45	5.2	—	—
Industrial engineers	27.34	3.0	27.34	3.0	—	—
Mechanical engineers	29.75	8.1	29.75	8.1	—	—
Engineers, n.e.c.	29.65	8.4	30.78	10.0	—	—
Mathematical and computer scientists	30.17	4.7	31.15	5.7	—	—
Computer systems analysts and scientists	30.17	4.7	31.15	5.7	—	—
Natural scientists	31.52	11.7	34.26	9.6	—	—
Health related	26.75	6.5	28.05	8.3	23.42	2.3
Registered nurses	24.41	3.0	24.80	4.0	23.44	2.1
Teachers, college and university	36.42	4.1	—	—	36.43	4.2
Other post-secondary teachers	34.98	6.4	—	—	35.34	7.0
Teachers, except college and university	34.64	3.2	18.32	18.4	35.52	2.8
Elementary school teachers	37.05	3.3	26.15	14.7	37.29	3.3
Librarians, archivists, and curators	26.58	8.5	—	—	—	—
Social scientists and urban planners	29.72	10.2	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.16	11.3	20.54	13.6	—	—
Professional, n.e.c.	27.98	8.5	27.13	12.2	—	—
Technical	18.51	4.0	18.67	4.9	18.06	6.6
Clinical laboratory technologists and technicians	20.42	7.7	—	—	—	—
Licensed practical nurses	15.20	3.8	15.29	4.1	—	—
Health technologists and technicians, n.e.c.	16.86	15.3	17.80	20.9	15.10	15.3
Electrical and electronic technicians	18.80	4.2	18.80	4.2	—	—
Computer programmers	23.04	3.4	22.81	3.7	—	—
Technical and related, n.e.c.	20.00	4.6	—	—	—	—
Executive, administrative, and managerial	32.34	7.8	32.87	9.7	30.94	11.3
Executives, administrators, and managers	38.68	9.9	38.80	12.7	38.32	12.7
Administrators and officials, public administration	34.82	18.4	—	—	34.82	18.4
Financial managers	31.40	7.9	30.52	9.8	—	—
Managers, marketing, advertising, and public relations	30.65	16.7	30.65	16.7	—	—
Administrators, education and related fields	53.94	14.6	—	—	—	—
Managers and administrators, n.e.c.	45.64	16.8	46.90	17.4	—	—
Management related	22.99	3.9	23.85	4.8	20.80	4.6
Accountants and auditors	22.67	4.7	22.79	5.7	—	—
Personnel, training, and labor relations specialists	22.17	2.6	—	—	—	—
Purchasing agents and buyers, n.e.c.	21.00	7.7	—	—	—	—
Management related, n.e.c.	23.57	7.6	24.45	9.8	21.28	4.5
Sales	14.75	6.4	14.75	6.4	—	—
Supervisors, sales	22.03	15.8	22.03	15.8	—	—
Sales, other business services	27.32	18.8	27.32	18.8	—	—
Sales workers, motor vehicles and boats	25.13	10.7	25.13	10.7	—	—
Sales workers, other commodities	12.14	12.9	12.14	12.9	—	—
Cashiers	10.44	6.3	10.44	6.3	—	—
Sales support, n.e.c.	20.51	12.5	20.51	12.5	—	—
Administrative support, including clerical	13.13	2.0	12.95	2.6	13.49	2.9
Supervisors, general office	17.43	7.8	17.43	7.8	—	—
Secretaries	13.94	4.6	13.98	7.3	13.88	4.1
Receptionists	10.57	5.3	10.57	5.3	—	—
Order clerks	10.72	10.3	10.72	10.3	—	—
Personnel clerks, except payroll and timekeeping	15.56	11.1	13.58	6.0	—	—

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 Diego, CA, December 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						
Administrative support, including clerical –Continued						
Library clerks	\$14.49	4.7	–	–	\$14.48	4.9
Records clerks, n.e.c.	13.85	5.4	\$14.57	5.6	13.05	7.8
Bookkeepers, accounting and auditing clerks	13.22	3.2	12.90	3.0	–	–
Telephone operators	9.02	6.1	9.02	6.1	–	–
Traffic, shipping and receiving clerks	11.55	7.0	11.55	7.0	–	–
Stock and inventory clerks	10.31	5.5	10.13	9.3	–	–
Investigators and adjusters, except insurance	13.62	6.7	13.61	6.7	–	–
General office clerks	11.21	4.0	11.47	7.6	10.99	2.7
Teachers' aides	11.56	3.2	–	–	11.67	3.2
Administrative support, n.e.c.	14.29	8.0	12.72	12.6	14.95	8.9
Blue collar	13.27	3.2	12.88	3.5	17.43	3.4
Precision production, craft, and repair						
Automobile mechanics	16.82	4.5	16.48	5.0	19.45	3.8
Bus, truck, and stationary engine mechanics	18.38	14.0	18.36	14.4	–	–
Industrial machinery repairers	19.79	6.8	19.87	7.3	–	–
Mechanics and repairers, n.e.c.	19.16	8.2	18.00	10.4	–	–
Construction trades, n.e.c.	17.76	18.7	17.52	20.3	–	–
Supervisors, production	14.73	4.1	–	–	–	–
Machinists	19.40	11.5	19.10	11.8	–	–
Electrical and electronic equipment assemblers ..	13.56	16.2	13.56	16.2	–	–
Inspectors, testers, and graders	9.99	9.0	9.99	9.0	–	–
Machine operators, assemblers, and inspectors	17.20	3.0	17.03	3.4	–	–
Laundry and dry cleaning machine operators	10.29	5.3	10.21	5.3	–	–
Miscellaneous machine operators, n.e.c.	6.88	3.1	6.88	3.1	–	–
Welders and cutters	10.63	13.0	10.19	13.7	–	–
Assemblers	15.01	5.3	15.01	5.3	–	–
Production inspectors, checkers and examiners ..	8.68	5.1	8.68	5.1	–	–
Transportation and material moving	11.37	6.4	11.37	6.4	–	–
Truck drivers	14.16	6.0	13.86	7.5	15.34	4.0
Bus drivers	15.63	4.1	15.44	5.2	–	–
Handlers, equipment cleaners, helpers, and laborers	11.43	12.2	–	–	13.95	5.7
Groundskeepers and gardeners, except farm	10.55	5.6	10.19	6.1	14.95	4.0
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	9.88	8.0	8.55	7.7	–	–
Stock handlers and baggers	12.32	3.0	12.32	3.0	–	–
Freight, stock, and material handlers, n.e.c.	10.81	9.3	10.81	9.3	–	–
Vehicle washers and equipment cleaners	12.13	7.5	11.53	8.8	–	–
Service	8.43	9.1	8.43	9.1	–	–
Protective service	9.53	4.2	7.75	2.5	17.06	5.6
Firefighting	14.68	16.2	8.31	7.4	22.07	4.5
Police and detectives, public service	18.83	4.1	–	–	18.83	4.1
Guards and police, except public service	23.30	5.9	–	–	23.30	5.9
Food service	8.44	8.9	8.33	8.4	–	–
Waiters, waitresses, and bartenders	7.25	3.4	6.93	2.5	12.44	9.5
Bartenders	6.24	2.3	6.24	2.3	–	–
Waiters and waitresses	7.30	6.1	7.30	6.1	–	–
Waiters'/Waitresses' assistants	5.93	.9	5.93	.9	–	–
Other food service	6.34	5.2	6.34	5.2	–	–
Supervisors, food preparation and service	7.90	4.6	7.41	3.6	12.44	9.5
Cooks	12.58	11.2	–	–	–	–
Food counter, fountain, and related	7.59	6.9	7.59	6.9	–	–
Kitchen workers, food preparation	6.57	3.4	6.57	3.4	–	–
Food preparation, n.e.c.	7.29	3.1	7.26	3.3	–	–
Health service	7.04	3.7	6.72	2.8	–	–
Health aides, except nursing	9.65	5.2	9.56	6.2	10.23	3.8
	11.73	3.8	–	–	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Diego, CA, December 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	\$8.66	2.9	\$8.33	2.4	\$10.38	4.4
Cleaning and building service	7.90	5.2	7.28	4.4	11.74	4.2
Maids and housemen	7.50	4.6	7.50	4.6	—	—
Janitors and cleaners	7.80	6.4	6.88	3.4	11.74	4.2
Personal service	7.99	4.9	7.76	5.3	9.58	8.5
Hairdressers and cosmetologists	8.36	4.5	8.36	4.5	—	—
Attendants, amusement, and recreation facilities	6.77	6.1	6.83	7.3	—	—
Baggage porters and bellhops	5.87	1.5	5.87	1.5	—	—
Welfare service aides	7.94	15.7	7.94	15.7	—	—
Child care workers, n.e.c.	7.54	4.8	—	—	—	—
Service, n.e.c.	8.88	12.2	8.01	14.3	—	—

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 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 Diego, CA, December 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	\$17.86	2.8	\$16.07	3.6	\$23.54	3.3
All excluding sales	18.02	2.9	16.06	3.9	23.54	3.3
White collar	22.38	3.1	20.93	4.2	25.55	3.9
White collar excluding sales	23.51	3.2	22.31	4.6	25.55	3.9
Professional specialty and technical	28.21	2.1	25.77	3.2	30.92	2.7
Professional specialty	31.11	2.2	29.32	3.7	32.59	2.8
Engineers, architects, and surveyors	30.24	4.6	31.17	5.0	—	—
Electrical and electronic engineers	36.40	5.1	36.45	5.2	—	—
Industrial engineers	27.34	3.0	27.34	3.0	—	—
Mechanical engineers	29.75	8.1	29.75	8.1	—	—
Engineers, n.e.c.	29.65	8.4	30.78	10.0	—	—
Mathematical and computer scientists	30.17	4.7	31.15	5.7	—	—
Computer systems analysts and scientists	30.17	4.7	31.15	5.7	—	—
Natural scientists	31.52	11.7	34.26	9.6	—	—
Health related	26.98	6.2	28.16	7.8	23.43	2.5
Registered nurses	24.56	3.6	25.00	4.6	23.22	1.1
Teachers, college and university	37.05	4.2	—	—	37.19	4.0
Other post-secondary teachers	34.86	5.9	—	—	—	—
Teachers, except college and university	34.67	3.2	18.36	18.6	35.57	2.8
Elementary school teachers	37.06	3.3	26.22	14.9	37.29	3.3
Librarians, archivists, and curators	26.58	8.5	—	—	—	—
Social scientists and urban planners	29.72	10.2	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.01	10.2	22.64	10.4	—	—
Professional, n.e.c.	27.13	12.2	27.13	12.2	—	—
Technical	18.87	4.0	18.91	4.9	18.73	6.1
Licensed practical nurses	15.36	4.0	15.42	4.1	—	—
Health technologists and technicians, n.e.c.	17.29	15.9	18.62	21.4	—	—
Electrical and electronic technicians	18.80	4.2	18.80	4.2	—	—
Computer programmers	23.04	3.4	22.81	3.7	—	—
Technical and related, n.e.c.	20.00	4.6	—	—	—	—
Executive, administrative, and managerial	32.60	7.9	32.87	9.7	31.82	11.8
Executives, administrators, and managers	38.90	10.0	38.80	12.7	39.17	12.9
Administrators and officials, public administration	34.82	18.4	—	—	34.82	18.4
Financial managers	31.40	7.9	30.52	9.8	—	—
Managers, marketing, advertising, and public relations	30.65	16.7	30.65	16.7	—	—
Administrators, education and related fields	54.72	15.2	—	—	—	—
Managers and administrators, n.e.c.	46.33	16.9	46.90	17.4	—	—
Management related	23.11	4.1	23.85	4.8	20.97	5.3
Accountants and auditors	22.67	4.7	22.79	5.7	—	—
Personnel, training, and labor relations specialists	22.17	2.6	—	—	—	—
Purchasing agents and buyers, n.e.c.	21.00	7.7	—	—	—	—
Management related, n.e.c.	24.25	8.4	24.45	9.8	—	—
Sales	16.13	7.0	16.13	7.0	—	—
Supervisors, sales	22.03	15.8	22.03	15.8	—	—
Sales, other business services	27.32	18.8	27.32	18.8	—	—
Sales workers, motor vehicles and boats	25.13	10.7	25.13	10.7	—	—
Sales workers, other commodities	12.93	12.9	12.93	12.9	—	—
Cashiers	11.07	7.6	11.07	7.6	—	—
Sales support, n.e.c.	20.51	12.5	20.51	12.5	—	—
Administrative support, including clerical	13.36	2.1	13.16	2.6	13.78	3.2
Supervisors, general office	17.35	8.4	17.35	8.4	—	—
Secretaries	13.93	4.7	13.97	7.4	13.88	4.1
Receptionists	10.46	5.4	10.46	5.4	—	—
Personnel clerks, except payroll and timekeeping	15.56	11.1	13.58	6.0	—	—
Records clerks, n.e.c.	13.85	5.4	14.57	5.6	13.05	7.8
Bookkeepers, accounting and auditing clerks	13.30	3.2	12.99	3.0	—	—

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 Diego, CA, December 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						
Administrative support, including clerical –Continued						
Telephone operators	\$9.02	6.6	\$9.02	6.6	–	–
Traffic, shipping and receiving clerks	11.55	7.0	11.55	7.0	–	–
Stock and inventory clerks	10.78	4.4	11.00	8.6	–	–
Investigators and adjusters, except insurance	13.66	6.9	13.64	6.9	–	–
General office clerks	11.42	4.2	11.58	7.8	\$11.27	2.6
Administrative support, n.e.c.	14.90	8.3	13.38	10.7	15.56	10.0
Blue collar	13.40	3.3	12.99	3.6	17.65	3.4
Precision production, craft, and repair						
Automobile mechanics	16.65	4.5	16.28	5.0	19.45	3.8
Bus, truck, and stationary engine mechanics	18.38	14.0	18.36	14.4	–	–
Industrial machinery repairers	19.79	6.8	19.87	7.3	–	–
Mechanics and repairers, n.e.c.	19.16	8.2	18.00	10.4	–	–
Construction trades, n.e.c.	14.56	10.6	14.01	11.0	–	–
Supervisors, production	14.73	4.1	–	–	–	–
Machinists	19.40	11.5	19.10	11.8	–	–
Electrical and electronic equipment assemblers ..	13.56	16.2	13.56	16.2	–	–
Inspectors, testers, and graders	9.99	9.0	9.99	9.0	–	–
Production inspectors, checkers and examiners ..	17.20	3.0	17.03	3.4	–	–
Machine operators, assemblers, and inspectors						
Laundry and dry cleaning machine operators	10.42	5.4	10.34	5.4	–	–
Miscellaneous machine operators, n.e.c.	6.86	3.2	6.86	3.2	–	–
Welders and cutters	10.63	13.0	10.19	13.7	–	–
Assemblers	15.01	5.3	15.01	5.3	–	–
Production inspectors, checkers and examiners ..	8.89	5.4	8.89	5.4	–	–
Truck drivers	11.37	6.4	11.37	6.4	–	–
Transportation and material moving						
Truck drivers	14.40	6.2	14.06	7.6	16.01	3.0
Truck drivers	15.66	4.2	15.47	5.4	–	–
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	10.73	6.3	10.32	6.9	14.95	4.0
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	9.88	8.0	8.55	7.7	–	–
Stock handlers and baggers	12.32	3.0	12.32	3.0	–	–
Freight, stock, and material handlers, n.e.c.	12.58	7.7	12.58	7.7	–	–
Vehicle washers and equipment cleaners	11.96	10.1	–	–	–	–
Vehicle washers and equipment cleaners	8.67	9.6	8.67	9.6	–	–
Service						
Protective service	10.44	5.2	8.15	3.5	18.31	5.7
Firefighting	17.88	7.7	9.54	7.3	22.11	4.4
Police and detectives, public service	18.83	4.1	–	–	18.83	4.1
Guards and police, except public service	23.30	5.9	–	–	23.30	5.9
Food service	10.14	9.8	9.91	9.8	–	–
Waiters, waitresses, and bartenders	8.02	6.0	7.58	4.8	–	–
Waiters and waitresses	6.85	5.6	6.85	5.6	–	–
Other food service	6.00	1.1	6.00	1.1	–	–
Supervisors, food preparation and service	8.43	6.2	7.85	4.7	–	–
Cooks	12.58	11.2	–	–	–	–
Kitchen workers, food preparation	7.50	7.8	7.50	7.8	–	–
Food preparation, n.e.c.	7.56	4.1	7.56	4.1	–	–
Health service	6.90	3.3	6.90	3.3	–	–
Nursing aides, orderlies and attendants	9.57	5.8	9.51	6.5	–	–
Nursing aides, orderlies and attendants	8.57	3.0	8.35	2.3	–	–

