



San Francisco–Oakland– San Jose, CA National Compensation Survey April 2002

U.S. Department of Labor
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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the San Francisco–Oakland–San Jose, CA, metropolitan area. Data were collected between September 2001 and October 2002; the average reference month is April 2002. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

NCS products

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

About the tables

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

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

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

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

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

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

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for 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. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

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	\$24.55	2.5	35.9	\$23.57	3.2	36.1	\$27.90	1.9	35.2
Worker characteristics:⁴									
White-collar occupations ⁵	28.47	2.5	35.8	28.15	3.3	36.4	29.46	2.6	34.0
Professional specialty and technical	34.49	2.1	35.6	34.19	2.7	37.0	35.18	2.7	32.8
Executive, administrative, and managerial	39.58	4.4	40.7	41.53	5.0	41.1	32.06	4.4	39.5
Sales	16.32	10.1	32.4	16.30	10.1	32.4	-	-	-
Administrative support	17.68	2.1	34.8	16.83	2.6	35.2	19.81	2.4	33.8
Blue-collar occupations ⁵	19.04	4.1	38.3	18.27	4.5	38.2	25.15	4.2	38.9
Precision production, craft, and repair	24.72	3.6	39.9	23.91	4.2	39.9	28.99	3.9	39.9
Machine operators, assemblers, and inspectors	16.80	7.0	39.4	16.80	7.0	39.4	-	-	-
Transportation and material moving	17.76	10.9	38.3	17.20	12.6	38.0	21.21	5.6	39.6
Handlers, equipment cleaners, helpers, and laborers	13.42	7.0	35.5	12.62	7.5	35.4	20.57	4.8	36.1
Service occupations ⁵	15.92	5.5	33.4	11.84	4.8	31.7	24.31	3.6	37.5
Full time	25.52	2.6	39.9	24.53	3.4	40.1	28.84	1.9	39.3
Part time	16.96	4.7	20.2	16.33	5.7	20.8	19.47	5.4	18.1
Union	24.51	2.8	36.3	21.61	4.7	36.8	27.50	2.0	35.8
Nonunion	24.59	3.8	35.7	24.31	3.9	35.9	31.74	6.8	30.0
Time	24.61	2.5	35.9	23.61	3.3	36.2	27.90	1.9	35.2
Incentive	22.20	14.7	35.4	22.20	14.7	35.4	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	20.63	7.2	34.9	20.63	7.2	34.9	-	-	-
100-499 workers	19.44	5.7	35.5	18.82	5.7	36.0	29.31	6.1	29.1
500 workers or more	28.91	2.5	36.5	29.66	3.8	37.0	27.78	2.0	35.9

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, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

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	\$24.55	2.5	\$23.57	3.2	\$27.90	1.9
All excluding sales	25.20	2.5	24.32	3.3	27.91	1.9
White collar	28.47	2.5	28.15	3.3	29.46	2.6
White collar excluding sales	30.04	2.4	30.26	3.2	29.47	2.6
Professional specialty and technical	34.49	2.1	34.19	2.7	35.18	2.7
Professional specialty	36.59	2.1	36.48	2.8	36.79	2.9
Engineers, architects, and surveyors	40.03	2.1	40.34	2.1	37.21	8.7
Civil engineers	37.70	6.8	—	—	38.85	9.1
Electrical and electronic engineers	40.83	3.8	40.79	3.8	—	—
Industrial engineers	36.12	4.4	36.12	4.4	—	—
Engineers, n.e.c.	40.77	3.7	41.44	3.6	—	—
Mathematical and computer scientists	38.68	4.0	38.92	4.2	—	—
Computer systems analysts and scientists	37.93	4.0	38.15	4.2	—	—
Natural scientists	30.00	10.5	35.51	9.8	—	—
Health related	33.33	2.5	32.67	2.4	35.22	6.2
Physicians	37.10	25.8	—	—	—	—
Registered nurses	33.65	1.9	34.17	2.1	32.14	3.7
Teachers, college and university	48.36	9.8	49.46	10.4	47.11	17.9
Psychology teachers	31.81	10.0	31.81	10.0	—	—
Business, commerce, and marketing teachers	45.12	14.8	45.12	14.8	—	—
Art, drama, and music teachers	38.74	2.3	39.09	2.0	—	—
Other post-secondary teachers	43.59	22.1	37.30	15.9	45.34	25.7
Teachers, except college and university	36.58	4.8	20.16	14.6	39.62	2.9
Elementary school teachers	40.70	2.3	26.20	9.0	41.15	2.4
Secondary school teachers	31.63	24.9	—	—	—	—
Teachers, special education	42.02	14.3	—	—	44.03	13.0
Teachers, n.e.c.	34.68	4.4	—	—	35.30	4.6
Vocational and educational counselors	25.82	10.9	16.81	6.1	—	—
Librarians, archivists, and curators	29.45	4.8	—	—	28.27	2.3
Librarians	29.45	4.8	—	—	28.27	2.3
Social scientists and urban planners	31.27	9.4	33.08	11.4	24.85	5.2
Economists	32.94	13.5	32.94	13.5	—	—
Psychologists	28.10	6.3	—	—	24.85	5.2
Social, recreation, and religious workers	24.69	5.1	22.68	7.9	26.67	6.5
Social workers	25.54	7.9	—	—	28.08	6.2
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	29.77	10.8	29.84	11.6	—	—
Professional, n.e.c.	29.51	18.6	29.46	22.3	—	—
Technical	26.32	3.2	26.99	3.8	23.08	4.2
Clinical laboratory technologists and technicians	28.33	3.5	28.24	3.6	—	—
Radiological technicians	29.29	3.6	29.15	3.8	—	—
Licensed practical nurses	22.69	2.6	22.34	2.2	—	—
Health technologists and technicians, n.e.c.	20.93	5.9	—	—	20.76	3.2
Electrical and electronic technicians	24.09	5.3	23.91	5.1	—	—
Engineering technicians, n.e.c.	23.48	6.6	—	—	—	—
Airplane pilots and navigators	130.68	20.1	130.68	20.1	—	—
Computer programmers	30.39	4.7	30.39	4.7	—	—
Technical and related, n.e.c.	26.14	4.5	27.39	4.7	21.40	5.1
Executive, administrative, and managerial	39.58	4.4	41.53	5.0	32.06	4.4
Executives, administrators, and managers	47.69	5.8	49.61	6.4	38.29	6.1
Administrators and officials, public administration	36.83	9.6	—	—	36.83	9.6
Financial managers	44.98	11.8	44.98	11.8	—	—
Managers, marketing, advertising, and public relations	44.78	6.2	44.78	6.2	—	—
Administrators, education and related fields	40.09	8.7	27.87	6.9	—	—
Managers, medicine and health	39.90	5.9	38.86	8.2	—	—
Managers, service organizations, n.e.c.	19.90	14.8	—	—	—	—
Managers and administrators, n.e.c.	55.05	9.2	55.54	9.3	—	—
Management related	30.53	3.5	31.59	4.1	27.32	4.7
Accountants and auditors	30.85	6.3	31.17	6.8	—	—
Other financial officers	31.93	13.2	32.52	14.1	—	—
Management analysts	29.87	5.8	—	—	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Personnel, training, and labor relations specialists	\$31.59	8.1	–	–	–	–
Inspectors and compliance officers, except construction	31.68	16.3	–	–	–	–
Management related, n.e.c.	29.31	6.7	\$30.80	7.6	–	–
Sales	16.32	10.1	16.30	10.1	–	–
Supervisors, sales	22.24	19.1	22.18	19.3	–	–
Sales, other business services	19.02	12.9	19.02	12.9	–	–
Sales workers, apparel	9.66	15.2	9.66	15.2	–	–
Sales workers, other commodities	10.25	11.1	10.25	11.1	–	–
Cashiers	11.72	6.9	11.67	7.0	–	–
Administrative support, including clerical	17.68	2.1	16.83	2.6	\$19.81	2.4
Supervisors, general office	25.75	6.5	–	–	26.32	4.7
Computer operators	19.76	5.5	–	–	–	–
Secretaries	19.94	4.6	19.49	5.6	21.60	5.2
Stenographers	22.67	12.2	–	–	–	–
Typists	16.70	10.1	–	–	19.39	5.6
Transportation ticket and reservation agents	13.22	19.8	13.22	19.8	–	–
Receptionists	12.46	4.6	12.46	4.6	–	–
Information clerks, n.e.c.	17.67	14.7	17.67	14.7	–	–
Order clerks	16.61	7.5	16.60	8.0	–	–
Library clerks	17.49	5.9	–	–	18.81	6.1
Records clerks, n.e.c.	19.76	5.1	–	–	17.75	7.6
Bookkeepers, accounting and auditing clerks	18.20	5.8	17.62	5.8	21.39	10.8
Dispatchers	23.10	8.2	–	–	26.11	4.7
Traffic, shipping and receiving clerks	20.24	13.9	20.27	14.4	–	–
Stock and inventory clerks	14.77	8.5	14.31	9.6	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	16.97	7.3	16.26	8.4	–	–
Investigators and adjusters, except insurance	18.15	7.3	–	–	–	–
Eligibility clerks, social welfare	21.02	8.0	–	–	22.33	5.3
General office clerks	15.93	4.8	15.31	7.5	16.93	2.4
Bank tellers	12.15	2.9	12.15	2.9	–	–
Data entry keyers	13.88	9.7	13.88	9.7	–	–
Teachers' aides	14.68	6.0	9.89	5.5	14.78	6.0
Administrative support, n.e.c.	18.51	2.7	18.13	2.7	19.30	6.8
Blue collar	19.04	4.1	18.27	4.5	25.15	4.2
Precision production, craft, and repair	24.72	3.6	23.91	4.2	28.99	3.9
Supervisors, mechanics and repairers	33.95	7.2	–	–	–	–
Bus, truck, and stationary engine mechanics	24.34	6.1	24.34	6.1	–	–
Electronic repairers, communications and industrial equipment	21.64	5.3	20.66	4.4	–	–
Mechanics and repairers, n.e.c.	25.15	7.4	23.48	9.0	29.31	9.2
Supervisors, production	24.49	7.0	24.49	7.0	–	–
Electrical and electronic equipment assemblers ..	15.64	4.4	15.64	4.4	–	–
Inspectors, testers, and graders	16.27	12.3	16.27	12.3	–	–
Stationary engineers	28.35	3.9	–	–	–	–
Machine operators, assemblers, and inspectors	16.80	7.0	16.80	7.0	–	–
Miscellaneous machine operators, n.e.c.	14.76	8.1	14.76	8.1	–	–
Assemblers	19.54	10.3	19.54	10.3	–	–
Transportation and material moving	17.76	10.9	17.20	12.6	21.21	5.6
Truck drivers	17.68	13.2	17.61	13.7	–	–
Handlers, equipment cleaners, helpers, and laborers	13.42	7.0	12.62	7.5	20.57	4.8
Groundskeepers and gardeners, except farm	17.65	19.4	–	–	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Stock handlers and baggers	\$12.49	6.9	\$12.49	6.9	—	—
Freight, stock, and material handlers, n.e.c.	16.97	13.6	16.97	13.6	—	—
Hand packers and packagers	8.66	2.0	8.66	2.0	—	—
Laborers, except construction, n.e.c.	15.88	8.7	14.40	11.0	—	—
Service	15.92	5.5	11.84	4.8	\$24.31	3.6
Protective service	24.21	8.6	—	—	29.13	2.8
Supervisors, firefighters and fire prevention	33.05	6.3	—	—	33.05	6.3
Firefighting	25.58	6.5	—	—	25.58	6.5
Police and detectives, public service	32.66	3.2	—	—	32.66	3.2
Sheriffs, bailiffs, and other law enforcement officers	26.20	8.5	—	—	26.20	8.5
Correctional institution officers	25.66	1.6	—	—	25.66	1.6
Food service	9.77	6.9	9.40	7.1	14.20	9.2
Waiters, waitresses, and bartenders	8.61	10.8	8.61	10.8	—	—
Waiters and waitresses	7.85	8.5	7.85	8.5	—	—
Other food service	10.05	8.1	9.61	8.3	14.20	9.2
Cooks	16.46	8.4	13.96	11.6	—	—
Kitchen workers, food preparation	9.73	10.1	9.67	10.3	—	—
Food preparation, n.e.c.	9.34	11.7	—	—	—	—
Health service	14.90	3.8	14.13	3.7	19.48	8.4
Health aides, except nursing	16.89	6.0	16.09	5.6	—	—
Nursing aides, orderlies and attendants	13.84	4.0	13.10	3.3	18.41	8.4
Cleaning and building service	13.61	8.5	11.76	9.2	19.14	4.1
Maids and housemen	11.79	8.8	11.70	9.0	—	—
Janitors and cleaners	13.82	9.7	11.73	10.7	19.16	4.1
Personal service	15.30	10.1	14.32	10.2	18.00	19.6
Attendants, amusement, and recreation facilities	10.77	16.3	—	—	—	—
Early childhood teachers' assistants	13.45	7.3	—	—	13.51	7.8
Child care workers, n.e.c.	16.70	21.5	—	—	—	—
Service, n.e.c.	13.71	8.6	13.03	9.9	—	—

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

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	\$25.52	2.6	\$24.53	3.4	\$28.84	1.9
All excluding sales	26.01	2.6	25.10	3.5	28.84	1.9
White collar	29.53	2.6	29.20	3.3	30.57	2.5
White collar excluding sales	30.79	2.5	30.86	3.3	30.58	2.5
Professional specialty and technical	34.93	2.3	34.52	3.0	35.89	2.9
Professional specialty	37.22	2.3	37.01	3.1	37.64	3.0
Engineers, architects, and surveyors	39.97	2.1	40.28	2.2	37.21	8.7
Civil engineers	37.70	6.8	—	—	38.85	9.1
Electrical and electronic engineers	40.83	3.8	40.79	3.8	—	—
Industrial engineers	36.12	4.4	36.12	4.4	—	—
Engineers, n.e.c.	40.65	4.2	41.40	4.0	—	—
Mathematical and computer scientists	38.68	4.0	38.92	4.2	—	—
Computer systems analysts and scientists	37.93	4.0	38.15	4.2	—	—
Natural scientists	30.00	10.5	35.51	9.8	—	—
Health related	31.81	3.8	30.12	3.6	35.25	8.1
Physicians	35.65	25.7	—	—	—	—
Registered nurses	31.64	3.0	32.00	3.6	30.93	5.3
Teachers, college and university	52.26	10.1	51.71	10.8	53.08	19.0
Other post-secondary teachers	52.69	24.3	—	—	—	—
Teachers, except college and university	37.58	5.1	20.10	15.9	40.74	2.6
Elementary school teachers	41.59	1.9	25.72	10.3	42.07	1.9
Secondary school teachers	31.71	25.1	—	—	—	—
Teachers, special education	46.62	8.1	—	—	—	—
Teachers, n.e.c.	35.22	4.6	—	—	35.27	4.6
Vocational and educational counselors	25.83	11.3	17.66	4.6	—	—
Librarians, archivists, and curators	29.46	4.9	—	—	28.28	2.3
Librarians	29.46	4.9	—	—	28.28	2.3
Social scientists and urban planners	31.59	9.8	33.08	11.4	24.91	5.8
Economists	32.94	13.5	32.94	13.5	—	—
Psychologists	28.64	6.9	—	—	24.91	5.8
Social, recreation, and religious workers	25.55	4.6	23.63	6.8	27.08	6.9
Social workers	27.33	6.2	—	—	28.73	6.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	31.05	11.3	31.14	11.6	—	—
Professional, n.e.c.	33.24	21.0	33.84	23.1	—	—
Technical	26.48	3.4	27.12	4.1	23.43	4.3
Clinical laboratory technologists and technicians	28.99	3.3	28.91	3.4	—	—
Radiological technicians	29.83	5.4	—	—	—	—
Licensed practical nurses	22.39	3.5	21.86	2.7	—	—
Health technologists and technicians, n.e.c.	21.07	6.1	—	—	20.76	3.2
Electrical and electronic technicians	23.53	4.2	23.33	3.9	—	—
Airplane pilots and navigators	130.68	20.1	130.68	20.1	—	—
Computer programmers	30.39	4.7	30.39	4.7	—	—
Technical and related, n.e.c.	26.69	4.3	27.96	4.7	21.75	5.5
Executive, administrative, and managerial	39.59	4.4	41.56	5.0	32.06	4.5
Executives, administrators, and managers	47.70	5.8	49.61	6.4	38.31	6.1
Administrators and officials, public administration	36.83	9.6	—	—	36.83	9.6
Financial managers	44.98	11.8	44.98	11.8	—	—
Managers, marketing, advertising, and public relations	44.78	6.2	44.78	6.2	—	—
Administrators, education and related fields	40.09	8.7	27.87	6.9	—	—
Managers, medicine and health	39.90	5.9	38.86	8.2	—	—
Managers, service organizations, n.e.c.	19.90	14.8	—	—	—	—
Managers and administrators, n.e.c.	55.05	9.2	55.54	9.3	—	—
Management related	30.53	3.5	31.59	4.1	27.32	4.7
Accountants and auditors	30.85	6.3	31.17	6.8	—	—
Other financial officers	31.93	13.2	32.52	14.1	—	—
Management analysts	29.87	5.8	—	—	—	—
Personnel, training, and labor relations specialists	31.56	8.4	—	—	—	—
Inspectors and compliance officers, except construction	31.68	16.3	—	—	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Management related, n.e.c.	\$29.32	6.8	\$30.82	7.6	–	–
Sales	18.25	10.6	18.22	10.7	–	–
Supervisors, sales	22.25	19.1	22.18	19.3	–	–
Sales, other business services	19.02	12.9	19.02	12.9	–	–
Sales workers, apparel	11.08	13.0	11.08	13.0	–	–
Sales workers, other commodities	10.50	12.3	10.50	12.3	–	–
Cashiers	12.35	7.3	12.27	7.4	–	–
Administrative support, including clerical	18.27	2.2	17.30	2.6	\$20.97	2.5
Supervisors, general office	25.75	6.5	–	–	26.32	4.7
Computer operators	19.76	5.5	–	–	–	–
Secretaries	19.57	4.2	18.98	4.9	21.59	5.3
Typists	17.79	10.3	–	–	19.39	5.6
Receptionists	12.46	5.3	12.46	5.3	–	–
Order clerks	16.55	7.6	16.53	8.0	–	–
Library clerks	17.53	8.0	–	–	–	–
Records clerks, n.e.c.	20.39	3.8	–	–	–	–
Bookkeepers, accounting and auditing clerks	18.20	5.8	17.62	5.8	21.39	10.8
Dispatchers	22.81	8.4	–	–	25.83	4.9
Traffic, shipping and receiving clerks	20.62	13.8	–	–	–	–
Stock and inventory clerks	15.64	7.9	15.24	9.0	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	17.65	4.3	17.06	4.5	–	–
Eligibility clerks, social welfare	21.02	8.0	–	–	22.33	5.3
General office clerks	17.28	3.6	17.20	6.1	17.38	2.5
Administrative support, n.e.c.	18.81	2.6	18.32	2.5	19.82	6.9
Blue collar	19.40	4.3	18.61	4.8	25.35	4.2
Precision production, craft, and repair	24.66	3.6	23.84	4.2	28.99	3.9
Supervisors, mechanics and repairers	33.95	7.2	–	–	–	–
Bus, truck, and stationary engine mechanics	24.34	6.1	24.34	6.1	–	–
Electronic repairers, communications and industrial equipment	21.64	5.3	20.66	4.4	–	–
Mechanics and repairers, n.e.c.	25.15	7.4	23.48	9.0	29.31	9.2
Supervisors, production	24.49	7.0	24.49	7.0	–	–
Electrical and electronic equipment assemblers ..	15.64	4.4	15.64	4.4	–	–
Inspectors, testers, and graders	16.27	12.3	16.27	12.3	–	–
Stationary engineers	28.35	3.9	–	–	–	–
Machine operators, assemblers, and inspectors	16.82	7.1	16.82	7.1	–	–
Miscellaneous machine operators, n.e.c.	14.76	8.1	14.76	8.1	–	–
Assemblers	19.54	10.3	19.54	10.3	–	–
Transportation and material moving	17.95	11.4	17.38	13.2	21.21	5.6
Truck drivers	17.76	13.6	17.70	14.2	–	–
Handlers, equipment cleaners, helpers, and laborers	13.70	8.5	12.73	9.2	21.20	4.5
Groundskeepers and gardeners, except farm	17.65	19.4	–	–	–	–
Stock handlers and baggers	12.51	9.4	12.51	9.4	–	–
Freight, stock, and material handlers, n.e.c.	19.52	14.2	19.52	14.2	–	–
Hand packers and packagers	8.66	2.0	8.66	2.0	–	–
Laborers, except construction, n.e.c.	16.45	8.5	15.02	11.0	–	–
Service	17.19	6.3	12.41	5.6	25.37	3.6
Protective service	25.39	6.8	12.34	7.8	29.18	2.9
Supervisors, firefighters and fire prevention	33.05	6.3	–	–	33.05	6.3
Firefighting	25.58	6.5	–	–	25.58	6.5
Police and detectives, public service	32.66	3.2	–	–	32.66	3.2

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — 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						
Protective service—Continued						
Sheriffs, bailiffs, and other law enforcement officers	\$26.20	8.5	—	—	\$26.20	8.5
Correctional institution officers	25.66	1.6	—	—	25.66	1.6
Guards and police, except public service	12.43	9.7	\$11.95	9.3	—	—
Food service	10.57	6.0	10.21	6.1	—	—
Waiters, waitresses, and bartenders	8.66	13.3	8.66	13.3	—	—
Other food service	11.23	5.6	10.78	5.4	—	—
Cooks	16.46	8.4	13.96	11.6	—	—
Kitchen workers, food preparation	10.43	5.4	10.43	5.4	—	—
Food preparation, n.e.c.	10.24	8.3	10.15	8.5	—	—
Health service	14.70	4.6	13.70	4.7	19.65	8.7
Health aides, except nursing	16.79	7.0	15.80	6.8	—	—
Nursing aides, orderlies and attendants	13.51	4.9	12.52	4.1	18.60	8.8
Cleaning and building service	13.94	9.3	12.05	10.1	19.18	4.2
Maids and housemen	11.80	8.9	11.71	9.1	—	—
Janitors and cleaners	14.21	10.8	12.08	12.1	19.21	4.2
Personal service	18.63	12.9	16.92	12.3	24.35	22.9
Child care workers, n.e.c.	21.44	26.6	—	—	—	—
Service, n.e.c.	13.32	11.3	12.24	13.3	—	—