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 Diego, CA, December 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	\$7.92	5.5	\$7.28	4.6	\$11.84	4.2
Maids and housemen	7.53	4.8	7.53	4.8	—	—
Janitors and cleaners	7.81	6.8	6.86	3.4	11.84	4.2
Personal service	8.59	7.4	8.43	8.0	—	—
Baggage porters and bellhops	5.87	1.5	5.87	1.5	—	—

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 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Diego, CA, December 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	\$10.71	6.0	\$8.52	5.5	\$18.58	7.9
All excluding sales	11.03	6.9	8.47	6.6	18.58	7.9
White collar	15.09	7.2	10.55	9.5	21.62	8.3
White collar excluding sales	18.55	8.1	13.19	17.0	21.62	8.3
Professional specialty and technical	25.69	9.1	18.41	25.3	28.91	8.2
Professional specialty	28.35	9.2	20.35	27.5	31.77	6.7
Health related	25.70	10.9	27.36	15.7	23.39	6.1
Registered nurses	23.75	7.0	-	-	23.93	5.9
Teachers, college and university	35.07	9.6	-	-	35.07	9.6
Other post-secondary teachers	35.08	9.9	-	-	35.08	9.9
Teachers, except college and university	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.37	34.8	-	-	-	-
Technical	12.74	8.8	-	-	14.08	10.3
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	8.78	4.9	8.78	4.9	-	-
Sales workers, other commodities	7.63	4.4	7.63	4.4	-	-
Cashiers	9.35	9.0	9.35	9.0	-	-
Administrative support, including clerical	10.69	4.3	9.71	6.0	11.57	3.6
Teachers' aides	11.78	3.1	-	-	11.83	3.0
Administrative support, n.e.c.	11.17	8.2	-	-	-	-
Blue collar	11.29	15.4	11.20	16.5	-	-
Precision production, craft, and repair	25.72	22.7	25.72	22.7	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	11.27	12.9	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	9.49	12.4	9.49	12.4	-	-
Service	7.09	2.0	6.82	2.3	9.56	5.1
Protective service	-	-	-	-	-	-
Food service	6.35	1.9	6.17	1.4	-	-
Waiters, waitresses, and bartenders	5.90	.9	5.90	.9	-	-
Waiters and waitresses	5.90	1.3	5.90	1.3	-	-
Waiters/Waitresses' assistants	5.75	.0	5.75	.0	-	-
Other food service	6.88	3.2	6.53	2.4	-	-
Food counter, fountain, and related	6.21	2.4	6.21	2.4	-	-
Food preparation, n.e.c.	7.25	7.7	6.36	4.6	-	-
Health service	10.49	7.6	-	-	10.46	6.5
Nursing aides, orderlies and attendants	9.62	8.9	-	-	-	-
Cleaning and building service	7.51	5.0	7.26	6.1	-	-
Janitors and cleaners	7.66	5.2	-	-	-	-
Personal service	7.32	4.7	6.95	3.2	9.15	12.0
Attendants, amusement, and recreation facilities	7.04	7.0	7.21	8.9	-	-
Service, n.e.c.	7.95	14.0	-	-	-	-

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 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Diego, CA, December 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	\$712	2.9	39.9	\$640	3.7	39.8	\$939	3.3	39.9
All excluding sales	718	3.0	39.9	640	4.0	39.8	939	3.3	39.9
White collar	891	3.3	39.8	837	4.5	40.0	1,006	3.9	39.4
White collar excluding sales	936	3.4	39.8	893	4.9	40.0	1,006	3.9	39.4
Professional specialty and technical	1,112	2.2	39.4	1,027	3.3	39.9	1,203	2.8	38.9
Professional specialty	1,223	2.2	39.3	1,171	3.8	39.9	1,264	2.7	38.8
Engineers, architects, and surveyors	1,214	4.4	40.2	1,252	4.8	40.2	-	-	-
Electrical and electronic engineers	1,459	5.1	40.1	1,458	5.2	40.0	-	-	-
Industrial engineers	1,094	3.0	40.0	1,094	3.0	40.0	-	-	-
Mechanical engineers	1,190	8.1	40.0	1,190	8.1	40.0	-	-	-
Engineers, n.e.c.	1,186	8.4	40.0	1,231	10.0	40.0	-	-	-
Mathematical and computer scientists	1,207	4.8	40.0	1,240	5.8	39.8	-	-	-
Computer systems analysts and scientists	1,207	4.8	40.0	1,240	5.8	39.8	-	-	-
Natural scientists	1,304	12.4	41.4	1,431	9.9	41.8	-	-	-
Health related	1,060	6.4	39.3	1,110	8.1	39.4	913	1.8	39.0
Registered nurses	960	4.3	39.1	980	5.4	39.2	897	4.5	38.6
Teachers, college and university Other post-secondary teachers	1,456	3.9	39.3	-	-	-	1,474	3.7	39.6
Teachers, except college and university	1,357	5.8	38.9	-	-	-	-	-	-
Elementary school teachers ...	1,331	3.1	38.4	703	16.0	38.3	1,365	2.7	38.4
Librarians, archivists, and curators	1,394	3.4	37.6	938	9.8	35.8	1,405	3.4	37.7
Social scientists and urban planners	1,063	8.5	40.0	-	-	-	-	-	-
Social, recreation, and religious workers	1,189	10.2	40.0	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Professional, n.e.c.	851	11.2	38.7	903	10.5	39.9	-	-	-
Technical	1,076	12.6	39.7	1,076	12.6	39.7	-	-	-
Licensed practical nurses	750	4.0	39.8	751	5.0	39.7	747	5.9	39.9
Health technologists and technicians, n.e.c.	586	3.3	38.2	590	3.3	38.3	-	-	-
Electrical and electronic technicians	692	15.9	40.0	745	21.4	40.0	-	-	-
Computer programmers	752	4.2	40.0	752	4.2	40.0	-	-	-
Technical and related, n.e.c. ...	922	3.4	40.0	912	3.7	40.0	-	-	-
Management related	798	4.7	39.9	-	-	-	-	-	-
Executive, administrative, and managerial	1,325	8.6	40.6	1,343	10.8	40.9	1,273	11.8	40.0
Executives, administrators, and managers	1,593	11.2	41.0	1,603	14.3	41.3	1,567	12.9	40.0
Administrators and officials, public administration	1,393	18.4	40.0	-	-	-	1,393	18.4	40.0
Financial managers	1,261	9.5	40.2	1,227	12.0	40.2	-	-	-
Managers, marketing, advertising, and public relations	1,325	16.8	43.2	1,325	16.8	43.2	-	-	-
Administrators, education and related fields	2,189	15.2	40.0	-	-	-	-	-	-
Managers and administrators, n.e.c.	1,932	19.7	41.7	1,960	20.3	41.8	-	-	-
Management related	928	4.6	40.2	959	5.5	40.2	840	5.3	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 Diego, CA, December 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									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Accountants and auditors	\$903	4.8	39.8	\$907	5.8	39.8	—	—	—
Personnel, training, and labor relations specialists	887	2.6	40.0	—	—	—	—	—	—
Purchasing agents and buyers, n.e.c.	843	7.7	40.1	—	—	—	—	—	—
Management related, n.e.c.	992	10.1	40.9	1,004	11.8	41.1	—	—	—
Sales	643	7.4	39.9	643	7.4	39.9	—	—	—
Supervisors, sales	884	16.4	40.1	884	16.4	40.1	—	—	—
Sales, other business services	1,159	23.3	42.4	1,159	23.3	42.4	—	—	—
Sales workers, motor vehicles and boats	1,071	11.5	42.6	1,071	11.5	42.6	—	—	—
Sales workers, other commodities	499	13.0	38.6	499	13.0	38.6	—	—	—
Cashiers	441	7.7	39.9	441	7.7	39.9	—	—	—
Sales support, n.e.c.	820	12.5	40.0	820	12.5	40.0	—	—	—
Administrative support, including clerical	531	2.1	39.8	523	2.6	39.7	\$550	3.3	39.9
Supervisors, general office	694	8.4	40.0	694	8.4	40.0	—	—	—
Secretaries	555	4.5	39.9	555	7.2	39.8	555	4.1	40.0
Receptionists	416	5.4	39.8	416	5.4	39.8	—	—	—
Personnel clerks, except payroll and timekeeping ...	623	11.1	40.0	543	6.0	40.0	—	—	—
Records clerks, n.e.c.	551	5.3	39.8	576	5.6	39.6	522	7.8	40.0
Bookkeepers, accounting and auditing clerks	529	3.3	39.8	516	3.3	39.7	—	—	—
Telephone operators	354	7.3	39.3	354	7.3	39.3	—	—	—
Traffic, shipping and receiving clerks	460	7.2	39.8	460	7.2	39.8	—	—	—
Stock and inventory clerks	431	4.4	40.0	440	8.6	40.0	—	—	—
Investigators and adjusters, except insurance	541	6.8	39.6	540	6.9	39.6	—	—	—
General office clerks	455	4.2	39.9	460	7.9	39.7	451	2.5	40.0
Administrative support, n.e.c.	593	8.3	39.8	527	10.0	39.3	622	10.0	40.0
Blue collar	535	3.3	39.9	519	3.6	39.9	706	3.4	40.0
Precision production, craft, and repair	666	4.5	40.0	651	5.0	40.0	778	3.8	40.0
Automobile mechanics	735	14.0	40.0	734	14.4	40.0	—	—	—
Bus, truck, and stationary engine mechanics	792	6.8	40.0	795	7.3	40.0	—	—	—
Industrial machinery repairers	766	8.2	40.0	720	10.4	40.0	—	—	—
Mechanics and repairers, n.e.c.	583	10.6	40.0	560	11.0	40.0	—	—	—
Construction trades, n.e.c.	586	4.3	39.8	—	—	—	—	—	—
Supervisors, production	779	11.7	40.1	767	11.9	40.1	—	—	—
Machinists	542	16.2	40.0	542	16.2	40.0	—	—	—
Electrical and electronic equipment assemblers	400	9.0	40.0	400	9.0	40.0	—	—	—
Inspectors, testers, and graders	688	3.0	40.0	681	3.4	40.0	—	—	—
Machine operators, assemblers, and inspectors	414	5.4	39.8	411	5.4	39.8	—	—	—
Laundering and dry cleaning machine operators	262	2.0	38.2	262	2.0	38.2	—	—	—

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 Diego, CA, December 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 —Continued									
Miscellaneous machine operators, n.e.c.	\$422	13.4	39.7	\$405	14.0	39.7	—	—	—
Welders and cutters	600	5.3	40.0	600	5.3	40.0	—	—	—
Assemblers	356	5.4	40.0	356	5.4	40.0	—	—	—
Production inspectors, checkers and examiners ...	443	7.1	38.9	443	7.1	38.9	—	—	—
Transportation and material moving	577	6.5	40.1	564	7.9	40.1	\$640	3.0	40.0
Truck drivers	626	4.2	40.0	619	5.4	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	429	6.3	40.0	413	6.9	40.0	598	4.0	40.0
Groundskeepers and gardeners, except farm	395	8.0	40.0	342	7.7	40.0	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	493	3.0	40.0	493	3.0	40.0	—	—	—
Stock handlers and baggers ...	503	7.7	40.0	503	7.7	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	478	10.1	40.0	—	—	—	—	—	—
Vehicle washers and equipment cleaners	347	9.6	40.0	347	9.6	40.0	—	—	—
Service	417	5.4	39.9	320	3.4	39.3	770	6.5	42.1
Protective service	754	8.6	42.2	380	7.3	39.8	963	5.1	43.5
Firefighting	998	4.1	53.0	—	—	—	998	4.1	53.0
Police and detectives, public service	937	5.8	40.2	—	—	—	937	5.8	40.2
Guards and police, except public service	403	9.8	39.7	394	9.7	39.7	—	—	—
Food service	315	5.9	39.3	297	4.6	39.2	—	—	—
Waiters, waitresses, and bartenders	264	4.5	38.5	264	4.5	38.5	—	—	—
Waiters and waitresses	234	1.7	39.0	234	1.7	39.0	—	—	—
Other food service	334	6.2	39.6	310	4.7	39.5	—	—	—
Supervisors, food preparation and service	503	11.2	40.0	—	—	—	—	—	—
Cooks	296	7.2	39.5	296	7.2	39.5	—	—	—
Kitchen workers, food preparation	302	4.1	40.0	302	4.1	40.0	—	—	—
Food preparation, n.e.c.	269	3.5	38.9	269	3.5	38.9	—	—	—
Health service	373	6.2	39.0	370	6.9	38.9	—	—	—
Nursing aides, orderlies and attendants	330	2.9	38.5	320	1.5	38.4	—	—	—

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 Diego, CA, December 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	\$313	5.3	39.5	\$287	4.3	39.5	\$474	4.2	40.0
Maids and housemen	290	4.6	38.5	290	4.6	38.5	—	—	—
Janitors and cleaners	310	6.6	39.7	272	3.1	39.7	474	4.2	40.0
Personal service	336	7.4	39.2	331	8.1	39.3	—	—	—
Baggage porters and bellhops	234	1.4	39.8	234	1.4	39.8	—	—	—

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 Diego, CA, December 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	\$36,000	2.9	2,016	\$32,998	3.7	2,054	\$44,803	3.3	1,904
All excluding sales	36,230	3.0	2,010	32,940	4.0	2,051	44,803	3.3	1,904
White collar	44,338	3.3	1,981	43,021	4.5	2,055	46,905	3.9	1,836
White collar excluding sales	46,195	3.4	1,965	45,728	4.9	2,050	46,905	3.9	1,836
Professional specialty and technical	52,271	2.2	1,853	52,605	3.3	2,042	51,965	2.8	1,681
Professional specialty	56,072	2.2	1,803	60,121	3.8	2,050	53,384	2.7	1,638
Engineers, architects, and surveyors	63,151	4.4	2,088	65,127	4.8	2,089	-	-	-
Electrical and electronic engineers	75,877	5.1	2,085	75,822	5.2	2,080	-	-	-
Industrial engineers	56,870	3.0	2,080	56,870	3.0	2,080	-	-	-
Mechanical engineers	61,872	8.1	2,080	61,872	8.1	2,080	-	-	-
Engineers, n.e.c.	61,672	8.4	2,080	64,019	10.0	2,080	-	-	-
Mathematical and computer scientists	62,783	4.8	2,081	64,476	5.8	2,070	-	-	-
Computer systems analysts and scientists	62,783	4.8	2,081	64,476	5.8	2,070	-	-	-
Natural scientists	67,809	12.4	2,152	74,390	9.9	2,171	-	-	-
Health related	54,864	6.4	2,033	57,700	8.1	2,049	46,585	1.8	1,989
Registered nurses	49,583	4.3	2,018	50,971	5.4	2,039	45,481	4.5	1,958
Teachers, college and university	57,331	3.9	1,547	-	-	-	57,106	3.7	1,536
Other post-secondary teachers	54,038	5.8	1,550	-	-	-	-	-	-
Teachers, except college and university	53,354	3.1	1,539	31,410	16.0	1,711	54,429	2.7	1,530
Elementary school teachers ...	55,896	3.4	1,508	34,910	9.8	1,331	56,419	3.4	1,513
Librarians, archivists, and curators	54,946	8.5	2,068	-	-	-	-	-	-
Social scientists and urban planners	56,298	10.2	1,894	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	43,039	11.2	1,956	46,942	10.5	2,073	-	-	-
Professional, n.e.c.	55,962	12.6	2,062	55,962	12.6	2,062	-	-	-
Technical	38,431	4.0	2,037	38,298	5.0	2,025	38,860	5.9	2,075
Licensed practical nurses	30,477	3.3	1,984	30,686	3.3	1,990	-	-	-
Health technologists and technicians, n.e.c.	35,960	15.9	2,080	38,720	21.4	2,080	-	-	-
Electrical and electronic technicians	39,094	4.2	2,080	39,094	4.2	2,080	-	-	-
Computer programmers	43,361	3.4	1,882	40,736	3.7	1,786	-	-	-
Technical and related, n.e.c. ...	41,499	4.7	2,075	-	-	-	-	-	-
Executive, administrative, and managerial	68,852	8.6	2,112	69,771	10.8	2,123	66,206	11.8	2,081
Executives, administrators, and managers	82,780	11.2	2,128	83,234	14.3	2,145	81,472	12.9	2,080
Administrators and officials, public administration	72,421	18.4	2,080	-	-	-	72,421	18.4	2,080
Financial managers	65,561	9.5	2,088	63,790	12.0	2,090	-	-	-
Managers, marketing, advertising, and public relations	68,884	16.8	2,247	68,884	16.8	2,247	-	-	-
Administrators, education and related fields	112,701	15.2	2,060	-	-	-	-	-	-
Managers and administrators, n.e.c.	100,476	19.7	2,169	101,913	20.3	2,173	-	-	-
Management related	48,255	4.6	2,088	49,850	5.5	2,090	43,663	5.3	2,082