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

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	\$16.96	4.7	\$16.33	5.7	\$19.47	5.4
All excluding sales	18.19	5.1	17.80	6.4	19.47	5.4
White collar	20.11	5.2	19.77	6.7	21.11	5.8
White collar excluding sales	23.20	4.6	24.22	6.2	21.11	5.8
Professional specialty and technical	31.03	3.0	31.80	3.1	28.95	7.2
Professional specialty	32.07	3.3	33.01	3.4	29.76	7.7
Engineers, architects, and surveyors	—	—	—	—	—	—
Health related	35.09	2.0	35.08	2.2	35.16	4.8
Registered nurses	35.46	1.3	35.74	1.4	34.22	1.7
Teachers, college and university	33.35	15.1	31.70	4.9	—	—
Other post-secondary teachers	33.44	18.6	29.18	9.6	—	—
Teachers, except college and university	22.99	7.0	—	—	23.53	8.9
Elementary school teachers	22.66	6.9	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.89	2.6	—	—	—	—
Social workers	19.68	2.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	24.38	7.2	25.43	7.2	17.30	12.8
Licensed practical nurses	23.58	1.5	23.79	1.6	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	9.78	9.3	9.78	9.3	—	—
Sales workers, apparel	8.86	14.7	8.86	14.7	—	—
Sales workers, other commodities	9.49	9.2	9.49	9.2	—	—
Cashiers	10.82	14.4	10.82	14.4	—	—
Administrative support, including clerical	13.96	5.6	13.30	9.1	14.95	4.6
Transportation ticket and reservation agents	14.76	18.5	14.76	18.5	—	—
General office clerks	11.96	11.8	—	—	—	—
Bank tellers	11.12	3.4	11.12	3.4	—	—
Teachers' aides	14.69	6.0	—	—	14.78	6.0
Administrative support, n.e.c.	14.34	8.9	—	—	—	—
Blue collar	13.60	8.2	13.67	8.3	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	12.17	4.1	12.20	4.1	—	—
Stock handlers and baggers	12.48	6.7	12.48	6.7	—	—
Freight, stock, and material handlers, n.e.c.	12.16	4.4	12.16	4.4	—	—
Service	10.48	6.5	10.05	7.1	12.95	5.4
Protective service	—	—	—	—	—	—
Food service	8.64	10.0	8.16	10.4	—	—
Waiters, waitresses, and bartenders	8.40	7.7	8.40	7.7	—	—
Waiters and waitresses	8.42	9.8	8.42	9.8	—	—
Other food service	8.67	11.1	8.13	11.6	—	—
Health service	15.77	3.8	15.76	3.9	—	—
Health aides, except nursing	17.43	4.2	17.43	4.2	—	—
Nursing aides, orderlies and attendants	15.12	4.3	15.07	4.6	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — 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	\$9.99	14.7	—	—	—	—
Janitors and cleaners	9.99	14.9	—	—	—	—
Personal service	11.36	8.5	\$10.91	11.9	\$12.39	6.5
Attendants, amusement, and recreation facilities	10.77	16.3	—	—	—	—
Child care workers, n.e.c.	11.65	5.7	—	—	—	—

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

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	\$1,018	2.7	39.9	\$983	3.5	40.1	\$1,133	2.0	39.3
All excluding sales	1,038	2.7	39.9	1,006	3.5	40.1	1,133	2.0	39.3
White collar	1,180	2.7	40.0	1,180	3.5	40.4	1,179	2.5	38.6
White collar excluding sales	1,230	2.6	39.9	1,249	3.4	40.5	1,179	2.5	38.6
Professional specialty and technical	1,395	2.1	39.9	1,419	2.8	41.1	1,344	3.1	37.5
Professional specialty	1,492	2.3	40.1	1,545	2.9	41.7	1,398	3.3	37.1
Engineers, architects, and surveyors	1,663	2.1	41.6	1,684	2.1	41.8	1,484	8.7	39.9
Civil engineers	1,505	6.8	39.9	-	-	-	1,549	9.1	39.9
Electrical and electronic engineers	1,750	3.4	42.9	1,751	3.4	42.9	-	-	-
Industrial engineers	1,593	4.0	44.1	1,593	4.0	44.1	-	-	-
Engineers, n.e.c.	1,663	4.2	40.9	1,695	4.0	41.0	-	-	-
Mathematical and computer scientists	1,620	3.7	41.9	1,635	3.8	42.0	-	-	-
Computer systems analysts and scientists	1,593	3.7	42.0	1,607	3.8	42.1	-	-	-
Natural scientists	1,196	10.6	39.9	1,413	10.2	39.8	-	-	-
Health related	1,261	3.7	39.6	1,190	3.3	39.5	1,407	8.1	39.9
Physicians	1,426	25.7	40.0	-	-	-	-	-	-
Registered nurses	1,244	2.9	39.3	1,247	3.5	39.0	1,236	5.3	40.0
Teachers, college and university	1,921	9.1	36.7	1,963	12.1	38.0	1,862	14.1	35.1
Other post-secondary teachers	1,614	13.7	30.6	-	-	-	-	-	-
Teachers, except college and university	1,354	5.4	36.0	793	15.2	39.5	1,446	4.2	35.5
Elementary school teachers	1,452	5.1	34.9	1,005	10.9	39.1	1,464	5.2	34.8
Secondary school teachers	1,131	20.0	35.7	-	-	-	-	-	-
Teachers, special education	1,588	8.8	34.1	-	-	-	-	-	-
Teachers, n.e.c.	1,399	1.2	39.7	-	-	-	1,402	1.2	39.7
Vocational and educational counselors	994	9.3	38.5	688	5.3	39.0	-	-	-
Librarians, archivists, and curators	1,141	3.9	38.7	-	-	-	1,107	1.6	39.2
Librarians	1,141	3.9	38.7	-	-	-	1,107	1.6	39.2
Social scientists and urban planners	1,429	9.0	45.2	1,541	9.8	46.6	996	5.8	40.0
Economists	1,545	11.8	46.9	1,545	11.8	46.9	-	-	-
Psychologists	1,201	8.9	41.9	-	-	-	996	5.8	40.0
Social, recreation, and religious workers	1,121	8.9	43.9	1,181	17.4	50.0	1,083	6.9	40.0
Social workers	1,097	6.3	40.1	-	-	-	1,149	6.5	40.0
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,310	12.3	42.2	1,317	12.7	42.3	-	-	-
Professional, n.e.c.	1,380	18.5	41.5	1,412	20.2	41.7	-	-	-
Technical	1,045	2.9	39.5	1,068	3.5	39.4	933	4.1	39.8
Clinical laboratory technologists and technicians	1,159	3.3	40.0	1,156	3.4	40.0	-	-	-
Radiological technicians	1,193	5.4	40.0	-	-	-	-	-	-
Licensed practical nurses	875	4.5	39.1	851	4.0	38.9	-	-	-
Health technologists and technicians, n.e.c.	843	6.1	40.0	-	-	-	830	3.2	40.0
Electrical and electronic technicians	941	4.2	40.0	933	3.9	40.0	-	-	-
Airplane pilots and navigators	2,713	7.3	20.8	2,713	7.3	20.8	-	-	-
Computer programmers	1,200	4.6	39.5	1,200	4.6	39.5	-	-	-
Technical and related, n.e.c. ..	1,052	5.9	39.4	1,098	7.4	39.3	870	5.5	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — 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	\$1,620	4.4	40.9	\$1,708	5.0	41.1	\$1,290	4.7	40.2
Executives, administrators, and managers	1,953	5.9	40.9	2,033	6.5	41.0	1,560	6.5	40.7
Administrators and officials, public administration	1,466	9.6	39.8	—	—	—	1,466	9.6	39.8
Financial managers	1,766	11.8	39.3	1,766	11.8	39.3	—	—	—
Managers, marketing, advertising, and public relations	1,828	6.6	40.8	1,828	6.6	40.8	—	—	—
Administrators, education and related fields	1,667	7.4	41.6	1,095	6.6	39.3	—	—	—
Managers, medicine and health	1,670	7.5	41.9	1,597	9.9	41.1	—	—	—
Managers, service organizations, n.e.c.	774	18.6	38.9	—	—	—	—	—	—
Managers and administrators, n.e.c.	2,281	9.3	41.4	2,304	9.5	41.5	—	—	—
Management related	1,249	3.4	40.9	1,303	3.9	41.3	1,089	4.7	39.9
Accountants and auditors	1,254	6.0	40.6	1,270	6.4	40.7	—	—	—
Other financial officers	1,338	16.2	41.9	1,372	17.3	42.2	—	—	—
Management analysts	1,309	7.6	43.8	—	—	—	—	—	—
Personnel, training, and labor relations specialists	1,262	8.4	40.0	—	—	—	—	—	—
Inspectors and compliance officers, except construction	1,313	15.3	41.5	—	—	—	—	—	—
Management related, n.e.c.	1,184	6.6	40.4	1,248	7.4	40.5	—	—	—
Sales	729	11.2	40.0	728	11.3	40.0	—	—	—
Supervisors, sales	887	19.2	39.9	884	19.4	39.9	—	—	—
Sales, other business services	767	13.3	40.3	767	13.3	40.3	—	—	—
Sales workers, apparel	421	14.7	38.0	421	14.7	38.0	—	—	—
Sales workers, other commodities	402	11.4	38.3	402	11.4	38.3	—	—	—
Cashiers	489	7.6	39.6	485	7.7	39.5	—	—	—
Administrative support, including clerical	718	2.5	39.3	678	2.9	39.2	829	2.5	39.5
Supervisors, general office	1,026	6.5	39.9	—	—	—	1,047	4.9	39.8
Computer operators	765	6.5	38.7	—	—	—	—	—	—
Secretaries	755	6.5	38.6	729	7.8	38.4	848	6.0	39.3
Typists	708	10.4	39.8	—	—	—	770	5.8	39.7
Receptionists	479	6.2	38.4	479	6.2	38.4	—	—	—
Order clerks	662	7.6	40.0	661	8.0	40.0	—	—	—
Library clerks	686	7.4	39.2	—	—	—	—	—	—
Records clerks, n.e.c.	792	3.3	38.8	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	698	6.4	38.3	673	6.7	38.2	841	9.5	39.3
Dispatchers	912	8.4	40.0	—	—	—	1,033	4.9	40.0
Traffic, shipping and receiving clerks	823	13.9	39.9	—	—	—	—	—	—
Stock and inventory clerks	618	8.1	39.5	602	9.2	39.5	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	701	4.8	39.7	676	5.3	39.6	—	—	—
Eligibility clerks, social welfare	825	8.2	39.2	—	—	—	873	5.9	39.1
General office clerks	685	3.5	39.6	682	5.9	39.7	689	2.5	39.6
Administrative support, n.e.c.	750	2.6	39.9	733	2.5	40.0	787	6.8	39.7
Blue collar	775	4.4	40.0	744	4.9	40.0	1,011	4.3	39.9

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — 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									
Precision production, craft, and repair	\$986	3.6	40.0	\$953	4.2	40.0	\$1,157	3.9	39.9
Supervisors, mechanics and repairers	1,358	7.2	40.0	—	—	—	—	—	—
Bus, truck, and stationary engine mechanics	973	6.1	40.0	973	6.1	40.0	—	—	—
Electronic repairers, communications and industrial equipment	863	5.2	39.9	827	4.4	40.0	—	—	—
Mechanics and repairers, n.e.c.	1,006	7.4	40.0	939	9.0	40.0	1,173	9.2	40.0
Supervisors, production	1,027	9.6	41.9	1,027	9.6	41.9	—	—	—
Electrical and electronic equipment assemblers	625	4.4	40.0	625	4.4	40.0	—	—	—
Inspectors, testers, and graders	651	12.3	40.0	651	12.3	40.0	—	—	—
Stationary engineers	1,134	3.9	40.0	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	671	7.0	39.9	671	7.0	39.9	—	—	—
Miscellaneous machine operators, n.e.c.	590	8.1	40.0	590	8.1	40.0	—	—	—
Assemblers	782	10.3	40.0	782	10.3	40.0	—	—	—
Transportation and material moving	723	11.8	40.3	703	13.7	40.4	841	6.1	39.6
Truck drivers	722	14.6	40.6	720	15.2	40.7	—	—	—
Handlers, equipment cleaners, helpers, and laborers	543	8.4	39.6	503	9.1	39.6	848	4.5	40.0
Groundskeepers and gardeners, except farm	706	19.4	40.0	—	—	—	—	—	—
Stock handlers and baggers	480	9.7	38.4	480	9.7	38.4	—	—	—
Freight, stock, and material handlers, n.e.c.	781	14.2	40.0	781	14.2	40.0	—	—	—
Hand packers and packagers	334	3.1	38.6	334	3.1	38.6	—	—	—
Laborers, except construction, n.e.c.	658	8.5	40.0	601	11.0	40.0	—	—	—
Service	680	6.5	39.5	478	5.2	38.5	1,051	4.2	41.4
Protective service	1,071	7.7	42.2	496	8.1	40.2	1,249	3.6	42.8
Supervisors, firefighters and fire prevention	1,662	3.7	50.3	—	—	—	1,662	3.7	50.3
Firefighting	1,356	6.5	53.0	—	—	—	1,356	6.5	53.0
Police and detectives, public service	1,306	3.2	40.0	—	—	—	1,306	3.2	40.0
Sheriffs, bailiffs, and other law enforcement officers	1,048	8.5	40.0	—	—	—	1,048	8.5	40.0
Correctional institution officers	1,044	2.6	40.7	—	—	—	1,044	2.6	40.7
Guards and police, except public service	500	9.9	40.2	481	9.6	40.2	—	—	—
Food service	412	5.9	39.0	398	5.8	39.0	—	—	—
Waiters, waitresses, and bartenders	347	13.3	40.0	347	13.3	40.0	—	—	—
Other food service	434	5.9	38.6	416	5.4	38.6	—	—	—
Cooks	650	8.0	39.5	559	11.6	40.0	—	—	—
Kitchen workers, food preparation	389	3.8	37.4	389	3.8	37.4	—	—	—
Food preparation, n.e.c.	410	8.3	40.0	406	8.5	40.0	—	—	—
Health service	581	4.7	39.5	540	4.9	39.4	786	8.7	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Health service—Continued									
Health aides, except nursing ..	\$672	7.0	40.0	\$632	6.8	40.0	—	—	—
Nursing aides, orderlies and attendants	530	5.1	39.2	489	4.4	39.1	\$744	8.8	40.0
Cleaning and building service	555	9.2	39.8	480	10.1	39.8	766	4.2	39.9
Maids and housemen	468	9.1	39.7	465	9.2	39.7	—	—	—
Janitors and cleaners	566	10.7	39.9	481	12.0	39.8	767	4.2	39.9
Personal service	585	10.6	31.4	508	6.2	30.0	907	20.5	37.3
Child care workers, n.e.c.	811	23.4	37.8	—	—	—	—	—	—
Service, n.e.c.	511	14.1	38.4	466	16.6	38.0	—	—	—

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

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

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

cover all workers in the civilian economy. See appendix B for more information.

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

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	\$51,665	2.7	2,024	\$50,810	3.5	2,071	\$54,266	2.0	1,882
All excluding sales	52,578	2.7	2,021	51,973	3.5	2,071	54,268	2.0	1,882
White collar	59,301	2.7	2,008	61,036	3.5	2,090	54,655	2.5	1,788
White collar excluding sales	61,602	2.6	2,001	64,586	3.4	2,093	54,658	2.5	1,787
Professional specialty and technical	67,188	2.1	1,923	72,894	2.8	2,112	57,212	3.1	1,594
Professional specialty	70,397	2.3	1,891	78,977	2.9	2,134	58,126	3.3	1,544
Engineers, architects, and surveyors	86,354	2.1	2,160	87,570	2.1	2,174	76,251	8.7	2,049
Civil engineers	78,248	6.8	2,075	-	-	-	80,545	9.1	2,073
Electrical and electronic engineers	91,009	3.4	2,229	91,042	3.4	2,232	-	-	-
Industrial engineers	82,818	4.0	2,293	82,818	4.0	2,293	-	-	-
Engineers, n.e.c.	86,120	4.2	2,118	88,164	4.0	2,130	-	-	-
Mathematical and computer scientists	84,266	3.7	2,179	84,996	3.8	2,184	-	-	-
Computer systems analysts and scientists	82,852	3.7	2,184	83,546	3.8	2,190	-	-	-
Natural scientists	60,873	10.6	2,029	73,461	10.2	2,069	-	-	-
Health related	65,451	3.7	2,058	61,821	3.3	2,052	72,920	8.1	2,069
Physicians	74,151	25.7	2,080	-	-	-	-	-	-
Registered nurses	64,673	2.9	2,044	64,865	3.5	2,027	64,291	5.3	2,078
Teachers, college and university	78,142	9.1	1,495	81,053	12.1	1,568	74,312	14.1	1,400
Other post-secondary teachers	62,158	13.7	1,180	-	-	-	-	-	-
Teachers, except college and university	51,396	5.4	1,368	36,107	15.2	1,797	53,411	4.2	1,311
Elementary school teachers	53,930	5.1	1,297	43,134	10.9	1,677	54,181	5.2	1,288
Secondary school teachers	47,013	20.0	1,483	-	-	-	-	-	-
Teachers, special education	59,574	8.8	1,278	-	-	-	-	-	-
Teachers, n.e.c.	49,114	1.2	1,395	-	-	-	49,117	1.2	1,393
Vocational and educational counselors	49,670	9.3	1,923	35,777	5.3	2,026	-	-	-
Librarians, archivists, and curators	58,974	3.9	2,002	-	-	-	57,570	1.6	2,036
Librarians	58,974	3.9	2,002	-	-	-	57,570	1.6	2,036
Social scientists and urban planners	74,293	9.0	2,352	80,129	9.8	2,422	51,812	5.8	2,080
Economists	80,348	11.8	2,439	80,348	11.8	2,439	-	-	-
Psychologists	62,477	8.9	2,181	-	-	-	51,812	5.8	2,080
Social, recreation, and religious workers	58,318	8.9	2,283	61,404	17.4	2,599	56,335	6.9	2,080
Social workers	57,038	6.3	2,087	-	-	-	59,756	6.5	2,080
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	68,140	12.3	2,195	68,478	12.7	2,199	-	-	-
Professional, n.e.c.	71,770	18.5	2,159	73,405	20.2	2,169	-	-	-
Technical	54,339	2.9	2,052	55,560	3.5	2,049	48,500	4.1	2,070
Clinical laboratory technologists and technicians	60,290	3.3	2,080	60,131	3.4	2,080	-	-	-
Radiological technicians	62,038	5.4	2,080	-	-	-	-	-	-
Licensed practical nurses	45,499	4.5	2,033	44,274	4.0	2,025	-	-	-
Health technologists and technicians, n.e.c.	43,836	6.1	2,080	-	-	-	43,185	3.2	2,080
Electrical and electronic technicians	48,952	4.2	2,080	48,523	3.9	2,080	-	-	-
Airplane pilots and navigators	141,070	7.3	1,080	141,070	7.3	1,080	-	-	-
Computer programmers	62,425	4.6	2,054	62,425	4.6	2,054	-	-	-
Technical and related, n.e.c. ..	54,703	5.9	2,050	57,096	7.4	2,042	45,248	5.5	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — 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	\$83,965	4.4	2,121	\$88,803	5.0	2,137	\$66,057	4.7	2,060
Executives, administrators, and managers	100,926	5.9	2,116	105,722	6.5	2,131	78,289	6.5	2,044
Administrators and officials, public administration	76,226	9.6	2,069	—	—	—	76,226	9.6	2,069
Financial managers	91,845	11.8	2,042	91,845	11.8	2,042	—	—	—
Managers, marketing, advertising, and public relations	95,035	6.6	2,122	95,035	6.6	2,122	—	—	—
Administrators, education and related fields	73,681	7.4	1,838	56,936	6.6	2,043	—	—	—
Managers, medicine and health	86,861	7.5	2,177	83,059	9.9	2,137	—	—	—
Managers, service organizations, n.e.c.	40,242	18.6	2,023	—	—	—	—	—	—
Managers and administrators, n.e.c.	118,631	9.3	2,155	119,807	9.5	2,157	—	—	—
Management related	64,907	3.4	2,126	67,739	3.9	2,144	56,640	4.7	2,073
Accountants and auditors	65,211	6.0	2,114	66,031	6.4	2,119	—	—	—
Other financial officers	69,567	16.2	2,179	71,347	17.3	2,194	—	—	—
Management analysts	68,042	7.6	2,278	—	—	—	—	—	—
Personnel, training, and labor relations specialists	65,649	8.4	2,080	—	—	—	—	—	—
Inspectors and compliance officers, except construction	68,287	15.3	2,156	—	—	—	—	—	—
Management related, n.e.c.	61,487	6.6	2,097	64,769	7.4	2,102	—	—	—
Sales	37,811	11.2	2,072	37,760	11.3	2,072	—	—	—
Supervisors, sales	46,122	19.2	2,073	45,992	19.4	2,073	—	—	—
Sales, other business services	39,883	13.3	2,097	39,883	13.3	2,097	—	—	—
Sales workers, apparel	21,897	14.7	1,977	21,897	14.7	1,977	—	—	—
Sales workers, other commodities	20,486	11.4	1,952	20,486	11.4	1,952	—	—	—
Cashiers	25,403	7.6	2,057	25,237	7.7	2,056	—	—	—
Administrative support, including clerical	37,206	2.5	2,036	35,183	2.9	2,034	42,810	2.5	2,041
Supervisors, general office	53,374	6.5	2,073	—	—	—	54,462	4.9	2,069
Computer operators	39,783	6.5	2,014	—	—	—	—	—	—
Secretaries	38,744	6.5	1,979	37,840	7.8	1,994	41,721	6.0	1,932
Typists	36,822	10.4	2,069	—	—	—	40,064	5.8	2,066
Receptionists	24,895	6.2	1,997	24,895	6.2	1,997	—	—	—
Order clerks	34,428	7.6	2,080	34,386	8.0	2,080	—	—	—
Library clerks	35,404	7.4	2,020	—	—	—	—	—	—
Records clerks, n.e.c.	41,170	3.3	2,019	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	36,290	6.4	1,994	34,980	6.7	1,985	43,714	9.5	2,043
Dispatchers	47,444	8.4	2,080	—	—	—	53,735	4.9	2,080
Traffic, shipping and receiving clerks	42,775	13.9	2,074	—	—	—	—	—	—
Stock and inventory clerks	32,152	8.1	2,056	31,279	9.2	2,052	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	36,443	4.8	2,065	35,155	5.3	2,061	—	—	—
Eligibility clerks, social welfare	42,371	8.2	2,016	—	—	—	45,414	5.9	2,034
General office clerks	35,622	3.5	2,062	35,481	5.9	2,062	35,804	2.5	2,061
Administrative support, n.e.c.	38,743	2.6	2,060	37,688	2.5	2,058	40,937	6.8	2,065
Blue collar	39,947	4.4	2,059	38,319	4.9	2,059	52,249	4.3	2,061