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 Diego, CA, December 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									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Accountants and auditors	\$46,948	4.8	2,071	\$47,139	5.8	2,068	—	—	—
Personnel, training, and labor relations specialists	46,112	2.6	2,080	—	—	—	—	—	—
Purchasing agents and buyers, n.e.c.	43,818	7.7	2,086	—	—	—	—	—	—
Management related, n.e.c.	51,600	10.1	2,128	52,232	11.8	2,136	—	—	—
Sales	33,461	7.4	2,074	33,461	7.4	2,074	—	—	—
Supervisors, sales	45,969	16.4	2,087	45,969	16.4	2,087	—	—	—
Sales, other business services	60,243	23.3	2,205	60,243	23.3	2,205	—	—	—
Sales workers, motor vehicles and boats	55,700	11.5	2,216	55,700	11.5	2,216	—	—	—
Sales workers, other commodities	25,935	13.0	2,005	25,935	13.0	2,005	—	—	—
Cashiers	22,943	7.7	2,073	22,943	7.7	2,073	—	—	—
Sales support, n.e.c.	42,663	12.5	2,080	42,663	12.5	2,080	—	—	—
Administrative support, including clerical	27,083	2.1	2,028	26,531	2.6	2,016	\$28,296	3.3	2,053
Supervisors, general office	36,097	8.4	2,080	36,097	8.4	2,080	—	—	—
Secretaries	28,686	4.5	2,059	28,883	7.2	2,067	28,420	4.1	2,048
Receptionists	19,623	5.4	1,877	19,623	5.4	1,877	—	—	—
Personnel clerks, except payroll and timekeeping ...	32,373	11.1	2,080	28,255	6.0	2,080	—	—	—
Records clerks, n.e.c.	28,622	5.3	2,067	29,941	5.6	2,055	27,148	7.8	2,080
Bookkeepers, accounting and auditing clerks	26,545	3.3	1,996	25,656	3.3	1,975	—	—	—
Telephone operators	18,413	7.3	2,041	18,413	7.3	2,041	—	—	—
Traffic, shipping and receiving clerks	23,918	7.2	2,072	23,918	7.2	2,072	—	—	—
Stock and inventory clerks	22,427	4.4	2,080	22,884	8.6	2,080	—	—	—
Investigators and adjusters, except insurance	28,127	6.8	2,059	28,085	6.9	2,059	—	—	—
General office clerks	22,562	4.2	1,975	21,913	7.9	1,892	23,233	2.5	2,061
Administrative support, n.e.c.	30,610	8.3	2,055	27,383	10.0	2,046	32,035	10.0	2,059
Blue collar	27,690	3.3	2,067	26,823	3.6	2,065	36,709	3.4	2,080
Precision production, craft, and repair	34,635	4.5	2,080	33,859	5.0	2,080	40,448	3.8	2,080
Automobile mechanics	38,224	14.0	2,080	38,189	14.4	2,080	—	—	—
Bus, truck, and stationary engine mechanics	41,159	6.8	2,080	41,322	7.3	2,080	—	—	—
Industrial machinery repairers	39,847	8.2	2,080	37,449	10.4	2,080	—	—	—
Mechanics and repairers, n.e.c.	30,295	10.6	2,080	29,135	11.0	2,080	—	—	—
Construction trades, n.e.c.	30,490	4.3	2,070	—	—	—	—	—	—
Supervisors, production	40,488	11.7	2,087	39,872	11.9	2,087	—	—	—
Machinists	28,196	16.2	2,080	28,196	16.2	2,080	—	—	—
Electrical and electronic equipment assemblers	20,782	9.0	2,080	20,782	9.0	2,080	—	—	—
Inspectors, testers, and graders	35,778	3.0	2,080	35,424	3.4	2,080	—	—	—
Machine operators, assemblers, and inspectors	21,456	5.4	2,060	21,289	5.4	2,060	—	—	—
Laundering and dry cleaning machine operators	13,625	2.0	1,985	13,625	2.0	1,985	—	—	—

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 Diego, CA, December 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 —Continued									
Miscellaneous machine operators, n.e.c.	\$21,967	13.4	2,066	\$21,045	14.0	2,065	—	—	—
Welders and cutters	31,220	5.3	2,080	31,220	5.3	2,080	—	—	—
Assemblers	18,256	5.4	2,053	18,256	5.4	2,053	—	—	—
Production inspectors, checkers and examiners ...	23,016	7.1	2,024	23,016	7.1	2,024	—	—	—
Transportation and material moving	30,022	6.5	2,085	29,322	7.9	2,086	\$33,302	3.0	2,080
Truck drivers	32,571	4.2	2,080	32,184	5.4	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	21,928	6.3	2,044	21,051	6.9	2,040	31,097	4.0	2,080
Groundskeepers and gardeners, except farm	20,554	8.0	2,080	17,786	7.7	2,080	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	25,633	3.0	2,080	25,633	3.0	2,080	—	—	—
Stock handlers and baggers ...	26,168	7.7	2,080	26,168	7.7	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	24,870	10.1	2,080	—	—	—	—	—	—
Vehicle washers and equipment cleaners	18,027	9.6	2,080	18,027	9.6	2,080	—	—	—
Service	21,455	5.4	2,055	16,571	3.4	2,033	39,075	6.5	2,134
Protective service	38,949	8.6	2,179	19,743	7.3	2,069	49,521	5.1	2,239
Firefighting	51,882	4.1	2,756	—	—	—	51,882	4.1	2,756
Police and detectives, public service	48,710	5.8	2,091	—	—	—	48,710	5.8	2,091
Guards and police, except public service	20,954	9.8	2,065	20,469	9.7	2,065	—	—	—
Food service	16,047	5.9	2,000	15,213	4.6	2,008	—	—	—
Waiters, waitresses, and bartenders	13,728	4.5	2,004	13,728	4.5	2,004	—	—	—
Waiters and waitresses	12,168	1.7	2,029	12,168	1.7	2,029	—	—	—
Other food service	16,858	6.2	1,999	15,781	4.7	2,010	—	—	—
Supervisors, food preparation and service	25,190	11.2	2,002	—	—	—	—	—	—
Cooks	15,386	7.2	2,052	15,386	7.2	2,052	—	—	—
Kitchen workers, food preparation	15,727	4.1	2,080	15,727	4.1	2,080	—	—	—
Food preparation, n.e.c.	13,025	3.5	1,887	13,025	3.5	1,887	—	—	—
Health service	19,397	6.2	2,028	19,233	6.9	2,022	—	—	—
Nursing aides, orderlies and attendants	17,178	2.9	2,004	16,661	1.5	1,994	—	—	—

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 Diego, CA, December 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	\$16,214	5.3	2,047	\$14,858	4.3	2,042	\$24,624	4.2	2,080
Maids and housemen	15,081	4.6	2,002	15,081	4.6	2,002	—	—	—
Janitors and cleaners	16,051	6.6	2,055	14,053	3.1	2,050	24,624	4.2	2,080
Personal service	17,017	7.4	1,982	17,203	8.1	2,042	—	—	—
Baggage porters and bellhops	12,148	1.4	2,070	12,148	1.4	2,070	—	—	—

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 Diego, CA, December 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	\$16.97	2.7	\$15.11	3.5	\$22.97	3.0
All excluding sales	17.20	2.9	15.15	3.8	22.97	3.0
White collar	21.72	3.0	20.11	4.1	25.10	3.6
1	7.05	4.4	7.05	4.4	—	—
2	8.84	2.8	8.84	2.8	—	—
3	10.29	3.1	10.13	3.6	11.27	3.1
4	13.05	3.5	13.40	4.4	12.06	2.2
5	14.11	1.9	14.15	2.5	14.01	2.4
6	17.44	4.2	17.67	5.6	16.85	3.4
7	19.15	4.0	19.11	5.4	19.25	2.7
8	21.47	2.2	20.93	2.7	23.11	3.2
9	30.38	2.2	25.81	2.3	32.90	2.8
10	32.39	4.1	33.06	5.2	31.63	6.6
11	31.93	2.3	31.30	2.6	33.92	4.6
12	39.46	3.4	39.53	3.8	39.08	6.8
13	51.05	7.1	48.14	4.3	—	—
14	101.98	16.1	106.14	15.6	—	—
Not able to be leveled	21.53	13.2	16.61	15.2	27.88	15.6
White collar excluding sales	23.16	3.1	21.92	4.6	25.10	3.6
2	9.01	2.7	9.02	2.7	—	—
3	10.53	2.7	10.32	3.4	11.27	3.1
4	12.72	3.1	13.18	4.4	12.06	2.2
5	14.05	1.9	14.08	2.7	14.01	2.4
6	16.92	3.7	16.95	5.2	16.85	3.4
7	18.90	2.3	18.73	3.2	19.25	2.7
8	21.40	2.3	20.69	2.8	23.11	3.2
9	30.46	2.3	25.43	2.5	32.90	2.8
10	31.10	3.7	30.55	3.2	31.63	6.6
11	31.87	2.3	31.20	2.7	33.92	4.6
12	39.46	3.4	39.53	3.8	39.08	6.8
13	51.05	7.1	48.14	4.3	—	—
14	101.98	16.1	106.14	15.6	—	—
Not able to be leveled	21.53	13.2	16.61	15.2	27.88	15.6
Professional specialty and technical	28.01	2.1	25.42	3.3	30.70	2.6
Professional specialty	30.87	2.2	28.81	4.0	32.50	2.6
7	19.44	3.7	20.43	4.8	18.25	7.2
8	22.76	3.1	21.93	5.1	23.62	4.0
9	32.96	2.3	26.92	2.1	34.67	2.6
10	32.28	5.0	30.39	4.0	33.69	7.7
11	34.03	2.6	33.30	3.3	35.21	4.6
12	39.01	4.3	39.16	4.5	—	—
13	49.12	5.0	49.12	5.0	—	—
Not able to be leveled	21.14	17.1	15.63	18.2	29.26	19.2
Engineers, architects, and surveyors	30.24	4.6	31.17	5.0	—	—
9	26.58	3.2	27.19	4.9	—	—
10	30.35	6.5	30.35	6.5	—	—
11	31.57	5.2	32.47	5.4	—	—
Electrical and electronic engineers	36.40	5.1	36.45	5.2	—	—
Industrial engineers	27.34	3.0	27.34	3.0	—	—
Mechanical engineers	29.75	8.1	29.75	8.1	—	—
Engineers, n.e.c.	29.65	8.4	30.78	10.0	—	—
9	26.28	1.8	—	—	—	—
Mathematical and computer scientists	30.17	4.7	31.15	5.7	—	—
Computer systems analysts and scientists	30.17	4.7	31.15	5.7	—	—
Natural scientists	31.52	11.7	34.26	9.6	—	—
Health related	26.75	6.5	28.05	8.3	23.42	2.3
8	21.95	5.7	21.82	7.9	22.25	5.9
9	25.72	2.5	26.18	2.7	—	—
Registered nurses	24.41	3.0	24.80	4.0	23.44	2.1
8	21.44	6.6	—	—	22.25	5.9
9	25.72	2.5	26.18	2.7	—	—
Teachers, college and university	36.42	4.1	—	—	36.43	4.2
10	38.72	7.0	—	—	39.43	7.0
11	38.43	5.3	—	—	38.04	5.7

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Diego, CA, December 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, college and university —Continued						
Other post-secondary teachers	\$34.98	6.4	—	—	\$35.34	7.0
10	36.83	6.8	—	—	37.49	6.8
Teachers, except college and university	34.64	3.2	\$18.32	18.4	35.52	2.8
9	35.95	2.6	31.13	4.7	36.03	2.6
Elementary school teachers	37.05	3.3	26.15	14.7	37.29	3.3
9	37.22	3.3	—	—	37.29	3.3
Librarians, archivists, and curators	26.58	8.5	—	—	—	—
Social scientists and urban planners	29.72	10.2	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.16	11.3	20.54	13.6	—	—
8	19.37	12.1	19.37	12.1	—	—
Not able to be leveled	18.17	16.0	15.42	19.3	—	—
Professional, n.e.c.	27.98	8.5	27.13	12.2	—	—
Technical	18.51	4.0	18.67	4.9	18.06	6.6
4	12.60	5.0	13.17	7.7	11.68	2.0
5	15.24	4.9	15.48	4.7	—	—
6	17.64	6.0	17.42	7.1	—	—
7	20.11	3.8	20.61	6.3	19.58	3.3
8	20.03	4.2	20.02	4.3	—	—
9	23.41	4.8	—	—	—	—
Clinical laboratory technologists and technicians	20.42	7.7	—	—	—	—
Licensed practical nurses	15.20	3.8	15.29	4.1	—	—
6	15.56	4.2	15.64	4.3	—	—
Health technologists and technicians, n.e.c.	16.86	15.3	17.80	20.9	15.10	15.3
Electrical and electronic technicians	18.80	4.2	18.80	4.2	—	—
Computer programmers	23.04	3.4	22.81	3.7	—	—
Technical and related, n.e.c.	20.00	4.6	—	—	—	—
Executive, administrative, and managerial	32.34	7.8	32.87	9.7	30.94	11.3
7	16.89	5.2	16.36	5.4	—	—
8	20.17	3.3	19.98	3.9	—	—
9	24.04	2.7	24.69	3.6	22.95	3.9
10	29.39	5.3	31.10	5.8	—	—
11	29.20	3.7	29.29	3.9	—	—
12	39.87	5.0	39.97	6.1	39.59	8.0
13	52.21	10.7	46.76	4.7	—	—
14	101.98	16.1	106.14	15.6	—	—
Executives, administrators, and managers	38.68	9.9	38.80	12.7	38.32	12.7
7	16.71	6.0	16.71	6.0	—	—
9	25.01	4.2	25.59	5.3	—	—
10	31.90	7.3	—	—	—	—
11	28.62	4.1	28.66	4.4	—	—
12	39.96	5.3	40.10	6.7	39.59	8.0
13	52.21	10.7	46.76	4.7	—	—
14	101.98	16.1	106.14	15.6	—	—
Administrators and officials, public administration	34.82	18.4	—	—	34.82	18.4
Financial managers	31.40	7.9	30.52	9.8	—	—
11	27.89	4.2	27.89	4.2	—	—
Managers, marketing, advertising, and public relations	30.65	16.7	30.65	16.7	—	—
Administrators, education and related fields	53.94	14.6	—	—	—	—
Managers and administrators, n.e.c.	45.64	16.8	46.90	17.4	—	—
9	25.21	6.8	26.01	6.9	—	—
11	30.87	6.6	31.32	6.8	—	—
12	41.68	8.1	41.57	8.4	—	—
Management related	22.99	3.9	23.85	4.8	20.80	4.6
8	20.19	3.2	19.96	3.9	—	—
9	22.92	2.9	23.67	3.5	21.65	2.4