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — 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									
Precision production, craft, and repair	\$51,222	3.6	2,077	\$49,509	4.2	2,077	\$60,183	3.9	2,076
Supervisors, mechanics and repairers	70,613	7.2	2,080	—	—	—	—	—	—
Bus, truck, and stationary engine mechanics	50,619	6.1	2,080	50,619	6.1	2,080	—	—	—
Electronic repairers, communications and industrial equipment	44,886	5.2	2,074	42,981	4.4	2,080	—	—	—
Mechanics and repairers, n.e.c.	51,478	7.4	2,047	47,738	9.0	2,034	60,971	9.2	2,080
Supervisors, production	53,403	9.6	2,181	53,403	9.6	2,181	—	—	—
Electrical and electronic equipment assemblers	32,521	4.4	2,080	32,521	4.4	2,080	—	—	—
Inspectors, testers, and graders	33,837	12.3	2,080	33,837	12.3	2,080	—	—	—
Stationary engineers	58,976	3.9	2,080	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	34,833	7.0	2,071	34,833	7.0	2,071	—	—	—
Miscellaneous machine operators, n.e.c.	30,701	8.1	2,080	30,701	8.1	2,080	—	—	—
Assemblers	40,653	10.3	2,080	40,653	10.3	2,080	—	—	—
Transportation and material moving	37,153	11.8	2,070	36,161	13.7	2,080	42,704	6.1	2,013
Truck drivers	37,536	14.6	2,113	37,420	15.2	2,115	—	—	—
Handlers, equipment cleaners, helpers, and laborers	27,538	8.4	2,009	25,465	9.1	2,001	44,099	4.5	2,080
Groundskeepers and gardeners, except farm	36,704	19.4	2,080	—	—	—	—	—	—
Stock handlers and baggers	24,960	9.7	1,996	24,960	9.7	1,996	—	—	—
Freight, stock, and material handlers, n.e.c.	40,593	14.2	2,080	40,593	14.2	2,080	—	—	—
Hand packers and packagers	15,302	3.1	1,767	15,302	3.1	1,767	—	—	—
Laborers, except construction, n.e.c.	33,509	8.5	2,037	30,343	11.0	2,021	—	—	—
Service	35,114	6.5	2,043	24,771	5.2	1,996	53,976	4.2	2,128
Protective service	55,216	7.7	2,175	25,772	8.1	2,089	64,218	3.6	2,201
Supervisors, firefighters and fire prevention	86,416	3.7	2,615	—	—	—	86,416	3.7	2,615
Firefighting	70,511	6.5	2,756	—	—	—	70,511	6.5	2,756
Police and detectives, public service	67,926	3.2	2,080	—	—	—	67,926	3.2	2,080
Sheriffs, bailiffs, and other law enforcement officers	54,505	8.5	2,080	—	—	—	54,505	8.5	2,080
Correctional institution officers	54,274	2.6	2,115	—	—	—	54,274	2.6	2,115
Guards and police, except public service	24,987	9.9	2,010	24,988	9.6	2,091	—	—	—
Food service	21,388	5.9	2,024	20,679	5.8	2,026	—	—	—
Waiters, waitresses, and bartenders	18,022	13.3	2,080	18,022	13.3	2,080	—	—	—
Other food service	22,516	5.9	2,005	21,627	5.4	2,006	—	—	—
Cooks	33,396	8.0	2,029	29,044	11.6	2,080	—	—	—
Kitchen workers, food preparation	20,254	3.8	1,942	20,254	3.8	1,942	—	—	—
Food preparation, n.e.c.	21,301	8.3	2,080	21,106	8.5	2,080	—	—	—
Health service	30,192	4.7	2,054	28,058	4.9	2,048	40,877	8.7	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Health service—Continued									
Health aides, except nursing ..	\$34,926	7.0	2,080	\$32,868	6.8	2,080	—	—	—
Nursing aides, orderlies and attendants	27,549	5.1	2,039	25,435	4.4	2,031	\$38,696	8.8	2,080
Cleaning and building service	28,735	9.2	2,062	24,782	10.1	2,057	39,831	4.2	2,076
Maids and housemen	24,350	9.1	2,064	24,175	9.2	2,064	—	—	—
Janitors and cleaners	29,285	10.7	2,062	24,825	12.0	2,055	39,877	4.2	2,076
Personal service	29,692	10.6	1,594	26,323	6.2	1,556	42,252	20.5	1,735
Child care workers, n.e.c.	38,325	23.4	1,788	—	—	—	—	—	—
Service, n.e.c.	26,515	14.1	1,990	24,146	16.6	1,972	—	—	—

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

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

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

cover all workers in the civilian economy. See appendix B for more information.