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 Diego, CA, December 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						
Management related —Continued						
10	\$27.21	7.2	—	—	—	—
11	30.32	6.6	\$30.32	6.6	—	—
Accountants and auditors	22.67	4.7	22.79	5.7	—	—
Personnel, training, and labor relations specialists						
	22.17	2.6	—	—	—	—
Purchasing agents and buyers, n.e.c.	21.00	7.7	—	—	—	—
Management related, n.e.c.	23.57	7.6	24.45	9.8	\$21.28	4.5
8	21.03	6.6	—	—	—	—
9	22.83	3.9	23.93	2.6	—	—
Sales						
	14.75	6.4	14.75	6.4	—	—
1	6.79	4.2	6.79	4.2	—	—
3	9.88	6.7	9.88	6.7	—	—
4	13.63	8.0	13.63	8.0	—	—
5	14.70	5.8	14.70	5.8	—	—
6	21.98	15.8	21.98	15.8	—	—
7	21.17	29.2	21.17	29.2	—	—
8	21.89	10.2	21.89	10.2	—	—
9	28.59	5.7	28.59	5.7	—	—
Supervisors, sales						
	22.03	15.8	22.03	15.8	—	—
8	21.41	11.2	21.41	11.2	—	—
Sales, other business services						
	27.32	18.8	27.32	18.8	—	—
Sales workers, motor vehicles and boats						
	25.13	10.7	25.13	10.7	—	—
4	22.74	5.4	22.74	5.4	—	—
Sales workers, other commodities						
	12.14	12.9	12.14	12.9	—	—
4	10.34	12.7	10.34	12.7	—	—
Cashiers						
	10.44	6.3	10.44	6.3	—	—
1	6.79	4.9	6.79	4.9	—	—
3	9.79	10.9	9.79	10.9	—	—
Sales support, n.e.c.	20.51	12.5	20.51	12.5	—	—
Administrative support, including clerical						
	13.13	2.0	12.95	2.6	13.49	2.9
2	9.00	2.7	9.06	2.7	—	—
3	10.53	2.7	10.32	3.4	11.27	3.1
4	12.74	3.4	13.18	4.8	12.10	2.4
5	13.88	2.2	13.79	3.2	14.02	2.6
6	16.03	3.5	15.96	5.3	16.12	3.4
7	19.03	3.7	18.73	4.4	20.04	5.0
Supervisors, general office						
	17.43	7.8	17.43	7.8	—	—
Secretaries						
	13.94	4.6	13.98	7.3	13.88	4.1
4	11.91	5.3	10.81	8.7	—	—
5	13.18	4.7	12.33	6.1	—	—
6	17.26	5.4	—	—	—	—
7	20.34	8.3	20.27	8.9	—	—
Receptionists						
	10.57	5.3	10.57	5.3	—	—
Order clerks	10.72	10.3	10.72	10.3	—	—
Personnel clerks, except payroll and timekeeping						
	15.56	11.1	13.58	6.0	—	—
Library clerks	14.49	4.7	—	—	14.48	4.9
Records clerks, n.e.c.						
	13.85	5.4	14.57	5.6	13.05	7.8
4	13.01	5.3	—	—	—	—
Bookkeepers, accounting and auditing clerks						
	13.22	3.2	12.90	3.0	—	—
4	13.08	4.2	13.54	3.5	—	—
Telephone operators						
	9.02	6.1	9.02	6.1	—	—
Traffic, shipping and receiving clerks	11.55	7.0	11.55	7.0	—	—
Stock and inventory clerks	10.31	5.5	10.13	9.3	—	—
Investigators and adjusters, except insurance						
	13.62	6.7	13.61	6.7	—	—
General office clerks						
	11.21	4.0	11.47	7.6	10.99	2.7
3	11.15	7.8	—	—	—	—
4	11.22	2.9	10.97	8.2	11.32	2.4
Teachers' aides						
	11.56	3.2	—	—	11.67	3.2
4	10.99	5.2	—	—	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Diego, CA, December 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						
Administrative support, n.e.c.	\$14.29	8.0	\$12.72	12.6	\$14.95	8.9
Blue collar						
1	13.27	3.2	12.88	3.5	17.43	3.4
2	7.16	2.1	7.16	2.1	—	—
3	8.45	4.9	8.19	3.9	—	—
4	10.61	4.6	10.55	4.7	—	—
5	12.34	5.7	12.05	6.2	—	—
6	14.99	4.1	14.83	4.8	16.09	2.4
7	16.39	5.4	16.22	6.0	—	—
8	18.67	2.5	18.33	2.9	20.16	2.5
9	21.86	6.9	21.81	7.0	—	—
	24.62	4.9	24.55	5.4	—	—
Precision production, craft, and repair						
3	16.82	4.5	16.48	5.0	19.45	3.8
4	10.32	6.9	10.32	6.9	—	—
5	12.70	13.7	12.47	14.6	—	—
6	15.45	7.0	15.32	7.7	—	—
7	17.26	7.0	17.09	8.1	—	—
8	18.89	2.8	18.52	3.3	20.50	2.2
9	22.89	6.0	22.86	6.1	—	—
Automobile mechanics	25.28	5.1	25.26	5.6	—	—
Bus, truck, and stationary engine mechanics	18.38	14.0	18.36	14.4	—	—
7	19.79	6.8	19.87	7.3	—	—
Industrial machinery repairers	20.99	3.3	—	—	—	—
7	19.16	8.2	18.00	10.4	—	—
Mechanics and repairers, n.e.c.	18.02	8.6	16.31	5.6	—	—
Construction trades, n.e.c.	17.76	18.7	17.52	20.3	—	—
Supervisors, production	14.73	4.1	—	—	—	—
Machinists	19.40	11.5	19.10	11.8	—	—
Electrical and electronic equipment assemblers ..	13.56	16.2	13.56	16.2	—	—
Inspectors, testers, and graders	9.99	9.0	9.99	9.0	—	—
	17.20	3.0	17.03	3.4	—	—
Machine operators, assemblers, and inspectors						
1	10.29	5.3	10.21	5.3	—	—
2	6.92	2.9	6.92	2.9	—	—
3	7.82	4.7	7.82	4.7	—	—
4	10.06	6.2	10.06	6.2	—	—
5	10.59	4.5	10.59	4.5	—	—
6	13.76	5.2	13.53	5.6	—	—
7	14.06	4.5	14.06	4.5	—	—
Laundry and dry cleaning machine operators	17.36	6.0	17.36	6.0	—	—
Miscellaneous machine operators, n.e.c.	6.88	3.1	6.88	3.1	—	—
4	10.63	13.0	10.19	13.7	—	—
Welders and cutters	10.58	3.7	10.58	3.7	—	—
Assemblers	15.01	5.3	15.01	5.3	—	—
1	8.68	5.1	8.68	5.1	—	—
3	6.97	3.3	6.97	3.3	—	—
Production inspectors, checkers and examiners ..	9.69	3.7	9.69	3.7	—	—
	11.37	6.4	11.37	6.4	—	—
Transportation and material moving						
3	14.16	6.0	13.86	7.5	15.34	4.0
4	10.73	7.0	—	—	—	—
5	14.41	5.5	13.89	7.4	—	—
Truck drivers	15.70	5.0	15.82	5.7	—	—
4	15.63	4.1	15.44	5.2	—	—
Bus drivers	14.41	5.5	13.89	7.4	—	—
	11.43	12.2	—	—	13.95	5.7
Handlers, equipment cleaners, helpers, and laborers						
1	10.55	5.6	10.19	6.1	14.95	4.0
2	7.40	3.2	7.40	3.2	—	—
3	9.11	10.6	8.62	8.5	—	—
	11.13	9.3	11.13	9.3	—	—

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 Diego, CA, December 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						
4	\$12.51	6.3	\$12.31	7.4	—	—
5	14.54	9.3	14.02	13.3	—	—
Groundskeepers and gardeners, except farm	9.88	8.0	8.55	7.7	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	12.32	3.0	12.32	3.0	—	—
Stock handlers and baggers	10.81	9.3	10.81	9.3	—	—
4	13.33	10.1	13.33	10.1	—	—
Freight, stock, and material handlers, n.e.c.	12.13	7.5	11.53	8.8	—	—
3	11.21	10.8	11.21	10.8	—	—
Vehicle washers and equipment cleaners	8.43	9.1	8.43	9.1	—	—
1	7.31	5.0	7.31	5.0	—	—
Service	9.53	4.2	7.75	2.5	\$17.06	5.6
1	6.65	1.6	6.56	1.5	8.58	7.4
2	7.54	2.4	7.25	1.5	10.23	5.6
3	7.91	4.9	7.35	4.3	11.36	6.7
4	9.39	5.2	9.09	5.5	11.64	7.9
5	13.48	5.3	12.38	4.4	—	—
6	15.39	4.6	—	—	—	—
7	19.73	3.9	—	—	20.76	3.1
8	24.51	4.1	—	—	24.51	4.1
Protective service	14.68	16.2	8.31	7.4	22.07	4.5
3	10.99	10.9	—	—	—	—
4	10.18	10.3	10.18	10.3	—	—
7	20.74	3.0	—	—	20.76	3.1
8	24.51	4.1	—	—	24.51	4.1
Firefighting	18.83	4.1	—	—	18.83	4.1
Police and detectives, public service	23.30	5.9	—	—	23.30	5.9
Guards and police, except public service	8.44	8.9	8.33	8.4	—	—
Food service	7.25	3.4	6.93	2.5	12.44	9.5
1	6.36	2.0	6.36	2.0	—	—
2	7.05	3.2	6.88	3.4	—	—
3	7.07	4.0	6.90	3.5	—	—
Waiters, waitresses, and bartenders	6.24	2.3	6.24	2.3	—	—
1	6.10	2.2	6.10	2.2	—	—
2	6.26	4.3	6.26	4.3	—	—
3	6.37	5.0	6.37	5.0	—	—
Bartenders	7.30	6.1	7.30	6.1	—	—
3	7.27	7.2	7.27	7.2	—	—
Waiters and waitresses	5.93	.9	5.93	.9	—	—
1	6.06	1.6	6.06	1.6	—	—
3	5.84	1.1	5.84	1.1	—	—
Waiters'/Waitresses' assistants	6.34	5.2	6.34	5.2	—	—
1	6.14	4.9	6.14	4.9	—	—
Other food service	7.90	4.6	7.41	3.6	12.44	9.5
1	6.56	2.3	6.56	2.3	—	—
2	7.32	3.4	7.12	3.7	—	—
3	7.71	5.3	7.44	4.4	—	—
Supervisors, food preparation and service	12.58	11.2	—	—	—	—
Cooks	7.59	6.9	7.59	6.9	—	—
Food counter, fountain, and related	6.57	3.4	6.57	3.4	—	—
1	6.17	3.1	6.17	3.1	—	—
Kitchen workers, food preparation	7.29	3.1	7.26	3.3	—	—
Food preparation, n.e.c.	7.04	3.7	6.72	2.8	—	—
1	6.64	2.8	6.64	2.8	—	—
Health service	9.65	5.2	9.56	6.2	10.23	3.8
3	8.52	4.2	8.38	4.9	—	—
4	9.97	6.4	9.78	7.6	—	—
Health aides, except nursing	11.73	3.8	—	—	—	—
Nursing aides, orderlies and attendants	8.66	2.9	8.33	2.4	10.38	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 Diego, CA, December 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	\$8.46	4.4	\$8.38	4.9	—	—
4	8.92	5.9	8.26	3.8	—	—
Cleaning and building service	7.90	5.2	7.28	4.4	\$11.74	4.2
1	6.97	3.1	6.82	2.7	—	—
2	8.72	7.9	7.41	3.9	—	—
3	8.00	13.5	—	—	—	—
4	10.72	12.1	—	—	—	—
Maids and housemen	7.50	4.6	7.50	4.6	—	—
1	7.05	3.2	7.05	3.2	—	—
2	7.20	5.1	7.20	5.1	—	—
Janitors and cleaners	7.80	6.4	6.88	3.4	11.74	4.2
1	6.95	3.8	6.75	3.0	—	—
2	9.98	8.7	—	—	—	—
3	8.03	14.7	—	—	—	—
Personal service	7.99	4.9	7.76	5.3	9.58	8.5
1	6.19	1.9	6.07	1.7	—	—
2	6.77	2.0	6.68	1.8	—	—
3	7.08	7.5	6.70	5.3	—	—
4	9.04	2.9	8.81	3.3	—	—
5	12.05	7.0	11.90	8.6	—	—
Hairdressers and cosmetologists	8.36	4.5	8.36	4.5	—	—
Attendants, amusement, and recreation facilities	6.77	6.1	6.83	7.3	—	—
3	6.78	6.8	—	—	—	—
Baggage porters and bellhops	5.87	1.5	5.87	1.5	—	—
Welfare service aides	7.94	15.7	7.94	15.7	—	—
Child care workers, n.e.c.	7.54	4.8	—	—	—	—
Service, n.e.c.	8.88	12.2	8.01	14.3	—	—

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 Diego, CA, December 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	\$17.86	2.8	\$16.07	3.6	\$23.54	3.3
All excluding sales	18.02	2.9	16.06	3.9	23.54	3.3
White collar	22.38	3.1	20.93	4.2	25.55	3.9
2	9.09	3.0	9.03	3.0	—	—
3	10.76	2.8	10.75	3.1	—	—
4	13.17	3.7	13.52	4.5	12.09	2.4
5	14.16	1.9	14.22	2.5	14.02	2.4
6	17.48	4.4	17.60	5.8	17.14	3.0
7	19.30	4.1	19.11	5.5	19.86	2.2
8	21.20	2.3	20.90	2.8	22.34	3.3
9	30.49	2.3	25.76	2.3	33.14	2.8
10	31.96	4.0	33.06	5.2	30.40	5.9
11	31.82	2.3	31.30	2.6	33.64	5.0
12	39.46	3.4	39.53	3.8	39.08	6.8
13	51.12	7.3	48.11	4.4	—	—
14	101.98	16.1	106.14	15.6	—	—
Not able to be leveled	19.74	7.6	19.32	10.1	—	—
White collar excluding sales	23.51	3.2	22.31	4.6	25.55	3.9
2	9.20	3.0	9.14	3.0	—	—
3	10.66	2.5	10.62	2.9	—	—
4	12.79	3.3	13.22	4.5	12.09	2.4
5	14.09	2.0	14.13	2.7	14.02	2.4
6	16.94	3.9	16.85	5.4	17.14	3.0
7	19.06	2.4	18.74	3.2	19.86	2.2
8	21.07	2.4	20.66	2.9	22.34	3.3
9	30.58	2.4	25.36	2.5	33.14	2.8
10	30.48	3.2	30.55	3.2	30.40	5.9
11	31.75	2.3	31.20	2.7	33.64	5.0
12	39.46	3.4	39.53	3.8	39.08	6.8
13	51.12	7.3	48.11	4.4	—	—
14	101.98	16.1	106.14	15.6	—	—
Not able to be leveled	19.74	7.6	19.32	10.1	—	—
Professional specialty and technical	28.21	2.1	25.77	3.2	30.92	2.7
Professional specialty	31.11	2.2	29.32	3.7	32.59	2.8
7	20.03	3.6	20.45	4.8	—	—
8	22.27	3.5	21.93	5.6	22.66	3.9
9	33.01	2.4	26.87	2.1	34.69	2.7
10	31.47	4.4	30.39	4.0	32.57	7.8
11	33.97	2.7	33.30	3.3	35.17	5.0
12	39.01	4.3	39.16	4.5	—	—
13	49.13	5.4	49.13	5.4	—	—
Not able to be leveled	18.21	10.2	18.68	13.3	—	—
Engineers, architects, and surveyors	30.24	4.6	31.17	5.0	—	—
9	26.58	3.2	27.19	4.9	—	—
10	30.35	6.5	30.35	6.5	—	—
11	31.57	5.2	32.47	5.4	—	—
Electrical and electronic engineers	36.40	5.1	36.45	5.2	—	—
Industrial engineers	27.34	3.0	27.34	3.0	—	—
Mechanical engineers	29.75	8.1	29.75	8.1	—	—
Engineers, n.e.c.	29.65	8.4	30.78	10.0	—	—
9	26.28	1.8	—	—	—	—
Mathematical and computer scientists	30.17	4.7	31.15	5.7	—	—
Computer systems analysts and scientists	30.17	4.7	31.15	5.7	—	—
Natural scientists	31.52	11.7	34.26	9.6	—	—
Health related	26.98	6.2	28.16	7.8	23.43	2.5
8	21.46	7.9	—	—	—	—
9	25.67	2.7	25.99	2.7	—	—
Registered nurses	24.56	3.6	25.00	4.6	23.22	1.1
9	25.67	2.7	25.99	2.7	—	—
Teachers, college and university	37.05	4.2	—	—	37.19	4.0
10	39.46	7.3	—	—	41.05	7.2
11	38.94	6.4	—	—	38.53	6.9
Other post-secondary teachers	34.86	5.9	—	—	—	—
Teachers, except college and university	34.67	3.2	18.36	18.6	35.57	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 Diego, CA, December 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						
9	\$35.95	2.6	\$31.13	4.7	\$36.04	2.7
Elementary school teachers	37.06	3.3	26.22	14.9	37.29	3.3
9	37.22	3.3	—	—	37.29	3.3
Librarians, archivists, and curators	26.58	8.5	—	—	—	—
Social scientists and urban planners	29.72	10.2	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
8	22.01	10.2	22.64	10.4	—	—
Not able to be leveled	19.37	12.1	19.37	12.1	—	—
Professional, n.e.c.	18.04	11.9	18.60	14.3	—	—
Technical	27.13	12.2	27.13	12.2	—	—
4	18.87	4.0	18.91	4.9	18.73	6.1
5	12.71	6.3	13.23	8.3	—	—
6	15.41	4.5	16.01	3.6	—	—
7	17.62	6.2	17.42	7.1	—	—
8	20.11	3.8	20.61	6.3	19.58	3.3
9	20.03	4.2	20.02	4.3	—	—
Licensed practical nurses	23.41	4.8	—	—	—	—
6	15.36	4.0	15.42	4.1	—	—
Health technologists and technicians, n.e.c.	15.56	4.2	15.64	4.3	—	—
Electrical and electronic technicians	17.29	15.9	18.62	21.4	—	—
Computer programmers	18.80	4.2	18.80	4.2	—	—
Technical and related, n.e.c.	23.04	3.4	22.81	3.7	—	—
20.00	4.6	—	—	—	—	—
Executive, administrative, and managerial						
7	32.60	7.9	32.87	9.7	31.82	11.8
8	16.89	5.2	16.36	5.4	—	—
9	20.09	3.5	19.98	3.9	—	—
10	24.32	2.8	24.69	3.6	23.58	4.2
11	29.39	5.3	31.10	5.8	—	—
12	29.05	3.8	29.29	3.9	—	—
13	39.87	5.0	39.97	6.1	39.59	8.0
14	52.21	10.7	46.76	4.7	—	—
101.98	16.1	106.14	15.6	—	—	—
Executives, administrators, and managers						
7	38.90	10.0	38.80	12.7	39.17	12.9
9	16.71	6.0	16.71	6.0	—	—
10	25.31	4.3	25.59	5.3	—	—
11	31.90	7.3	—	—	—	—
12	28.38	4.2	28.66	4.4	—	—
13	39.96	5.3	40.10	6.7	39.59	8.0
14	52.21	10.7	46.76	4.7	—	—
101.98	16.1	106.14	15.6	—	—	—
Administrators and officials, public administration						
Financial managers	34.82	18.4	—	—	34.82	18.4
11	31.40	7.9	30.52	9.8	—	—
27.89	4.2	27.89	4.2	—	—	—
Managers, marketing, advertising, and public relations						
Administrators, education and related fields	30.65	16.7	30.65	16.7	—	—
Managers and administrators, n.e.c.	54.72	15.2	—	—	—	—
9	46.33	16.9	46.90	17.4	—	—
11	26.01	6.9	26.01	6.9	—	—
12	30.87	6.6	31.32	6.8	—	—
41.68	8.1	41.57	8.4	—	—	—
Management related						
8	23.11	4.1	23.85	4.8	20.97	5.3
9	20.10	3.4	19.96	3.9	—	—
10	23.15	2.8	23.67	3.5	22.11	2.1
11	27.21	7.2	—	—	—	—
30.32	6.6	30.32	6.6	—	—	—
Accountants and auditors	22.67	4.7	22.79	5.7	—	—

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 Diego, CA, December 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						
Management related –Continued						
Personnel, training, and labor relations specialists						
	\$22.17	2.6	–	–	–	–
Purchasing agents and buyers, n.e.c.	21.00	7.7	–	–	–	–
Management related, n.e.c.	24.25	8.4	\$24.45	9.8	–	–
9	23.67	2.6	23.93	2.6	–	–
Sales						
3	16.13	7.0	16.13	7.0	–	–
4	10.99	6.9	10.99	6.9	–	–
5	13.85	8.4	13.85	8.4	–	–
6	14.93	5.2	14.93	5.2	–	–
7	21.98	15.8	21.98	15.8	–	–
8	21.17	29.2	21.17	29.2	–	–
9	21.89	10.2	21.89	10.2	–	–
Supervisors, sales	28.59	5.7	28.59	5.7	–	–
8	22.03	15.8	22.03	15.8	–	–
Supervisors, sales	21.41	11.2	21.41	11.2	–	–
Sales, other business services	27.32	18.8	27.32	18.8	–	–
Sales workers, motor vehicles and boats	25.13	10.7	25.13	10.7	–	–
4	22.74	5.4	22.74	5.4	–	–
Sales workers, other commodities	12.93	12.9	12.93	12.9	–	–
4	10.69	12.7	10.69	12.7	–	–
Cashiers	11.07	7.6	11.07	7.6	–	–
3	10.59	12.5	10.59	12.5	–	–
Sales support, n.e.c.	20.51	12.5	20.51	12.5	–	–
Administrative support, including clerical						
2	13.36	2.1	13.16	2.6	\$13.78	3.2
3	9.14	3.0	9.14	3.0	–	–
4	10.66	2.5	10.62	2.9	–	–
5	12.79	3.5	13.21	4.9	12.14	2.6
6	13.91	2.2	13.80	3.3	14.08	2.6
7	16.18	3.5	15.88	5.4	16.66	1.4
Supervisors, general office	19.15	3.7	18.73	4.4	–	–
Secretaries	17.35	8.4	17.35	8.4	–	–
4	13.93	4.7	13.97	7.4	13.88	4.1
5	11.91	5.3	10.81	8.7	–	–
6	13.14	4.9	12.19	6.3	–	–
7	17.26	5.4	–	–	–	–
Receptionists	20.34	8.3	20.27	8.9	–	–
Personnel clerks, except payroll and timekeeping	10.46	5.4	10.46	5.4	–	–
Records clerks, n.e.c.	15.56	11.1	13.58	6.0	–	–
4	13.85	5.4	14.57	5.6	13.05	7.8
Bookkeepers, accounting and auditing clerks	13.01	5.3	–	–	–	–
4	13.30	3.2	12.99	3.0	–	–
Telephone operators	13.08	4.2	13.54	3.5	–	–
Traffic, shipping and receiving clerks	9.02	6.6	9.02	6.6	–	–
Stock and inventory clerks	11.55	7.0	11.55	7.0	–	–
Investigators and adjusters, except insurance	10.78	4.4	11.00	8.6	–	–
General office clerks	13.66	6.9	13.64	6.9	–	–
4	11.42	4.2	11.58	7.8	11.27	2.6
Administrative support, n.e.c.	11.37	3.1	11.18	8.9	11.44	2.5
	14.90	8.3	13.38	10.7	15.56	10.0
Blue collar						
1	13.40	3.3	12.99	3.6	17.65	3.4
2	7.25	2.5	7.25	2.5	–	–
3	8.33	5.2	8.04	3.9	–	–
4	10.60	4.8	10.60	4.8	–	–
5	11.67	4.0	11.26	3.9	–	–
6	15.00	4.1	14.83	4.8	16.16	2.2
7	16.42	5.5	16.24	6.1	–	–
8	18.66	2.5	18.31	3.0	20.16	2.5
	21.86	6.9	21.81	7.0	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Diego, CA, December 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						
9	\$24.62	4.9	\$24.55	5.4	—	—
Precision production, craft, and repair	16.65	4.5	16.28	5.0	\$19.45	3.8
3	10.32	6.9	10.32	6.9	—	—
4	11.25	5.4	10.85	3.8	—	—
5	15.47	7.1	15.34	7.8	—	—
6	17.27	7.1	17.10	8.2	—	—
7	18.88	2.8	18.50	3.4	20.50	2.2
8	22.89	6.0	22.86	6.1	—	—
9	25.28	5.1	25.26	5.6	—	—
Automobile mechanics	18.38	14.0	18.36	14.4	—	—
Bus, truck, and stationary engine mechanics	19.79	6.8	19.87	7.3	—	—
7	20.99	3.3	—	—	—	—
Industrial machinery repairers	19.16	8.2	18.00	10.4	—	—
7	18.02	8.6	16.31	5.6	—	—
Mechanics and repairers, n.e.c.	14.56	10.6	14.01	11.0	—	—
Construction trades, n.e.c.	14.73	4.1	—	—	—	—
Supervisors, production	19.40	11.5	19.10	11.8	—	—
Machinists	13.56	16.2	13.56	16.2	—	—
Electrical and electronic equipment assemblers ..	9.99	9.0	9.99	9.0	—	—
Inspectors, testers, and graders	17.20	3.0	17.03	3.4	—	—
Machine operators, assemblers, and inspectors	10.42	5.4	10.34	5.4	—	—
1	6.89	3.4	6.89	3.4	—	—
2	7.82	4.7	7.82	4.7	—	—
3	10.06	6.2	10.06	6.2	—	—
4	10.59	4.5	10.59	4.5	—	—
5	13.76	5.2	13.53	5.6	—	—
6	14.06	4.5	14.06	4.5	—	—
7	17.36	6.0	17.36	6.0	—	—
Laundering and dry cleaning machine operators	6.86	3.2	6.86	3.2	—	—
Miscellaneous machine operators, n.e.c.	10.63	13.0	10.19	13.7	—	—
4	10.58	3.7	10.58	3.7	—	—
Welders and cutters	15.01	5.3	15.01	5.3	—	—
Assemblers	8.89	5.4	8.89	5.4	—	—
3	9.69	3.7	9.69	3.7	—	—
Production inspectors, checkers and examiners ..	11.37	6.4	11.37	6.4	—	—
Transportation and material moving	14.40	6.2	14.06	7.6	16.01	3.0
4	14.41	5.9	13.84	7.8	—	—
5	15.75	4.9	15.82	5.7	—	—
Truck drivers	15.66	4.2	15.47	5.4	—	—
4	14.41	5.9	13.84	7.8	—	—
Handlers, equipment cleaners, helpers, and laborers	10.73	6.3	10.32	6.9	14.95	4.0
1	7.64	4.2	7.64	4.2	—	—
2	8.84	11.2	—	—	—	—
3	11.31	9.5	11.31	9.5	—	—
4	12.21	8.3	11.87	10.3	—	—
5	14.54	9.3	14.02	13.3	—	—
Groundskeepers and gardeners, except farm	9.88	8.0	8.55	7.7	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	12.32	3.0	12.32	3.0	—	—
Stock handlers and baggers	12.58	7.7	12.58	7.7	—	—
Freight, stock, and material handlers, n.e.c.	11.96	10.1	—	—	—	—
Vehicle washers and equipment cleaners	8.67	9.6	8.67	9.6	—	—
Service	10.44	5.2	8.15	3.5	18.31	5.7
1	6.83	2.4	6.73	2.2	—	—
2	7.90	3.8	7.45	2.5	11.05	5.1
3	8.20	6.7	7.56	5.9	12.18	7.1
4	9.62	4.2	9.40	4.4	—	—
5	13.49	6.0	12.22	4.7	—	—

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 Diego, CA, December 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	\$15.52	4.5	—	—	—	—
7	19.73	3.9	—	—	\$20.76	3.1
8	24.51	4.1	—	—	24.51	4.1
Protective service	17.88	7.7	\$9.54	7.3	22.11	4.4
3	11.06	11.0	—	—	—	—
4	10.01	9.8	10.01	9.8	—	—
7	20.74	3.0	—	—	20.76	3.1
8	24.51	4.1	—	—	24.51	4.1
Firefighting	18.83	4.1	—	—	18.83	4.1
Police and detectives, public service	23.30	5.9	—	—	23.30	5.9
Guards and police, except public service	10.14	9.8	9.91	9.8	—	—
Food service	8.02	6.0	7.58	4.8	—	—
1	6.63	4.5	6.63	4.5	—	—
2	7.32	3.2	7.32	3.2	—	—
3	7.22	4.1	7.22	4.1	—	—
4	7.75	8.3	7.75	8.3	—	—
Waiters, waitresses, and bartenders	6.85	5.6	6.85	5.6	—	—
3	6.93	8.0	6.93	8.0	—	—
Waiters and waitresses	6.00	1.1	6.00	1.1	—	—
Other food service	8.43	6.2	7.85	4.7	—	—
1	6.80	3.5	6.80	3.5	—	—
2	7.39	3.6	7.39	3.6	—	—
3	7.37	4.9	7.37	4.9	—	—
Supervisors, food preparation and service	12.58	11.2	—	—	—	—
Cooks	7.50	7.8	7.50	7.8	—	—
Kitchen workers, food preparation	7.56	4.1	7.56	4.1	—	—
Food preparation, n.e.c.	6.90	3.3	6.90	3.3	—	—
1	6.78	3.3	6.78	3.3	—	—
Health service	9.57	5.8	9.51	6.5	—	—
3	8.52	4.2	—	—	—	—
4	9.87	6.6	9.78	7.6	—	—
Nursing aides, orderlies and attendants	8.57	3.0	8.35	2.3	—	—
4	8.72	5.8	8.26	3.8	—	—
Cleaning and building service	7.92	5.5	7.28	4.6	11.84	4.2
1	6.97	3.2	6.84	2.8	—	—
2	8.88	9.4	7.19	4.5	—	—
3	8.00	13.5	—	—	—	—
4	10.72	12.1	—	—	—	—
Maids and housemen	7.53	4.8	7.53	4.8	—	—
1	7.10	3.2	7.10	3.2	—	—
2	7.15	5.5	7.15	5.5	—	—
Janitors and cleaners	7.81	6.8	6.86	3.4	11.84	4.2
1	6.94	3.9	6.76	3.2	—	—
2	10.78	6.7	—	—	—	—
3	8.03	14.7	—	—	—	—
Personal service	8.59	7.4	8.43	8.0	—	—
2	6.77	3.9	—	—	—	—
4	9.01	2.8	8.90	3.2	—	—
Baggage porters and bellhops	5.87	1.5	5.87	1.5	—	—

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 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 Diego, CA, December 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	\$10.71	6.0	\$8.52	5.5	\$18.58	7.9
All excluding sales	11.03	6.9	8.47	6.6	18.58	7.9
White collar	15.09	7.2	10.55	9.5	21.62	8.3
1	6.51	5.4	6.51	5.4	—	—
2	7.68	5.7	7.74	5.7	—	—
3	9.19	5.1	8.42	4.0	11.65	3.4
4	11.90	5.8	11.93	8.7	11.86	5.2
5	12.47	9.2	11.52	6.6	—	—
6	16.60	12.6	—	—	—	—
7	15.26	3.6	—	—	—	—
8	24.87	7.2	—	—	25.83	7.9
9	27.49	8.4	—	—	—	—
10	36.72	8.9	—	—	36.72	8.9
Not able to be leveled	25.09	32.3	—	—	—	—
White collar excluding sales	18.55	8.1	13.19	17.0	21.62	8.3
2	7.98	5.9	8.17	5.3	—	—
3	10.10	7.0	8.55	5.2	11.65	3.4
4	11.93	4.1	12.08	6.0	11.86	5.2
5	12.78	10.2	—	—	—	—
6	16.60	12.6	—	—	—	—
7	15.26	3.6	—	—	—	—
8	24.87	7.2	—	—	25.83	7.9
9	27.49	8.4	—	—	—	—
10	36.72	8.9	—	—	36.72	8.9
Not able to be leveled	25.09	32.3	—	—	—	—
Professional specialty and technical	25.69	9.1	18.41	25.3	28.91	8.2
Professional specialty	28.35	9.2	20.35	27.5	31.77	6.7
8	25.75	8.0	—	—	—	—
9	31.59	6.8	—	—	—	—
10	36.72	8.9	—	—	36.72	8.9
Not able to be leveled	25.09	32.3	—	—	—	—
Health related	25.70	10.9	27.36	15.7	23.39	6.1
8	23.31	8.4	—	—	—	—
Registered nurses	23.75	7.0	—	—	23.93	5.9
Teachers, college and university	35.07	9.6	—	—	35.07	9.6
10	37.86	8.3	—	—	37.86	8.3
Other post-secondary teachers	35.08	9.9	—	—	35.08	9.9
10	38.11	8.2	—	—	38.11	8.2
Teachers, except college and university	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.37	34.8	—	—	—	—
Not able to be leveled	18.37	34.8	—	—	—	—
Technical	12.74	8.8	—	—	14.08	10.3
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.78	4.9	8.78	4.9	—	—
1	6.22	3.6	6.22	3.6	—	—
3	8.37	5.4	8.37	5.4	—	—
4	11.88	11.3	11.88	11.3	—	—
Sales workers, other commodities	7.63	4.4	7.63	4.4	—	—
Cashiers	9.35	9.0	9.35	9.0	—	—
3	8.73	8.9	8.73	8.9	—	—
Administrative support, including clerical	10.69	4.3	9.71	6.0	11.57	3.6
2	8.07	6.8	—	—	—	—
3	10.10	7.0	8.55	5.2	11.65	3.4
4	11.79	5.3	11.95	7.9	11.72	6.8
Teachers' aides	11.78	3.1	—	—	11.83	3.0
Administrative support, n.e.c.	11.17	8.2	—	—	—	—
Blue collar	11.29	15.4	11.20	16.5	—	—