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

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	\$24.55	2.5	\$23.57	3.2	\$27.90	1.9
All excluding sales	25.20	2.5	24.32	3.3	27.91	1.9
White collar	28.47	2.5	28.15	3.3	29.46	2.6
1	8.29	6.8	8.30	6.8	—	—
2	13.47	10.9	13.52	13.2	13.25	4.1
3	13.43	3.5	12.70	3.4	18.62	4.3
4	16.36	3.7	16.14	4.3	17.63	4.1
5	19.56	3.0	19.08	4.0	20.53	4.3
6	23.14	6.5	21.57	4.7	27.41	13.7
7	24.99	2.8	25.10	3.5	24.82	4.6
8	30.03	6.3	28.41	4.7	33.14	10.1
9	34.08	2.1	32.94	2.4	35.58	3.4
10	34.51	4.7	36.39	5.7	29.72	7.6
11	41.61	3.5	42.53	3.8	36.49	6.2
12	44.11	3.0	43.93	3.2	46.39	6.8
13	56.07	3.2	55.50	3.3	60.05	8.1
14	83.91	27.2	87.63	32.6	—	—
Not able to be leveled	28.27	7.8	27.94	8.1	35.03	15.7
White collar excluding sales	30.04	2.4	30.26	3.2	29.47	2.6
2	14.56	9.1	14.93	10.7	13.25	4.1
3	14.80	4.0	13.93	3.8	18.62	4.3
4	16.91	4.0	16.74	4.8	17.60	4.2
5	19.67	2.5	19.11	2.9	20.53	4.3
6	24.09	7.1	22.48	5.4	27.41	13.7
7	25.04	2.8	25.20	3.6	24.82	4.6
8	29.35	6.9	27.15	4.0	33.14	10.1
9	34.10	2.1	32.94	2.4	35.60	3.4
10	33.96	4.7	35.71	5.7	29.72	7.6
11	41.61	3.5	42.53	3.8	36.49	6.2
12	44.99	2.6	44.87	2.8	46.39	6.8
13	56.07	3.2	55.50	3.3	60.05	8.1
14	83.91	27.2	87.63	32.6	—	—
Not able to be leveled	28.63	7.9	28.31	8.3	35.03	15.7
Professional specialty and technical	34.49	2.1	34.19	2.7	35.18	2.7
Professional specialty	36.59	2.1	36.48	2.8	36.79	2.9
5	27.39	11.8	—	—	—	—
6	26.21	23.0	18.42	12.5	38.94	2.9
7	27.55	5.4	28.20	5.2	26.84	9.6
8	32.20	7.5	28.91	5.6	36.80	5.2
9	35.64	2.4	33.41	2.3	37.60	3.5
10	30.93	7.2	31.98	10.4	29.23	8.8
11	39.99	3.6	40.78	3.9	35.38	8.1
12	43.78	3.5	43.38	3.5	—	—
13	53.32	5.4	51.60	5.9	60.50	8.8
14	65.93	5.6	61.45	2.9	—	—
Not able to be leveled	36.28	7.6	36.29	8.0	—	—
Engineers, architects, and surveyors	40.03	2.1	40.34	2.1	37.21	8.7
7	28.71	7.6	27.43	6.8	—	—
9	35.09	3.1	34.87	3.3	—	—
11	40.54	3.0	40.18	3.1	—	—
12	44.59	3.6	44.59	3.6	—	—
13	49.76	2.9	50.03	3.3	—	—
Civil engineers	37.70	6.8	—	—	38.85	9.1
Electrical and electronic engineers	40.83	3.8	40.79	3.8	—	—
11	39.44	6.9	39.44	6.9	—	—
12	41.82	3.7	41.82	3.7	—	—
Industrial engineers	36.12	4.4	36.12	4.4	—	—
Engineers, n.e.c.	40.77	3.7	41.44	3.6	—	—
9	35.05	5.6	35.05	5.6	—	—
11	41.71	4.8	41.71	4.8	—	—
12	48.50	3.8	48.50	3.8	—	—
Mathematical and computer scientists	38.68	4.0	38.92	4.2	—	—
9	32.91	6.1	32.96	6.1	—	—
10	37.73	5.3	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002** — 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						
Mathematical and computer scientists –Continued						
11	\$37.88	6.3	\$38.14	6.7	–	–
12	45.60	6.6	45.60	6.6	–	–
13	49.88	1.8	49.88	1.8	–	–
Computer systems analysts and scientists	37.93	4.0	38.15	4.2	–	–
9	32.91	6.1	32.96	6.1	–	–
10	37.73	5.3	–	–	–	–
11	37.88	6.3	38.14	6.7	–	–
12	42.44	5.8	42.44	5.8	–	–
13	49.88	1.8	49.88	1.8	–	–
Natural scientists	30.00	10.5	35.51	9.8	–	–
Health related	33.33	2.5	32.67	2.4	\$35.22	6.2
7	33.97	3.0	34.11	3.5	–	–
8	30.36	4.1	29.86	4.4	–	–
9	33.36	2.2	34.20	2.1	31.29	4.6
10	38.75	4.6	–	–	–	–
Not able to be leveled	36.14	16.9	–	–	–	–
Physicians	37.10	25.8	–	–	–	–
Registered nurses	33.65	1.9	34.17	2.1	32.14	3.7
7	34.99	3.2	34.99	3.2	–	–
8	31.19	5.0	30.79	5.7	–	–
9	33.71	2.1	34.70	1.5	31.24	4.7
10	36.87	3.5	–	–	–	–
Teachers, college and university	48.36	9.8	49.46	10.4	47.11	17.9
10	31.62	7.6	32.30	8.6	–	–
11	58.40	12.3	67.40	8.0	–	–
13	58.50	14.5	40.11	8.6	–	–
Psychology teachers	31.81	10.0	31.81	10.0	–	–
Business, commerce, and marketing teachers	45.12	14.8	45.12	14.8	–	–
Art, drama, and music teachers	38.74	2.3	39.09	2.0	–	–
Other post-secondary teachers	43.59	22.1	37.30	15.9	45.34	25.7
Teachers, except college and university	36.58	4.8	20.16	14.6	39.62	2.9
6	27.60	29.5	–	–	–	–
7	29.84	20.2	17.90	10.0	32.97	21.4
8	38.17	2.5	23.95	12.1	–	–
9	40.67	3.6	37.78	9.3	40.79	3.8
10	31.65	16.8	–	–	–	–
Elementary school teachers	40.70	2.3	26.20	9.0	41.15	2.4
7	22.74	15.4	22.74	15.4	–	–
8	38.61	1.6	–	–	–	–
9	42.85	3.6	–	–	43.03	3.7
Secondary school teachers	31.63	24.9	–	–	–	–
9	47.47	3.3	42.30	5.0	–	–
Teachers, special education	42.02	14.3	–	–	44.03	13.0
Teachers, n.e.c.	34.68	4.4	–	–	35.30	4.6
Vocational and educational counselors	25.82	10.9	16.81	6.1	–	–
Librarians, archivists, and curators	29.45	4.8	–	–	28.27	2.3
Librarians	29.45	4.8	–	–	28.27	2.3
Social scientists and urban planners	31.27	9.4	33.08	11.4	24.85	5.2
Economists	32.94	13.5	32.94	13.5	–	–
Psychologists	28.10	6.3	–	–	24.85	5.2
Social, recreation, and religious workers	24.69	5.1	22.68	7.9	26.67	6.5
8	23.23	14.8	–	–	–	–
9	27.99	8.0	–	–	–	–
Social workers	25.54	7.9	–	–	28.08	6.2
8	23.23	14.8	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	29.77	10.8	29.84	11.6	–	–
Not able to be leveled	38.60	15.1	–	–	–	–
Professional, n.e.c.	29.51	18.6	29.46	22.3	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical	\$26.32	3.2	\$26.99	3.8	\$23.08	4.2
4	18.31	8.3	–	–	–	–
5	20.90	4.1	21.26	5.1	19.56	7.2
6	25.57	7.0	25.36	8.2	–	–
7	23.68	4.6	24.15	6.0	22.42	5.6
8	27.42	2.9	27.44	3.2	27.37	6.7
9	28.56	4.5	28.56	4.5	–	–
10	29.86	12.5	–	–	–	–
Not able to be leveled	29.57	3.3	29.57	3.3	–	–
Clinical laboratory technologists and technicians	28.33	3.5	28.24	3.6	–	–
Radiological technicians	29.29	3.6	29.15	3.8	–	–
Licensed practical nurses	22.69	2.6	22.34	2.2	–	–
5	21.73	2.1	21.86	2.3	–	–
Health technologists and technicians, n.e.c.	20.93	5.9	–	–	20.76	3.2
Electrical and electronic technicians	24.09	5.3	23.91	5.1	–	–
7	22.96	5.7	22.96	5.7	–	–
Engineering technicians, n.e.c.	23.48	6.6	–	–	–	–
Airplane pilots and navigators	130.68	20.1	130.68	20.1	–	–
Computer programmers	30.39	4.7	30.39	4.7	–	–
Technical and related, n.e.c.	26.14	4.5	27.39	4.7	21.40	5.1
Executive, administrative, and managerial	39.58	4.4	41.53	5.0	32.06	4.4
6	26.46	4.8	26.86	4.7	–	–
7	26.20	6.7	26.25	8.0	26.08	12.1
8	22.02	7.6	22.10	10.3	–	–
9	31.85	3.8	33.29	4.7	28.69	3.1
10	38.23	5.5	39.55	6.4	33.51	10.1
11	45.18	6.8	46.26	7.7	40.11	5.6
12	46.19	3.5	46.46	3.9	44.11	5.2
13	57.93	2.7	57.98	2.8	–	–
14	91.42	36.7	97.04	42.1	–	–
Not able to be leveled	41.89	15.6	42.28	16.7	–	–
Executives, administrators, and managers	47.69	5.8	49.61	6.4	38.29	6.1
8	21.14	12.7	21.14	12.7	–	–
9	34.62	7.9	36.86	9.0	–	–
10	42.09	3.7	43.71	3.9	–	–
11	47.28	8.0	49.21	9.0	39.90	6.3
12	47.80	4.3	48.55	4.9	44.14	5.2
13	57.97	2.7	58.02	2.8	–	–
14	91.42	36.7	97.04	42.1	–	–
Not able to be leveled	59.25	13.1	–	–	–	–
Administrators and officials, public administration	36.83	9.6	–	–	36.83	9.6
Financial managers	44.98	11.8	44.98	11.8	–	–
Managers, marketing, advertising, and public relations	44.78	6.2	44.78	6.2	–	–
Administrators, education and related fields	40.09	8.7	27.87	6.9	–	–
11	38.83	5.2	–	–	–	–
Managers, medicine and health	39.90	5.9	38.86	8.2	–	–
Managers, service organizations, n.e.c.	19.90	14.8	–	–	–	–
Managers and administrators, n.e.c.	55.05	9.2	55.54	9.3	–	–
9	32.94	4.1	32.94	4.1	–	–
10	41.34	4.5	42.69	4.1	–	–
11	42.84	7.0	43.61	7.1	–	–
12	49.12	6.4	49.12	6.4	–	–
13	57.82	3.3	57.82	3.3	–	–
14	94.14	39.9	97.04	42.1	–	–
Management related	30.53	3.5	31.59	4.1	27.32	4.7
6	26.64	5.7	26.64	5.7	–	–
7	26.26	7.3	26.37	9.2	26.08	12.1
8	22.58	9.4	23.29	15.9	–	–
9	30.34	3.9	31.13	5.1	28.77	3.8
10	29.70	6.5	29.84	8.5	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002** — 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						
11	\$39.41	3.6	\$39.22	4.1	–	–
12	42.81	5.3	42.82	5.3	–	–
Accountants and auditors	30.85	6.3	31.17	6.8	–	–
Other financial officers	31.93	13.2	32.52	14.1	–	–
Management analysts	29.87	5.8	–	–	–	–
Personnel, training, and labor relations specialists	31.59	8.1	–	–	–	–
Inspectors and compliance officers, except construction	31.68	16.3	–	–	–	–
Management related, n.e.c.	29.31	6.7	30.80	7.6	–	–
7	25.24	7.9	25.64	10.0	–	–
9	28.15	3.8	28.74	4.6	–	–
Sales	16.32	10.1	16.30	10.1	–	–
1	7.74	4.5	7.74	4.5	–	–
3	10.72	5.5	10.72	5.5	–	–
4	14.61	7.8	14.58	7.9	–	–
5	18.96	13.7	18.96	13.7	–	–
6	18.79	11.2	18.79	11.2	–	–
8	39.88	13.1	39.88	13.1	–	–
Supervisors, sales	22.24	19.1	22.18	19.3	–	–
5	13.43	7.2	13.43	7.2	–	–
Sales, other business services	19.02	12.9	19.02	12.9	–	–
Sales workers, apparel	9.66	15.2	9.66	15.2	–	–
Sales workers, other commodities	10.25	11.1	10.25	11.1	–	–
4	12.91	8.3	12.91	8.3	–	–
Cashiers	11.72	6.9	11.67	7.0	–	–
1	8.63	5.5	8.63	5.5	–	–
3	11.67	6.0	11.67	6.0	–	–
4	12.16	14.2	–	–	–	–
Administrative support, including clerical	17.68	2.1	16.83	2.6	\$19.81	2.4
2	14.94	8.5	15.46	9.6	13.25	4.1
3	14.77	4.2	13.83	4.0	18.62	4.3
4	16.87	4.1	16.69	5.0	17.61	4.3
5	19.07	2.8	18.25	3.5	20.13	4.2
6	21.64	3.2	21.40	3.4	21.95	5.7
7	22.73	3.8	21.75	3.5	23.50	5.7
Not able to be leveled	16.91	8.5	16.95	8.6	–	–
Supervisors, general office	25.75	6.5	–	–	26.32	4.7
Computer operators	19.76	5.5	–	–	–	–
Secretaries	19.94	4.6	19.49	5.6	21.60	5.2
4	18.15	12.2	18.09	12.7	–	–
5	21.07	4.3	20.08	5.2	22.05	6.5
6	20.97	5.0	20.63	5.7	–	–
7	20.98	5.5	21.63	6.3	–	–
Not able to be leveled	18.68	16.1	18.68	16.1	–	–
Stenographers	22.67	12.2	–	–	–	–
Typists	16.70	10.1	–	–	19.39	5.6
Transportation ticket and reservation agents	13.22	19.8	13.22	19.8	–	–
Receptionists	12.46	4.6	12.46	4.6	–	–
Information clerks, n.e.c.	17.67	14.7	17.67	14.7	–	–
Order clerks	16.61	7.5	16.60	8.0	–	–
Library clerks	17.49	5.9	–	–	18.81	6.1
Records clerks, n.e.c.	19.76	5.1	–	–	17.75	7.6
4	20.15	6.6	–	–	–	–
Bookkeepers, accounting and auditing clerks	18.20	5.8	17.62	5.8	21.39	10.8
4	15.93	4.4	15.81	4.7	–	–
5	18.53	12.8	–	–	–	–
6	21.82	7.1	21.98	7.7	–	–
7	25.18	11.0	–	–	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002** — 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						
Dispatchers	\$23.10	8.2	—	—	\$26.11	4.7
Traffic, shipping and receiving clerks	20.24	13.9	\$20.27	14.4	—	—
Stock and inventory clerks	14.77	8.5	14.31	9.6	—	—
4	15.08	13.0	14.68	13.3	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	16.97	7.3	16.26	8.4	—	—
Investigators and adjusters, except insurance	18.15	7.3	—	—	—	—
Eligibility clerks, social welfare	21.02	8.0	—	—	22.33	5.3
General office clerks	15.93	4.8	15.31	7.5	16.93	2.4
2	14.72	7.8	—	—	—	—
3	15.72	8.0	15.00	10.4	17.71	9.4
4	16.64	4.4	17.09	7.1	16.31	5.3
5	18.45	4.7	19.14	7.4	17.63	3.4
Bank tellers	12.15	2.9	12.15	2.9	—	—
Data entry keyers	13.88	9.7	13.88	9.7	—	—
Teachers' aides	14.68	6.0	9.89	5.5	14.78	6.0
3	16.84	6.4	—	—	—	—
4	14.38	12.9	—	—	—	—
Administrative support, n.e.c.	18.51	2.7	18.13	2.7	19.30	6.8
4	18.34	5.2	—	—	—	—
Blue collar	19.04	4.1	18.27	4.5	25.15	4.2
1	10.61	8.7	10.53	8.9	—	—
2	13.41	11.0	13.23	11.4	—	—
3	15.69	5.1	15.48	5.5	18.41	4.0
4	16.87	4.6	16.32	4.9	21.77	9.9
5	18.21	5.6	17.19	6.7	22.17	2.2
6	26.14	5.0	26.15	5.4	26.02	10.3
7	25.95	3.0	25.66	3.6	27.27	3.6
8	28.27	7.1	25.54	5.7	—	—
9	27.63	11.5	24.47	12.5	—	—
Not able to be leveled	24.16	5.8	24.16	5.8	—	—
Precision production, craft, and repair	24.72	3.6	23.91	4.2	28.99	3.9
4	15.91	5.9	14.68	3.8	—	—
5	17.54	10.0	16.62	10.2	—	—
6	28.20	4.7	27.93	5.3	—	—
7	26.20	3.2	26.01	3.9	27.05	3.7
8	28.27	7.1	25.54	5.7	—	—
9	27.63	11.5	24.47	12.5	—	—
Supervisors, mechanics and repairers	33.95	7.2	—	—	—	—
Bus, truck, and stationary engine mechanics	24.34	6.1	24.34	6.1	—	—
Electronic repairers, communications and industrial equipment	21.64	5.3	20.66	4.4	—	—
Mechanics and repairers, n.e.c.	25.15	7.4	23.48	9.0	29.31	9.2
7	26.85	7.1	—	—	—	—
Supervisors, production	24.49	7.0	24.49	7.0	—	—
Electrical and electronic equipment assemblers ..	15.64	4.4	15.64	4.4	—	—
Inspectors, testers, and graders	16.27	12.3	16.27	12.3	—	—
Stationary engineers	28.35	3.9	—	—	—	—
Machine operators, assemblers, and inspectors	16.80	7.0	16.80	7.0	—	—
3	16.94	6.3	16.94	6.3	—	—
4	15.25	11.2	15.25	11.2	—	—
5	17.83	6.9	17.83	6.9	—	—
Miscellaneous machine operators, n.e.c.	14.76	8.1	14.76	8.1	—	—
3	15.80	11.6	15.80	11.6	—	—
Assemblers	19.54	10.3	19.54	10.3	—	—
Transportation and material moving	17.76	10.9	17.20	12.6	21.21	5.6
2	11.77	22.3	11.77	22.3	—	—
4	17.74	10.0	17.73	11.9	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002** — 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						
Transportation and material moving —Continued						
5	\$21.81	8.0	\$21.40	12.2	—	—
6	26.90	5.8	27.18	5.9	—	—
Truck drivers	17.68	13.2	17.61	13.7	—	—
4	21.13	4.8	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	13.42	7.0	12.62	7.5	\$20.57	4.8
2	9.29	10.0	9.10	9.8	—	—
3	13.79	13.5	13.72	13.9	—	—
4	13.25	7.3	12.66	7.0	—	—
5	18.50	6.7	17.91	7.1	—	—
6	15.68	9.8	13.05	7.2	—	—
Groundskeepers and gardeners, except farm	17.65	19.4	—	—	—	—
Stock handlers and baggers	12.49	6.9	12.49	6.9	—	—
4	19.12	5.8	19.12	5.8	—	—
Freight, stock, and material handlers, n.e.c.	16.97	13.6	16.97	13.6	—	—
2	18.05	18.6	18.05	18.6	—	—
3	15.49	13.4	15.49	13.4	—	—
Hand packers and packagers	8.66	2.0	8.66	2.0	—	—
Laborers, except construction, n.e.c.	15.88	8.7	14.40	11.0	—	—
Service						
1	15.92	5.5	11.84	4.8	24.31	3.6
2	9.34	6.1	9.34	6.2	—	—
3	10.72	3.8	10.60	4.1	13.98	7.0
4	15.04	6.8	11.32	6.7	19.01	4.6
5	17.08	7.6	16.18	11.5	18.79	6.4
6	20.74	8.8	18.31	16.6	22.92	4.2
7	22.42	13.6	—	—	28.76	8.5
8	28.65	5.5	—	—	28.78	5.5
9	30.80	6.8	—	—	32.26	5.3
Protective service	33.64	5.8	—	—	33.64	5.8
4	24.21	8.6	—	—	29.13	2.8
5	22.58	6.6	—	—	—	—
6	21.96	7.5	—	—	24.68	2.7
7	29.11	8.7	—	—	29.63	8.9
8	30.25	3.9	—	—	30.25	3.9
9	30.80	5.7	—	—	30.88	6.0
Supervisors, firefighters and fire prevention	33.64	5.8	—	—	33.64	5.8
Firefighting	33.05	6.3	—	—	33.05	6.3
Police and detectives, public service	25.58	6.5	—	—	25.58	6.5
7	32.66	3.2	—	—	32.66	3.2
Sheriffs, bailiffs, and other law enforcement officers	32.69	5.3	—	—	32.69	5.3
Correctional institution officers	26.20	8.5	—	—	26.20	8.5
Food service	25.66	1.6	—	—	25.66	1.6
1	9.77	6.9	9.40	7.1	14.20	9.2
2	8.07	6.8	8.05	6.8	—	—
3	10.67	6.1	10.33	7.6	—	—
4	10.08	12.3	9.39	12.2	—	—
5	11.99	12.6	11.79	13.1	—	—
Waiters, waitresses, and bartenders	8.61	10.8	8.61	10.8	—	—
3	8.35	14.6	8.35	14.6	—	—
Waiters and waitresses	7.85	8.5	7.85	8.5	—	—
3	7.47	8.9	7.47	8.9	—	—
Other food service	10.05	8.1	9.61	8.3	14.20	9.2
1	8.00	6.7	7.98	6.8	—	—
2	10.93	4.6	—	—	—	—
3	13.32	10.4	—	—	—	—
Cooks	16.46	8.4	13.96	11.6	—	—
Kitchen workers, food preparation	9.73	10.1	9.67	10.3	—	—
Food preparation, n.e.c.	9.34	11.7	—	—	—	—
Health service	14.90	3.8	14.13	3.7	19.48	8.4