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 Diego, CA, December 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	\$6.77	2.4	\$6.77	2.4	—	—
3	10.67	11.6	—	—	—	—
4	18.19	25.0	18.19	25.0	—	—
Precision production, craft, and repair	25.72	22.7	25.72	22.7	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	11.27	12.9	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.49	12.4	9.49	12.4	—	—
1	6.60	2.8	6.60	2.8	—	—
Service	7.09	2.0	6.82	2.3	\$9.56	5.1
1	6.23	1.5	6.16	1.5	—	—
2	7.21	1.6	7.07	2.0	8.94	5.0
3	7.17	4.6	6.83	4.3	9.26	6.3
4	7.63	14.2	6.55	10.8	—	—
Protective service	—	—	—	—	—	—
Food service	6.35	1.9	6.17	1.4	—	—
1	6.15	1.7	6.15	1.7	—	—
2	6.74	4.9	6.24	4.0	—	—
3	6.85	7.8	6.40	5.7	—	—
Waiters, waitresses, and bartenders	5.90	.9	5.90	.9	—	—
1	5.97	1.6	5.97	1.6	—	—
3	5.93	2.0	5.93	2.0	—	—
Waiters and waitresses	5.90	1.3	5.90	1.3	—	—
1	6.11	2.3	6.11	2.3	—	—
Waiters'/Waitresses' assistants	5.75	.0	5.75	.0	—	—
1	5.75	.0	5.75	.0	—	—
Other food service	6.88	3.2	6.53	2.4	—	—
1	6.33	2.6	6.33	2.6	—	—
2	7.21	6.1	—	—	—	—
Food counter, fountain, and related	6.21	2.4	6.21	2.4	—	—
1	6.12	3.0	6.12	3.0	—	—
Food preparation, n.e.c.	7.25	7.7	6.36	4.6	—	—
Health service	10.49	7.6	—	—	10.46	6.5
3	8.52	4.9	—	—	—	—
Nursing aides, orderlies and attendants	9.62	8.9	—	—	—	—
3	8.52	4.9	—	—	—	—
Cleaning and building service	7.51	5.0	7.26	6.1	—	—
Janitors and cleaners	7.66	5.2	—	—	—	—
Personal service	7.32	4.7	6.95	3.2	9.15	12.0
1	6.33	2.5	6.16	2.6	—	—
3	7.10	6.6	7.00	6.7	—	—
Attendants, amusement, and recreation facilities	7.04	7.0	7.21	8.9	—	—
3	6.92	6.1	—	—	—	—
Service, n.e.c.	7.95	14.0	—	—	—	—

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 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, San Diego, CA, December 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	\$17.86	\$10.71	\$19.18	\$15.98	\$16.91	\$18.87
All excluding sales	18.02	11.03	19.38	16.13	17.18	19.41
White collar	22.38	15.09	22.24	21.46	21.88	18.65
White-collar excluding sales	23.51	18.55	22.78	23.39	23.17	—
Professional specialty and technical	28.21	25.69	30.18	26.16	28.01	—
Professional specialty	31.11	28.35	32.10	29.61	30.87	—
Technical	18.87	12.74	19.59	18.04	18.51	—
Executive, administrative, and managerial	32.60	—	21.85	34.23	32.31	—
Sales	16.13	8.78	13.91	14.87	13.31	18.67
Administrative support, including clerical	13.36	10.69	13.56	12.83	13.14	—
Blue collar	13.40	11.29	14.80	12.63	13.01	24.04
Precision production, craft, and repair	16.65	25.72	17.52	16.43	16.35	—
Machine operators, assemblers, and inspectors	10.42	—	10.57	10.23	10.29	—
Transportation and material moving	14.40	11.27	14.18	14.13	14.04	—
Handlers, equipment cleaners, helpers, and laborers	10.73	9.49	12.45	9.92	10.55	—
Service	10.44	7.09	14.93	7.65	9.54	—
	Relative error ⁶ (percent)					
All occupations	2.8	6.0	3.1	3.9	2.7	11.3
All excluding sales	2.9	6.9	3.2	4.2	2.9	13.5
White collar	3.1	7.2	3.5	4.3	3.0	13.5
White-collar excluding sales	3.2	8.1	3.6	4.5	3.1	—
Professional specialty and technical	2.1	9.1	2.7	4.0	2.1	—
Professional specialty	2.2	9.2	2.7	4.3	2.2	—
Technical	4.0	8.8	8.7	4.1	4.0	—
Executive, administrative, and managerial	7.9	—	5.3	8.5	7.8	—
Sales	7.0	4.9	6.7	7.2	5.4	13.9
Administrative support, including clerical	2.1	4.3	3.1	2.5	2.0	—
Blue collar	3.3	15.4	5.8	4.1	3.2	11.4
Precision production, craft, and repair	4.5	22.7	4.9	6.4	4.5	—
Machine operators, assemblers, and inspectors	5.4	—	14.4	5.6	5.3	—
Transportation and material moving	6.2	12.9	9.9	6.9	6.2	—
Handlers, equipment cleaners, helpers, and laborers	6.3	12.4	5.1	7.1	5.7	—
Service	5.2	2.0	6.7	2.1	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 Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Diego, CA, December 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	\$15.11	-	-	-	-	-	-	-	-	-
All excluding sales	15.15	-	-	-	-	-	-	-	-	-
White collar	20.11	-	-	-	-	-	-	-	-	-
White-collar excluding sales	21.92	-	-	-	-	-	-	-	-	-
Professional specialty and technical	25.42	-	-	-	-	-	-	-	-	-
Professional specialty	28.81	-	-	-	-	-	-	-	-	-
Technical	18.67	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	32.87	-	-	-	-	-	-	-	-	-
Sales	14.75	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	12.95	-	-	-	-	-	-	-	-	-
Blue collar	12.88	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	16.48	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	10.21	-	-	-	-	-	-	-	-	-
Transportation and material moving	13.86	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.19	-	-	-	-	-	-	-	-	-
Service	7.75	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.5	-	-	-	-	-	-	-	-	-
All excluding sales	3.8	-	-	-	-	-	-	-	-	-
White collar	4.1	-	-	-	-	-	-	-	-	-
White-collar excluding sales	4.6	-	-	-	-	-	-	-	-	-
Professional specialty and technical	3.3	-	-	-	-	-	-	-	-	-
Professional specialty	4.0	-	-	-	-	-	-	-	-	-
Technical	4.9	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	9.7	-	-	-	-	-	-	-	-	-
Sales	6.4	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	2.6	-	-	-	-	-	-	-	-	-
Blue collar	3.5	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	5.0	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	5.3	-	-	-	-	-	-	-	-	-
Transportation and material moving	7.5	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.1	-	-	-	-	-	-	-	-	-
Service	2.5	-	-	-	-	-	-	-	-	-

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Diego, CA, December 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	\$15.11	\$14.55	\$15.25	\$13.66	\$18.19
All excluding sales	15.15	13.89	15.45	13.68	18.42
White collar	20.11	19.76	20.20	18.19	23.38
White-collar excluding sales	21.92	20.61	22.20	20.36	24.40
Professional specialty and technical	25.42	26.77	25.18	23.72	26.31
Professional specialty	28.81	31.60	28.29	28.25	28.32
Technical	18.67	15.73	19.13	17.69	20.90
Executive, administrative, and managerial	32.87	27.92	33.82	30.60	39.19
Sales	14.75	18.09	13.59	13.54	13.84
Administrative support, including clerical	12.95	13.43	12.83	12.01	14.05
Blue collar	12.88	12.84	12.89	12.20	14.11
Precision production, craft, and repair	16.48	17.70	16.26	15.57	17.32
Machine operators, assemblers, and inspectors	10.21	10.24	10.21	9.54	11.71
Transportation and material moving	13.86	15.18	13.13	11.72	16.02
Handlers, equipment cleaners, helpers, and laborers	10.19	9.01	10.64	10.70	10.56
Service	7.75	7.23	7.90	7.42	9.24
Relative error ⁴ (percent)					
All occupations	3.5	7.3	4.1	5.9	4.2
All excluding sales	3.8	7.7	4.5	6.7	4.2
White collar	4.1	7.7	4.9	7.1	6.4
White-collar excluding sales	4.6	8.4	5.3	8.4	6.3
Professional specialty and technical	3.3	12.1	3.2	6.7	3.1
Professional specialty	4.0	11.0	4.0	9.2	3.5
Technical	4.9	5.1	5.4	6.1	7.6
Executive, administrative, and managerial	9.7	8.1	11.2	15.4	15.5
Sales	6.4	13.7	6.5	7.4	15.4
Administrative support, including clerical	2.6	4.5	3.0	3.0	4.0
Blue collar	3.5	6.8	4.2	6.0	6.0
Precision production, craft, and repair	5.0	8.1	5.8	9.1	3.8
Machine operators, assemblers, and inspectors	5.3	9.3	5.8	7.8	7.1
Transportation and material moving	7.5	4.6	10.7	10.8	9.9
Handlers, equipment cleaners, helpers, and laborers	6.1	7.5	7.9	9.7	13.2
Service	2.5	3.5	3.1	2.4	5.9

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. 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 Diego, CA, December 1999

Occupation ³	10	25	Median 50	75	90
All	\$6.70	\$8.68	\$13.54	\$21.07	\$32.52
All excluding sales	6.70	8.80	13.72	21.42	33.15
White collar	9.27	12.60	17.70	27.92	37.00
White collar excluding sales	10.72	13.32	19.74	30.47	38.46
Professional specialty and technical	15.00	20.18	27.56	34.54	40.71
Professional specialty	20.00	25.24	32.45	36.70	41.29
Engineers, architects, and surveyors	21.71	25.55	28.50	34.53	41.29
Electrical and electronic engineers	30.76	31.22	33.37	41.29	47.50
Industrial engineers	21.17	21.71	28.51	30.10	34.53
Mechanical engineers	23.08	23.08	31.44	33.61	37.33
Engineers, n.e.c.	21.21	25.60	26.39	31.28	49.50
Mathematical and computer scientists	20.96	26.87	29.15	33.95	44.03
Computer systems analysts and scientists	20.96	26.87	29.15	33.95	44.03
Natural scientists	16.39	21.10	34.46	38.72	44.84
Health related	18.83	20.84	26.32	27.63	36.18
Registered nurses	18.83	20.67	25.84	27.00	28.44
Teachers, college and university	27.87	31.56	35.69	42.37	49.73
Other post-secondary teachers	14.26	29.99	35.69	43.33	46.57
Teachers, except college and university	31.91	32.52	34.54	38.23	40.71
Elementary school teachers	34.54	34.54	36.91	40.71	42.19
Librarians, archivists, and curators	22.26	22.26	23.69	32.75	32.75
Social scientists and urban planners	23.39	25.24	28.55	37.53	37.53
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	10.00	15.00	20.00	26.16	30.47
Professional, n.e.c.	16.27	19.30	25.91	30.47	40.68
Technical	11.71	14.00	17.71	20.79	24.88
Clinical laboratory technologists and technicians Licensed practical nurses	11.65	17.49	23.40	23.82	24.93
Health technologists and technicians, n.e.c.	13.72	13.95	14.00	16.59	17.43
Electrical and electronic technicians	9.85	10.81	13.56	20.18	35.97
Computer programmers	14.15	16.54	18.90	19.36	23.17
Technical and related, n.e.c.	19.79	20.79	22.50	24.88	27.78
Technical and related, n.e.c.	17.47	18.11	18.18	23.28	25.24
Executive, administrative, and managerial	16.87	20.68	25.67	35.27	48.08
Executives, administrators, and managers	19.54	23.77	30.33	45.85	58.46
Administrators and officials, public administration Financial managers	23.77	23.77	30.33	44.23	58.46
Managers, marketing, advertising, and public relations	18.75	25.96	29.62	32.70	56.17
Administrators, education and related fields	19.54	19.54	31.25	37.10	55.00
Managers and administrators, n.e.c.	45.85	45.85	45.85	60.97	81.27
Management related	19.67	26.13	31.25	47.58	144.23
Accountants and auditors	16.67	19.29	21.39	25.48	33.03
Personnel, training, and labor relations specialists	16.70	19.23	21.50	25.48	29.80
Purchasing agents and buyers, n.e.c.	18.85	20.00	21.00	27.00	27.00
Management related, n.e.c.	15.83	19.50	21.45	25.00	25.00
Management related, n.e.c.	12.75	20.92	23.04	26.25	33.12
Sales	6.77	8.63	12.74	16.93	25.44
Supervisors, sales	14.68	15.75	17.96	23.36	31.93
Sales, other business services	9.07	17.00	31.28	36.99	41.00
Sales workers, motor vehicles and boats	14.85	20.43	23.08	25.44	43.75
Sales workers, other commodities	6.81	8.42	8.64	15.00	23.46
Cashiers	6.41	6.63	8.80	16.70	16.70
Sales support, n.e.c.	15.00	15.00	18.71	29.00	29.00
Administrative support, including clerical	9.11	10.83	12.61	14.78	17.52
Supervisors, general office	9.40	16.49	19.00	19.51	21.88
Secretaries	10.00	11.86	13.07	15.46	19.36
Receptionists	9.11	9.27	9.80	11.00	14.60
Order clerks	8.00	8.71	8.95	13.13	13.25
Personnel clerks, except payroll and timekeeping Library clerks	11.00	13.50	14.00	21.47	21.47
Records clerks, n.e.c.	12.84	14.26	14.26	15.44	17.14
Bookkeepers, accounting and auditing clerks	11.19	11.95	13.26	15.00	17.97
Telephone operators	11.00	11.79	13.09	14.97	15.64
Telephone operators	7.63	7.63	8.50	10.67	10.93

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 Diego, CA, December 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Traffic, shipping and receiving clerks	\$7.94	\$9.34	\$13.21	\$13.54	\$14.94
Stock and inventory clerks	7.64	8.50	10.40	12.02	13.02
Investigators and adjusters, except insurance	8.89	12.35	12.57	16.15	18.40
General office clerks	9.25	9.93	10.88	11.77	14.18
Teachers' aides	10.52	10.57	11.48	12.19	13.22
Administrative support, n.e.c.	10.00	11.99	13.32	16.62	21.34
Blue collar	7.00	8.58	12.32	16.53	20.89
Precision production, craft, and repair					
Automobile mechanics	10.67	12.32	16.00	20.64	23.98
Bus, truck, and stationary engine mechanics	8.20	13.66	18.17	24.58	24.58
Industrial machinery repairers	12.07	17.78	21.75	22.00	22.00
Mechanics and repairers, n.e.c.	15.07	15.07	15.66	22.08	26.50
Construction trades, n.e.c.	11.88	11.88	13.00	21.15	36.56
Supervisors, production	12.25	14.47	14.97	15.11	17.34
Machinists	10.00	12.60	18.96	24.86	28.63
Electrical and electronic equipment assemblers ..	8.47	8.47	10.51	17.41	19.20
Inspectors, testers, and graders	7.00	9.00	10.75	11.38	12.59
	14.35	16.00	17.50	18.46	20.13
Machine operators, assemblers, and inspectors					
Laundrying and dry cleaning machine operators	6.47	7.35	8.99	12.45	15.42
Miscellaneous machine operators, n.e.c.	6.25	6.33	6.85	6.85	7.92
Welders and cutters	6.13	7.90	9.74	12.33	17.20
Assemblers	12.29	13.98	15.07	17.00	20.00
Production inspectors, checkers and examiners ..	6.47	7.12	8.35	9.80	11.27
	7.83	9.99	11.34	12.75	12.75
Transportation and material moving					
Truck drivers	9.52	11.53	15.59	16.75	18.25
Bus drivers	11.53	14.21	16.00	17.66	18.25
	9.52	9.52	9.52	13.93	16.23
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	6.63	7.33	9.75	13.35	15.76
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	6.75	7.00	9.64	10.29	14.32
Stock handlers and baggers	11.43	11.79	12.02	13.50	13.50
Freight, stock, and material handlers, n.e.c.	6.25	7.75	11.27	13.26	15.29
Vehicle washers and equipment cleaners	7.35	9.60	13.35	13.90	15.98
	6.25	7.14	8.00	8.83	11.65
Service					
Protective service	5.92	6.50	7.50	10.04	16.36
Firefighting	7.27	7.27	12.08	20.22	26.51
Police and detectives, public service	15.50	17.90	18.89	20.22	20.22
Guards and police, except public service	17.42	17.97	24.49	26.51	26.95
Food service	7.27	7.27	7.27	7.96	12.08
Waiters, waitresses, and bartenders	5.75	5.88	6.50	7.75	9.00
Bartenders	5.75	5.75	5.88	6.13	7.86
Waiters and waitresses	6.00	6.00	7.25	8.42	9.00
Waiters/Waitresses' assistants	5.75	5.75	5.76	6.00	6.27
Other food service	5.75	5.75	5.75	7.29	7.86
Supervisors, food preparation and service	5.98	6.33	7.00	8.00	12.50
Cooks	7.00	7.70	14.38	15.90	16.25
Food counter, fountain, and related	6.33	6.33	7.00	8.25	10.04
Kitchen workers, food preparation	5.75	6.00	6.52	7.00	7.50
Food preparation, n.e.c.	6.45	6.68	7.03	7.85	8.69
Health service	5.75	6.08	6.78	7.50	8.39
Health aides, except nursing	8.00	8.02	9.08	10.44	13.07
Nursing aides, orderlies and attendants	9.58	9.99	12.17	13.07	13.29
Cleaning and building service	7.32	8.00	8.50	9.25	10.44
Maids and housemen	6.21	6.32	6.55	8.26	11.80
Janitors and cleaners	6.25	6.51	7.52	7.90	8.26
Personal service	6.21	6.25	6.50	8.20	11.78
Hairdressers and cosmetologists	5.75	6.03	7.00	9.53	12.07
Attendants, amusement, and recreation facilities	6.50	7.50	8.68	9.14	9.53
Baggage porters and bellhops	5.75	5.75	6.25	7.46	8.26
	5.75	5.75	5.75	5.95	6.28

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 Diego, CA, December 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Personal service—Continued					
Welfare service aides	\$5.75	\$5.75	\$6.56	\$10.37	\$13.28
Child care workers, n.e.c.	6.50	7.00	7.75	8.50	8.50
Service, n.e.c.	6.33	6.33	7.40	12.07	12.68

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 Diego, CA, December 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$6.50	\$7.96	\$12.24	\$18.11	\$27.18
All excluding sales	6.50	7.85	12.07	18.25	27.39
White collar	8.63	11.77	16.45	25.48	34.46
White collar excluding sales	9.74	13.07	17.68	26.90	36.43
Professional specialty and technical	14.00	17.43	25.24	31.28	38.72
Professional specialty	15.57	22.70	27.56	34.46	44.03
Engineers, architects, and surveyors	21.21	25.55	30.76	35.51	44.22
Electrical and electronic engineers	30.76	31.22	33.37	41.29	47.50
Industrial engineers	21.17	21.71	28.51	30.10	34.53
Mechanical engineers	23.08	23.08	31.44	33.61	37.33
Engineers, n.e.c.	21.21	25.55	28.04	35.20	49.50
Mathematical and computer scientists	20.96	26.27	31.03	36.29	44.03
Computer systems analysts and scientists	20.96	26.27	31.03	36.29	44.03
Natural scientists	16.39	30.61	35.72	44.84	44.84
Health related	18.83	23.11	26.90	28.44	38.26
Registered nurses	18.83	20.67	26.36	27.39	30.15
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	12.03	12.03	12.03	27.39	35.51
Elementary school teachers	7.50	19.79	24.56	35.99	37.00
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	8.48	14.42	20.00	25.71	29.75
Professional, n.e.c.	16.11	16.27	24.34	29.75	40.68
Technical	13.42	14.13	17.43	21.17	25.24
Licensed practical nurses	13.42	13.95	14.00	17.43	17.43
Health technologists and technicians, n.e.c.	9.85	13.40	14.95	21.26	35.97
Electrical and electronic technicians	14.15	16.54	18.90	19.36	23.17
Computer programmers	20.79	21.31	22.50	23.36	27.78
Executive, administrative, and managerial	16.70	20.50	26.44	35.27	48.08
Executives, administrators, and managers	17.68	24.34	29.00	41.29	61.06
Financial managers	16.87	22.10	27.18	30.29	56.17
Managers, marketing, advertising, and public relations	19.54	19.54	31.25	37.10	55.00
Managers and administrators, n.e.c.	20.29	26.71	32.18	47.60	144.23
Management related	16.02	19.23	22.26	27.00	33.12
Accountants and auditors	16.70	19.23	22.15	25.48	29.80
Management related, n.e.c.	12.75	20.92	24.48	33.12	33.23
Sales	6.77	8.63	12.74	16.93	25.44
Supervisors, sales	14.68	15.75	17.96	23.36	31.93
Sales, other business services	9.07	17.00	31.28	36.99	41.00
Sales workers, motor vehicles and boats	14.85	20.43	23.08	25.44	43.75
Sales workers, other commodities	6.81	8.42	8.64	15.00	23.46
Cashiers	6.41	6.63	8.80	16.70	16.70
Sales support, n.e.c.	15.00	15.00	18.71	29.00	29.00
Administrative support, including clerical	8.89	10.00	12.57	15.18	17.65
Supervisors, general office	9.40	16.49	19.00	19.51	21.88
Secretaries	8.97	10.85	13.07	17.33	21.24
Receptionists	9.11	9.27	9.80	11.00	14.60
Order clerks	8.00	8.71	8.95	13.13	13.25
Personnel clerks, except payroll and timekeeping	9.00	13.50	14.00	14.00	17.65
Records clerks, n.e.c.	12.24	12.72	13.75	15.00	19.61
Bookkeepers, accounting and auditing clerks	11.00	11.79	12.75	14.19	15.60
Telephone operators	7.63	7.63	8.50	10.67	10.93
Traffic, shipping and receiving clerks	7.94	9.34	13.21	13.54	14.94
Stock and inventory clerks	7.64	7.64	8.50	13.02	13.19
Investigators and adjusters, except insurance	8.89	12.35	12.57	16.15	18.40
General office clerks	9.25	9.25	10.37	14.18	14.26
Administrative support, n.e.c.	9.60	10.00	12.30	16.74	17.14
Blue collar	7.00	8.43	11.75	16.00	20.88

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 Diego, CA, December 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair	\$10.36	\$12.07	\$15.57	\$20.64	\$24.58
Automobile mechanics	8.20	13.66	18.17	24.58	24.58
Bus, truck, and stationary engine mechanics	12.07	17.62	21.75	22.00	22.00
Industrial machinery repairers	14.51	15.07	15.50	21.60	28.83
Mechanics and repairers, n.e.c.	11.88	11.88	13.00	23.98	36.56
Supervisors, production	10.00	12.60	18.96	24.86	28.50
Machinists	8.47	8.47	10.51	17.41	19.20
Electrical and electronic equipment assemblers ..	7.00	9.00	10.75	11.38	12.59
Inspectors, testers, and graders	14.35	15.95	16.07	18.46	20.13
Machine operators, assemblers, and inspectors	6.47	7.35	8.97	12.34	15.36
Laundering and dry cleaning machine operators	6.25	6.33	6.85	6.85	7.92
Miscellaneous machine operators, n.e.c.	6.13	6.48	9.63	11.08	17.20
Welders and cutters	12.29	13.98	15.07	17.00	20.00
Assemblers	6.47	7.12	8.35	9.80	11.27
Production inspectors, checkers and examiners ..	7.83	9.99	11.34	12.75	12.75
Transportation and material moving	9.42	9.73	13.58	16.78	18.25
Truck drivers	11.53	13.58	16.00	17.42	18.25
Handlers, equipment cleaners, helpers, and laborers	6.63	7.33	9.05	12.01	15.25
Groundskeepers and gardeners, except farm	6.75	6.85	8.58	10.29	10.29
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	11.43	11.79	12.02	13.50	13.50
Stock handlers and baggers	6.25	7.75	11.27	13.26	15.29
Freight, stock, and material handlers, n.e.c.	7.35	8.00	13.35	13.90	13.90
Vehicle washers and equipment cleaners	6.25	7.14	8.00	8.83	11.65
Service	5.76	6.25	7.25	8.25	10.49
Protective service	7.27	7.27	7.27	8.10	12.08
Guards and police, except public service	7.27	7.27	7.27	7.96	12.08
Food service	5.75	5.77	6.43	7.50	8.39
Waiters, waitresses, and bartenders	5.75	5.75	5.88	6.13	7.86
Bartenders	6.00	6.00	7.25	8.42	9.00
Waiters and waitresses	5.75	5.75	5.76	6.00	6.27
Waiters/Waitresses' assistants	5.75	5.75	5.75	7.29	7.86
Other food service	5.92	6.33	7.00	7.75	8.69
Cooks	6.33	6.33	7.00	8.25	10.04
Food counter, fountain, and related	5.75	6.00	6.52	7.00	7.50
Kitchen workers, food preparation	6.45	6.50	7.03	7.85	8.69
Food preparation, n.e.c.	5.75	6.08	6.70	7.39	7.78
Health service	7.25	8.00	8.51	11.79	13.07
Nursing aides, orderlies and attendants	7.25	8.00	8.25	8.58	9.25
Cleaning and building service	6.21	6.25	6.51	7.70	8.80
Maids and housemen	6.25	6.51	7.52	7.90	8.26
Janitors and cleaners	6.21	6.21	6.50	6.55	8.08
Personal service	5.75	5.95	6.75	8.73	10.37
Hairdressers and cosmetologists	6.50	7.50	8.68	9.14	9.53
Attendants, amusement, and recreation facilities	5.75	5.75	6.25	7.58	8.26
Baggage porters and bellhops	5.75	5.75	5.75	5.95	6.28
Welfare service aides	5.75	5.75	6.56	10.37	13.28
Service, n.e.c.	5.75	6.33	6.75	7.81	15.00

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 Diego, CA, December 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$10.88	\$13.74	\$20.22	\$32.52	\$38.23
All excluding sales	10.88	13.74	20.22	32.52	38.23
White collar	11.48	14.31	23.74	34.54	40.29
White collar excluding sales	11.48	14.31	23.74	34.54	40.29
Professional specialty and technical	19.48	24.35	32.52	36.86	40.71
Professional specialty	21.60	26.39	33.16	36.91	40.71
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	18.99	19.48	22.27	24.79	25.84
Registered nurses	19.48	21.69	24.15	24.79	25.84
Teachers, college and university	27.87	31.69	35.69	40.05	47.22
Other post-secondary teachers	14.26	31.56	35.69	43.33	46.57
Teachers, except college and university	32.45	33.16	34.54	38.23	40.71
Elementary school teachers	34.54	34.54	36.91	40.71	42.19
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	11.08	12.72	19.65	20.18	24.88
Health technologists and technicians, n.e.c.	10.62	10.81	12.72	20.18	20.18
Executive, administrative, and managerial	19.29	20.68	23.78	38.79	45.85
Executives, administrators, and managers	20.68	23.74	33.99	45.85	58.46
Administrators and officials, public administration	23.77	23.77	30.33	44.23	58.46
Management related	16.67	19.29	21.22	23.78	24.21
Management related, n.e.c.	19.29	19.29	21.35	22.64	25.02
Administrative support, including clerical	10.72	11.28	12.89	14.60	16.80
Secretaries	11.86	13.04	13.30	14.60	16.04
Library clerks	12.84	14.26	14.26	15.44	17.14
Records clerks, n.e.c.	11.19	11.19	11.95	14.31	17.97
General office clerks	9.45	10.88	10.88	11.70	12.89
Teachers' aides	10.52	10.67	11.88	12.19	13.22
Administrative support, n.e.c.	11.65	12.60	13.56	16.62	24.14
Blue collar	13.42	15.11	16.53	19.72	21.67
Precision production, craft, and repair	15.11	18.09	19.72	21.15	22.08
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	11.70	15.59	15.59	16.23	17.66
Bus drivers	11.70	11.70	13.93	16.23	16.23
Handlers, equipment cleaners, helpers, and laborers	13.42	13.42	14.32	15.98	16.46
Service	9.10	10.68	16.36	22.43	26.51
Protective service	16.36	17.97	20.22	26.20	26.95
Firefighting	15.50	17.90	18.89	20.22	20.22
Police and detectives, public service	17.42	17.97	24.49	26.51	26.95
Food service	8.15	9.86	14.38	14.38	15.90
Other food service	8.15	9.86	14.38	14.38	15.90
Health service	9.08	9.58	10.44	10.44	10.44
Nursing aides, orderlies and attendants	8.92	9.34	10.44	10.44	12.04

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 Diego, CA, December 1999 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$8.75	\$10.56	\$11.78	\$13.36	\$15.06
Janitors and cleaners	8.75	10.56	11.78	13.36	15.06
Personal service	6.70	7.00	9.77	12.07	12.68