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — 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						
2	\$11.76	6.3	\$11.76	6.3	—	—
3	15.04	6.6	13.59	4.6	—	—
4	16.48	6.2	15.68	6.0	—	—
5	15.86	7.4	—	—	—	—
Health aides, except nursing	16.89	6.0	16.09	5.6	—	—
3	14.58	7.9	—	—	—	—
4	18.05	6.7	17.00	5.5	—	—
Nursing aides, orderlies and attendants	13.84	4.0	13.10	3.3	\$18.41	8.4
2	11.77	6.6	11.77	6.6	—	—
3	15.20	8.5	13.42	5.9	—	—
4	14.77	6.6	14.25	6.9	—	—
Cleaning and building service	13.61	8.5	11.76	9.2	19.14	4.1
1	10.21	8.8	10.21	8.8	—	—
2	10.69	7.0	10.64	7.2	—	—
3	17.22	7.5	11.62	7.2	19.93	4.4
4	16.62	25.5	—	—	—	—
Maids and housemen	11.79	8.8	11.70	9.0	—	—
1	11.27	13.7	11.27	13.7	—	—
Janitors and cleaners	13.82	9.7	11.73	10.7	19.16	4.1
2	10.69	7.4	10.64	7.6	—	—
3	18.20	5.6	12.46	8.2	19.93	4.4
4	16.74	26.8	—	—	—	—
Personal service	15.30	10.1	14.32	10.2	18.00	19.6
1	9.98	16.6	10.05	16.9	—	—
2	10.38	10.0	8.97	5.6	—	—
3	11.34	11.4	—	—	—	—
4	16.40	6.5	17.38	10.7	14.78	7.1
Attendants, amusement, and recreation facilities	10.77	16.3	—	—	—	—
Early childhood teachers' assistants	13.45	7.3	—	—	13.51	7.8
Child care workers, n.e.c.	16.70	21.5	—	—	—	—
Service, n.e.c.	13.71	8.6	13.03	9.9	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