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 Diego, CA, December 1999

Occupation ³	10	25	Median 50	75	90
All	\$7.25	\$9.75	\$14.58	\$22.20	\$33.16
All excluding sales	7.25	9.77	14.60	22.70	33.23
White collar	10.23	13.02	18.83	28.85	37.53
White collar excluding sales	10.88	13.57	20.18	31.22	38.46
Professional specialty and technical	15.70	20.51	27.63	34.54	40.71
Professional specialty	20.51	25.55	32.52	36.70	40.71
Engineers, architects, and surveyors	21.71	25.55	28.50	34.53	41.29
Electrical and electronic engineers	30.76	31.22	33.37	41.29	47.50
Industrial engineers	21.17	21.71	28.51	30.10	34.53
Mechanical engineers	23.08	23.08	31.44	33.61	37.33
Engineers, n.e.c.	21.21	25.60	26.39	31.28	49.50
Mathematical and computer scientists	20.96	26.87	29.15	33.95	44.03
Computer systems analysts and scientists	20.96	26.87	29.15	33.95	44.03
Natural scientists	16.39	21.10	34.46	38.72	44.84
Health related	18.83	21.60	26.32	27.63	36.18
Registered nurses	18.83	21.69	26.32	27.00	27.63
Teachers, college and university	27.87	31.69	34.65	40.05	49.73
Other post-secondary teachers	24.08	31.56	31.69	38.54	45.19
Teachers, except college and university	32.45	32.52	34.54	38.23	40.71
Elementary school teachers	34.54	34.54	36.91	40.71	42.19
Librarians, archivists, and curators	22.26	22.26	23.69	32.75	32.75
Social scientists and urban planners	23.39	25.24	28.55	37.53	37.53
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.42	16.09	20.00	25.71	29.75
Professional, n.e.c.	16.11	16.27	24.34	29.75	40.68
Technical	13.40	14.16	18.11	21.31	24.93
Licensed practical nurses	13.72	13.95	14.00	17.43	17.43
Health technologists and technicians, n.e.c.	9.85	11.71	14.95	20.18	35.97
Electrical and electronic technicians	14.15	16.54	18.90	19.36	23.17
Computer programmers	19.79	20.79	22.50	24.88	27.78
Technical and related, n.e.c.	17.47	18.11	18.18	23.28	25.24
Executive, administrative, and managerial	16.87	20.92	25.96	35.27	48.08
Executives, administrators, and managers	19.54	23.77	30.64	45.85	60.97
Administrators and officials, public administration	23.77	23.77	30.33	44.23	58.46
Financial managers	18.75	25.96	29.62	32.70	56.17
Managers, marketing, advertising, and public relations	19.54	19.54	31.25	37.10	55.00
Administrators, education and related fields	45.85	45.85	45.85	81.27	81.27
Managers and administrators, n.e.c.	20.29	26.71	32.18	47.60	144.23
Management related	16.67	19.23	21.45	25.48	33.12
Accountants and auditors	16.70	19.23	21.50	25.48	29.80
Personnel, training, and labor relations specialists	18.85	20.00	21.00	27.00	27.00
Purchasing agents and buyers, n.e.c.	15.83	19.50	21.45	25.00	25.00
Management related, n.e.c.	12.75	22.20	24.48	30.09	33.12
Sales	7.86	9.39	13.05	18.71	28.85
Supervisors, sales	14.68	15.75	17.96	23.36	31.93
Sales, other business services	9.07	17.00	31.28	36.99	41.00
Sales workers, motor vehicles and boats	14.85	20.43	23.08	25.44	43.75
Sales workers, other commodities	8.41	8.63	9.54	15.00	23.70
Cashiers	6.58	6.93	9.39	16.70	16.70
Sales support, n.e.c.	15.00	15.00	18.71	29.00	29.00
Administrative support, including clerical	9.27	10.88	13.02	15.40	17.52
Supervisors, general office	9.40	16.49	19.00	19.61	21.88
Secretaries	10.00	11.86	13.07	15.46	19.36
Receptionists	9.11	9.27	9.50	11.00	14.60
Personnel clerks, except payroll and timekeeping	11.00	13.50	14.00	21.47	21.47
Records clerks, n.e.c.	11.19	11.95	13.26	15.00	17.97
Bookkeepers, accounting and auditing clerks	11.00	11.79	13.09	14.97	15.64
Telephone operators	7.63	7.63	8.50	10.67	10.93
Traffic, shipping and receiving clerks	7.94	9.34	13.21	13.54	14.94
Stock and inventory clerks	8.50	10.40	10.72	12.02	13.19
Investigators and adjusters, except insurance	8.89	12.35	12.57	16.15	18.40

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 Diego, CA, December 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
General office clerks	\$9.25	\$10.37	\$10.88	\$12.48	\$14.25
Administrative support, n.e.c.	10.00	12.30	14.00	16.62	24.14
Blue collar	7.25	8.92	12.45	16.87	20.89
Precision production, craft, and repair					
Automobile mechanics	10.67	12.32	16.00	20.58	23.81
Bus, truck, and stationary engine mechanics	8.20	13.66	18.17	24.58	24.58
Industrial machinery repairers	12.07	17.78	21.75	22.00	22.00
Mechanics and repairers, n.e.c.	15.07	15.07	15.66	22.08	26.50
Construction trades, n.e.c.	11.00	11.88	13.00	14.32	23.98
Supervisors, production	12.25	14.47	14.97	15.11	17.34
Machinists	10.00	12.60	18.96	24.86	28.63
Electrical and electronic equipment assemblers ..	8.47	8.47	10.51	17.41	19.20
Inspectors, testers, and graders	7.00	9.00	10.75	11.38	12.59
.....	14.35	16.00	17.50	18.46	20.13
Machine operators, assemblers, and inspectors					
Laundry and dry cleaning machine operators	6.47	7.50	9.28	12.54	15.75
Miscellaneous machine operators, n.e.c.	6.25	6.33	6.85	6.85	7.92
Welders and cutters	6.13	7.90	9.74	12.33	17.20
Assemblers	12.29	13.98	15.07	17.00	20.00
Production inspectors, checkers and examiners ..	6.47	7.50	8.35	9.98	12.04
.....	7.83	9.99	11.34	12.75	12.75
Transportation and material moving					
Truck drivers	9.52	11.53	15.59	16.78	18.25
.....	11.53	14.21	16.00	17.66	18.25
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	6.75	7.33	9.75	13.35	15.98
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	6.75	7.00	9.64	10.29	14.32
Stock handlers and baggers	11.43	11.79	12.02	13.50	13.50
Freight, stock, and material handlers, n.e.c.	9.29	10.06	11.75	15.25	15.29
Vehicle washers and equipment cleaners	7.35	7.96	13.35	13.35	15.98
.....	6.63	7.14	8.00	8.83	11.65
Service					
Protective service	6.21	6.55	8.10	12.08	18.89
Firefighting	7.84	10.60	17.97	24.49	26.51
Police and detectives, public service	15.50	17.90	18.89	20.22	20.22
Guards and police, except public service	17.42	17.97	24.49	26.51	26.95
Food service	7.29	7.29	10.00	12.08	14.27
Waiters, waitresses, and bartenders	5.92	6.27	7.18	8.25	13.37
Waiters and waitresses	5.88	5.91	6.27	7.88	8.42
Other food service	5.76	5.88	5.91	6.10	6.27
Supervisors, food preparation and service	6.16	6.57	7.50	8.25	14.38
Cooks	7.00	7.70	14.38	15.90	16.25
Kitchen workers, food preparation	5.92	6.33	7.00	8.25	10.04
Food preparation, n.e.c.	6.50	6.68	7.85	8.00	8.69
Health service	6.08	6.16	7.08	7.78	7.80
Nursing aides, orderlies and attendants	8.00	8.00	8.68	10.44	13.07
Cleaning and building service	7.32	8.00	8.50	9.18	9.80
Maids and housemen	6.21	6.32	6.55	8.75	11.81
Janitors and cleaners	6.25	6.51	7.52	7.90	8.26
Personal service	6.21	6.25	6.50	8.20	11.88
Baggage porters and bellhops	5.75	6.03	8.50	9.77	13.28
.....	5.75	5.75	5.75	5.95	6.28

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 Diego, CA, December 1999

Occupation ³	10	25	Median 50	75	90
All	\$5.75	\$6.47	\$7.27	\$11.31	\$19.00
All excluding sales	5.75	6.43	7.27	11.65	20.03
White collar	6.60	7.94	11.08	18.73	31.91
White collar excluding sales	7.64	10.01	13.62	24.50	35.91
Professional specialty and technical	9.86	14.26	25.15	35.69	43.33
Professional specialty	12.00	19.07	30.15	35.91	43.33
Health related	19.00	20.03	22.27	30.15	34.66
Registered nurses	19.00	20.03	22.08	30.15	30.15
Teachers, college and university	14.26	29.99	36.19	43.33	52.83
Other post-secondary teachers	14.26	29.99	36.70	43.33	52.83
Teachers, except college and university	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	7.00	8.48	12.00	30.47	30.47
Technical	7.48	11.08	11.20	14.38	18.97
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Management related	-	-	-	-	-
Sales	5.75	6.62	7.76	9.57	16.37
Sales workers, other commodities	6.69	6.81	7.08	7.76	9.32
Cashiers	5.75	5.75	8.52	9.95	16.70
Administrative support, including clerical	7.64	8.67	10.67	12.19	13.74
Teachers' aides	10.57	10.73	11.88	12.19	13.22
Administrative support, n.e.c.	9.58	9.60	11.47	13.62	13.62
Blue collar	6.20	6.67	9.60	13.90	14.65
Precision production, craft, and repair	13.81	14.30	26.00	36.56	36.56
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	5.83	8.59	11.70	13.93	14.65
Handlers, equipment cleaners, helpers, and laborers	6.20	6.45	8.70	13.90	13.90
Service	5.75	5.76	7.00	7.27	8.50
Protective service	-	-	-	-	-
Food service	5.75	5.75	5.98	6.58	7.45
Waiters, waitresses, and bartenders	5.75	5.75	5.75	6.00	6.13
Waiters and waitresses	5.75	5.75	5.75	5.80	6.13
Waiters/Waitresses' assistants	5.75	5.75	5.75	5.75	5.77
Other food service	5.75	5.98	6.58	7.03	8.43
Food counter, fountain, and related	5.75	5.75	6.45	6.58	6.70
Food preparation, n.e.c.	5.75	5.75	6.70	7.50	10.68
Health service	7.00	9.08	9.85	12.04	15.57
Nursing aides, orderlies and attendants	7.00	8.25	9.08	9.75	15.57
Cleaning and building service	5.88	6.84	8.08	8.08	8.47
Janitors and cleaners	6.00	6.84	8.08	8.08	8.47
Personal service	5.75	6.12	6.56	7.75	11.00
Attendants, amusement, and recreation facilities	5.75	5.75	6.34	7.58	8.26
Service, n.e.c.	5.75	6.33	6.33	7.81	12.68

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 Diego, CA, Metropolitan Statistical Area includes San Diego County.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. 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 em-

ployment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. 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 additional 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 considers to be full time.

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

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on 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 nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sample	475
Responding	233
Out of business or not in survey scope	42
Unable or refused to provide data	200

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.

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. During this phase of the ongoing NCS development, 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 earlier NCS bulletins for this area (in the 3090 and 3095 bulletin series) were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Research has shown that using average-wage data for jobs instead of individual-worker data has the effect of moving percentile estimates toward the median (50th percentile). This effect is greatest for occupations with a high degree of wage dispersion. However, medians calculated using the two methods are nearly identical.

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 Diego, CA, December 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	494,600	366,300	128,200
All excluding sales	448,900	320,700	128,200
White collar	265,900	170,400	95,400
White-collar excluding sales	220,200	124,800	95,400
Professional specialty and technical	100,600	44,600	56,000
Professional specialty	79,900	29,900	50,100
Technical	20,700	14,800	5,900
Executive, administrative, and managerial	37,000	26,200	10,800
Sales	45,600	45,600	–
Administrative support, including clerical	82,600	54,000	28,600
Blue collar	109,500	100,200	9,300
Precision production, craft, and repair	40,600	36,000	4,600
Machine operators, assemblers, and inspectors	28,100	27,800	–
Transportation and material moving	10,500	8,100	2,400
Handlers, equipment cleaners, helpers, and laborers	30,300	28,300	2,000
Service	119,200	95,700	23,500

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 Diego, CA, December 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	2,700	233	68	165	94	71
Private industry	2,600	204	66	138	89	49
Goods-producing industries	500	49	9	40	24	16
Mining	(³)	1	—	1	1	—
Construction	100	5	3	2	2	—
Manufacturing	400	43	6	37	21	16
Service-producing industries	2,100	155	57	98	65	33
Transportation and public utilities	100	16	5	11	5	6
Wholesale and retail trade	900	47	23	24	22	2
Finance, insurance and real estate	100	12	4	8	5	3
Services	1,000	80	25	55	33	22
State and local government	100	29	2	27	5	22

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 Diego, CA, December 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	4	5	3
All excluding sales	4	5	3
White collar	6	7	4
White collar excluding sales	7	8	4
Professional specialty and technical	9	9	8
Professional specialty	9	9	8
Engineers, architects, and surveyors	10	10	—
Electrical and electronic engineers	11	11	—
Industrial engineers	9	9	—
Mechanical engineers	10	10	—
Engineers, n.e.c.	9	9	—
Mathematical and computer scientists	10	10	—
Computer systems analysts and scientists	10	10	—
Natural scientists	11	11	—
Health related	9	9	8
Registered nurses	9	9	8
Teachers, college and university	10	10	10
Other post-secondary teachers	10	10	10
Teachers, except college and university	9	9	—
Elementary school teachers	9	9	—
Librarians, archivists, and curators	8	8	—
Social scientists and urban planners	11	11	—
Social, recreation, and religious workers	—	—	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	7	—
Professional, n.e.c.	8	8	—
Technical	6	6	4
Clinical laboratory technologists and technicians	7	—	—
Licensed practical nurses	6	6	—
Health technologists and technicians, n.e.c.	5	5	—
Electrical and electronic technicians	8	8	—
Computer programmers	8	8	—
Technical and related, n.e.c.	7	7	—
Executive, administrative, and managerial	9	10	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	11	11	—
Financial managers	11	11	—
Managers, marketing, advertising, and public relations	11	11	—
Administrators, education and related fields	13	13	—
Managers and administrators, n.e.c.	11	11	—
Management related	9	9	—
Accountants and auditors	9	9	—
Personnel, training, and labor relations specialists	8	8	—
Purchasing agents and buyers, n.e.c.	9	9	—
Management related, n.e.c.	9	9	—
Sales	4	4	3
Supervisors, sales	8	8	—
Sales, other business services	6	6	—
Sales workers, motor vehicles and boats	4	4	—
Sales workers, other commodities	4	4	4
Cashiers	3	3	3
Sales support, n.e.c.	7	7	—
Administrative support, including clerical	4	4	3
Supervisors, general office	7	7	—
Secretaries	5	5	—
Receptionists	3	2	—
Order clerks	4	—	—
Personnel clerks, except payroll and timekeeping	6	6	—
Library clerks	4	—	—
Records clerks, n.e.c.	4	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Telephone operators	2	2	—
Traffic, shipping and receiving clerks	5	5	—

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 Diego, CA, December 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
White collar —Continued			
Administrative support, including clerical —Continued			
Stock and inventory clerks	3	4	—
Investigators and adjusters, except insurance	4	4	—
General office clerks	4	4	—
Teachers' aides	3	—	3
Administrative support, n.e.c.	4	4	3
Blue collar	4	4	2
Precision production, craft, and repair			
Automobile mechanics	6	6	5
Bus, truck, and stationary engine mechanics	6	6	—
Industrial machinery repairers	7	7	—
Mechanics and repairers, n.e.c.	7	7	—
Construction trades, n.e.c.	5	5	—
Supervisors, production	5	5	—
Machinists	8	8	—
Electrical and electronic equipment assemblers	5	5	—
Inspectors, testers, and graders	3	3	—
Inspectors, testers, and graders	5	5	—
Machine operators, assemblers, and inspectors			
Laundry and dry cleaning machine operators	3	3	—
Miscellaneous machine operators, n.e.c.	1	1	—
Welders and cutters	4	4	—
Assemblers	7	7	—
Production inspectors, checkers and examiners	2	2	—
Production inspectors, checkers and examiners	4	4	—
Transportation and material moving			
Truck drivers	4	5	3
Bus drivers	5	5	—
Bus drivers	3	—	—
Handlers, equipment cleaners, helpers, and laborers			
Groundskeepers and gardeners, except farm	2	3	1
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	3	3	—
Stock handlers and baggers	5	5	—
Freight, stock, and material handlers, n.e.c.	2	4	—
Vehicle washers and equipment cleaners	3	3	—
Vehicle washers and equipment cleaners	1	2	—
Service			
Protective service	3	3	2
Firefighting	3	6	—
Police and detectives, public service	7	7	—
Guards and police, except public service	8	8	—
Guards and police, except public service	2	3	—
Food service	2	2	2
Waiters, waitresses, and bartenders	2	2	2
Bartenders	3	—	—
Waiters and waitresses	2	1	2
Waiters/Waitresses' assistants	1	—	1
Other food service	2	2	2
Supervisors, food preparation and service	5	5	—
Cooks	3	3	—
Food counter, fountain, and related	2	—	1
Kitchen workers, food preparation	2	2	—
Food preparation, n.e.c.	1	1	2
Health service	4	4	3
Health aides, except nursing	4	—	—
Nursing aides, orderlies and attendants	3	3	3
Cleaning and building service	1	1	1
Maids and housemen	1	1	—
Janitors and cleaners	1	1	1
Personal service	3	4	3
Hairdressers and cosmetologists	4	—	—
Attendants, amusement, and recreation facilities	3	—	3
Baggage porters and bellhops	2	2	—

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 Diego, CA, December 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
Service —Continued			
Personal service —Continued			
Welfare service aides	3	—	—
Child care workers, n.e.c.	1	—	—
Service, n.e.c.	2	—	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.