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	\$25.52	2.6	\$24.53	3.4	\$28.84	1.9
All excluding sales	26.01	2.6	25.10	3.5	28.84	1.9
White collar	29.53	2.6	29.20	3.3	30.57	2.5
1	9.58	10.1	9.58	10.1	—	—
2	14.34	12.5	14.30	13.9	—	—
3	14.27	4.2	13.46	4.1	19.15	4.6
4	16.35	3.8	16.07	4.3	18.42	3.4
5	19.85	3.2	19.10	4.3	21.63	3.7
6	23.25	6.7	21.54	4.8	28.19	13.6
7	24.79	2.9	24.60	3.6	25.06	4.7
8	30.46	7.5	28.44	5.1	34.37	12.0
9	34.08	2.3	32.70	2.8	35.71	3.6
10	34.39	5.0	36.34	6.0	29.41	7.9
11	41.68	3.6	42.61	4.0	36.66	6.2
12	44.12	3.0	43.94	3.2	46.41	6.8
13	56.20	3.3	55.59	3.3	61.38	11.0
14	83.91	27.2	87.63	32.6	—	—
Not able to be leveled	28.97	8.5	28.69	8.9	—	—
White collar excluding sales	30.79	2.5	30.86	3.3	30.58	2.5
2	15.66	10.0	15.79	11.0	—	—
3	15.14	4.8	14.19	4.6	19.15	4.6
4	16.88	4.0	16.59	4.7	18.39	3.5
5	19.98	2.6	19.09	3.0	21.63	3.7
6	24.27	7.3	22.46	5.6	28.19	13.6
7	24.85	2.9	24.69	3.7	25.06	4.7
8	29.68	8.4	26.93	4.1	34.37	12.0
9	34.10	2.3	32.69	2.8	35.72	3.6
10	33.81	5.0	35.61	6.0	29.41	7.9
11	41.68	3.6	42.61	4.0	36.66	6.2
12	45.00	2.6	44.88	2.8	46.41	6.8
13	56.20	3.3	55.59	3.3	61.38	11.0
14	83.91	27.2	87.63	32.6	—	—
Not able to be leveled	29.25	8.6	28.98	9.0	—	—
Professional specialty and technical	34.93	2.3	34.52	3.0	35.89	2.9
Professional specialty	37.22	2.3	37.01	3.1	37.64	3.0
5	29.81	11.6	—	—	—	—
6	26.49	24.1	18.11	12.9	—	—
7	27.48	5.8	26.77	5.2	28.28	10.8
8	33.70	8.6	29.31	4.9	39.77	4.1
9	35.98	2.8	33.06	3.1	37.92	3.6
10	30.13	8.0	31.11	11.8	28.61	9.1
11	39.99	3.8	40.77	4.1	35.58	8.2
12	43.80	3.5	43.40	3.5	—	—
13	53.44	5.6	51.74	5.9	—	—
14	65.93	5.6	61.45	2.9	—	—
Not able to be leveled	37.40	7.3	37.75	7.6	—	—
Engineers, architects, and surveyors	39.97	2.1	40.28	2.2	37.21	8.7
7	28.71	7.6	27.43	6.8	—	—
9	35.09	3.1	34.87	3.3	—	—
11	40.40	3.3	39.97	3.4	—	—
12	44.59	3.6	44.59	3.6	—	—
13	49.76	2.9	50.03	3.3	—	—
Civil engineers	37.70	6.8	—	—	38.85	9.1
Electrical and electronic engineers	40.83	3.8	40.79	3.8	—	—
11	39.44	6.9	39.44	6.9	—	—
12	41.82	3.7	41.82	3.7	—	—
Industrial engineers	36.12	4.4	36.12	4.4	—	—
Engineers, n.e.c.	40.65	4.2	41.40	4.0	—	—
9	35.05	5.6	35.05	5.6	—	—
11	41.69	7.2	41.69	7.2	—	—
12	48.50	3.8	48.50	3.8	—	—
Mathematical and computer scientists	38.68	4.0	38.92	4.2	—	—
9	32.91	6.1	32.96	6.1	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — 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						
Mathematical and computer scientists –Continued						
10	\$37.73	5.3	–	–	–	–
11	37.88	6.3	\$38.14	6.7	–	–
12	45.60	6.6	45.60	6.6	–	–
13	49.88	1.8	49.88	1.8	–	–
Computer systems analysts and scientists	37.93	4.0	38.15	4.2	–	–
9	32.91	6.1	32.96	6.1	–	–
10	37.73	5.3	–	–	–	–
11	37.88	6.3	38.14	6.7	–	–
12	42.44	5.8	42.44	5.8	–	–
13	49.88	1.8	49.88	1.8	–	–
Natural scientists	30.00	10.5	35.51	9.8	–	–
Health related	31.81	3.8	30.12	3.6	\$35.25	8.1
8	28.76	5.7	–	–	–	–
9	31.70	3.4	32.89	3.7	29.97	5.9
Physicians	35.65	25.7	–	–	–	–
Registered nurses	31.64	3.0	32.00	3.6	30.93	5.3
9	32.25	3.4	33.98	2.3	29.74	6.1
Teachers, college and university	52.26	10.1	51.71	10.8	53.08	19.0
11	59.42	12.4	–	–	–	–
Other post-secondary teachers	52.69	24.3	–	–	–	–
Teachers, except college and university	37.58	5.1	20.10	15.9	40.74	2.6
6	28.01	29.8	–	–	–	–
7	35.55	12.3	17.89	11.2	–	–
8	40.30	2.9	23.53	13.5	–	–
9	40.84	3.6	38.19	9.2	40.95	3.7
10	30.08	15.8	–	–	–	–
Elementary school teachers	41.59	1.9	25.72	10.3	42.07	1.9
8	40.79	1.9	–	–	–	–
9	42.87	3.6	–	–	43.03	3.7
Secondary school teachers	31.71	25.1	–	–	–	–
9	47.54	3.3	42.50	4.9	–	–
Teachers, special education	46.62	8.1	–	–	–	–
Teachers, n.e.c.	35.22	4.6	–	–	35.27	4.6
Vocational and educational counselors	25.83	11.3	17.66	4.6	–	–
Librarians, archivists, and curators	29.46	4.9	–	–	28.28	2.3
Librarians	29.46	4.9	–	–	28.28	2.3
Social scientists and urban planners	31.59	9.8	33.08	11.4	24.91	5.8
Economists	32.94	13.5	32.94	13.5	–	–
Psychologists	28.64	6.9	–	–	24.91	5.8
Social, recreation, and religious workers	25.55	4.6	23.63	6.8	27.08	6.9
Social workers	27.33	6.2	–	–	28.73	6.5
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	31.05	11.3	31.14	11.6	–	–
Professional, n.e.c.	33.24	21.0	33.84	23.1	–	–
Technical	26.48	3.4	27.12	4.1	23.43	4.3
5	21.19	4.7	21.26	5.4	–	–
6	25.64	7.2	25.44	8.5	–	–
7	23.43	4.9	23.84	6.4	22.42	5.6
8	26.97	2.7	26.82	2.7	27.37	6.7
9	28.40	4.6	28.40	4.6	–	–
10	29.86	12.5	–	–	–	–
Not able to be leveled	30.44	1.9	30.44	1.9	–	–
Clinical laboratory technologists and technicians	28.99	3.3	28.91	3.4	–	–
Radiological technicians	29.83	5.4	–	–	–	–
Licensed practical nurses	22.39	3.5	21.86	2.7	–	–
Health technologists and technicians, n.e.c.	21.07	6.1	–	–	20.76	3.2
Electrical and electronic technicians	23.53	4.2	23.33	3.9	–	–
7	22.96	5.7	22.96	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 Francisco-Oakland-San Jose, CA, April 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical –Continued						
Airplane pilots and navigators	\$130.68	20.1	\$130.68	20.1	–	–
Computer programmers	30.39	4.7	30.39	4.7	–	–
Technical and related, n.e.c.	26.69	4.3	27.96	4.7	\$21.75	5.5
Executive, administrative, and managerial						
6	26.44	4.8	26.84	4.7	–	–
7	26.11	6.8	26.12	8.2	26.08	12.1
8	22.02	7.6	22.10	10.3	–	–
9	31.85	3.8	33.29	4.7	28.69	3.1
10	38.23	5.5	39.55	6.4	33.51	10.1
11	45.18	6.8	46.26	7.7	40.11	5.6
12	46.19	3.5	46.46	3.9	44.11	5.2
13	57.93	2.7	57.98	2.8	–	–
14	91.42	36.7	97.04	42.1	–	–
Not able to be leveled	41.97	15.7	42.28	16.7	–	–
Executives, administrators, and managers						
8	21.14	12.7	21.14	12.7	–	–
9	34.62	7.9	36.86	9.0	–	–
10	42.09	3.7	43.71	3.9	–	–
11	47.28	8.0	49.21	9.0	39.90	6.3
12	47.80	4.3	48.55	4.9	44.14	5.2
13	57.97	2.7	58.02	2.8	–	–
14	91.42	36.7	97.04	42.1	–	–
Administrators and officials, public administration	36.83	9.6	–	–	36.83	9.6
Financial managers	44.98	11.8	44.98	11.8	–	–
Managers, marketing, advertising, and public relations	44.78	6.2	44.78	6.2	–	–
Administrators, education and related fields	40.09	8.7	27.87	6.9	–	–
11	38.83	5.2	–	–	–	–
Managers, medicine and health	39.90	5.9	38.86	8.2	–	–
Managers, service organizations, n.e.c.	19.90	14.8	–	–	–	–
Managers and administrators, n.e.c.	55.05	9.2	55.54	9.3	–	–
9	32.94	4.1	32.94	4.1	–	–
10	41.34	4.5	42.69	4.1	–	–
11	42.84	7.0	43.61	7.1	–	–
12	49.12	6.4	49.12	6.4	–	–
13	57.82	3.3	57.82	3.3	–	–
14	94.14	39.9	97.04	42.1	–	–
Management related	30.53	3.5	31.59	4.1	27.32	4.7
6	26.62	5.7	26.62	5.7	–	–
7	26.17	7.4	26.21	9.4	26.08	12.1
8	22.58	9.4	23.29	15.9	–	–
9	30.34	3.9	31.13	5.1	28.77	3.8
10	29.70	6.5	29.84	8.5	–	–
11	39.41	3.6	39.22	4.1	–	–
12	42.81	5.3	42.82	5.3	–	–
Accountants and auditors	30.85	6.3	31.17	6.8	–	–
Other financial officers	31.93	13.2	32.52	14.1	–	–
Management analysts	29.87	5.8	–	–	–	–
Personnel, training, and labor relations specialists	31.56	8.4	–	–	–	–
Inspectors and compliance officers, except construction	31.68	16.3	–	–	–	–
Management related, n.e.c.	29.32	6.8	30.82	7.6	–	–
7	25.24	7.9	25.64	10.0	–	–
9	28.15	3.8	28.74	4.6	–	–
Sales						
3	11.77	7.0	11.77	7.0	–	–
4	14.73	8.2	14.70	8.3	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
5	\$19.14	15.7	\$19.14	15.7	—	—
8	39.88	13.1	39.88	13.1	—	—
Supervisors, sales	22.25	19.1	22.18	19.3	—	—
5	13.43	7.2	13.43	7.2	—	—
Sales, other business services	19.02	12.9	19.02	12.9	—	—
Sales workers, apparel	11.08	13.0	11.08	13.0	—	—
Sales workers, other commodities	10.50	12.3	10.50	12.3	—	—
Cashiers	12.35	7.3	12.27	7.4	—	—
Administrative support, including clerical	18.27	2.2	17.30	2.6	\$20.97	2.5
2	16.36	8.1	16.61	8.5	—	—
3	15.12	5.1	14.08	5.0	19.15	4.6
4	16.86	4.1	16.58	4.8	18.43	3.6
5	19.39	2.9	18.27	3.5	21.09	3.3
6	21.86	3.2	21.41	3.4	22.50	5.7
7	22.80	3.8	21.88	3.5	23.50	5.7
Not able to be leveled	17.24	9.7	17.24	9.7	—	—
Supervisors, general office	25.75	6.5	—	—	26.32	4.7
Computer operators	19.76	5.5	—	—	—	—
Secretaries	19.57	4.2	18.98	4.9	21.59	5.3
4	16.24	5.9	16.08	5.9	—	—
5	21.12	4.3	20.15	5.2	22.05	6.5
6	20.97	5.0	20.63	5.7	—	—
7	20.98	5.5	21.63	6.3	—	—
Not able to be leveled	18.68	16.1	18.68	16.1	—	—
Typists	17.79	10.3	—	—	19.39	5.6
Receptionists	12.46	5.3	12.46	5.3	—	—
Order clerks	16.55	7.6	16.53	8.0	—	—
Library clerks	17.53	8.0	—	—	—	—
Records clerks, n.e.c.	20.39	3.8	—	—	—	—
Bookkeepers, accounting and auditing clerks	18.20	5.8	17.62	5.8	21.39	10.8
4	15.93	4.4	15.81	4.7	—	—
5	18.53	12.8	—	—	—	—
6	21.82	7.1	21.98	7.7	—	—
7	25.18	11.0	—	—	—	—
Dispatchers	22.81	8.4	—	—	25.83	4.9
Traffic, shipping and receiving clerks	20.62	13.8	—	—	—	—
Stock and inventory clerks	15.64	7.9	15.24	9.0	—	—
4	15.11	13.8	14.69	14.2	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	17.65	4.3	17.06	4.5	—	—
Eligibility clerks, social welfare	21.02	8.0	—	—	22.33	5.3
General office clerks	17.28	3.6	17.20	6.1	17.38	2.5
3	18.50	4.4	—	—	18.40	9.0
4	17.07	4.9	17.87	7.7	16.59	5.8
5	18.70	4.6	19.14	7.4	18.11	2.6
Administrative support, n.e.c.	18.81	2.6	18.32	2.5	19.82	6.9
4	18.78	5.0	—	—	—	—
Blue collar	19.40	4.3	18.61	4.8	25.35	4.2
1	10.51	9.6	10.41	9.8	—	—
2	13.72	12.2	13.53	12.7	—	—
3	15.76	5.3	15.52	5.6	—	—
4	17.03	5.0	16.41	5.5	21.77	9.9
5	18.58	5.6	17.57	6.9	22.17	2.2
6	25.81	5.2	25.79	5.6	26.02	10.3
7	25.95	3.0	25.66	3.6	27.27	3.6
8	28.27	7.1	25.54	5.7	—	—
9	27.63	11.5	24.47	12.5	—	—
Not able to be leveled	24.16	5.8	24.16	5.8	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair	\$24.66	3.6	\$23.84	4.2	\$28.99	3.9
4	15.91	5.9	14.68	3.8	—	—
5	17.61	10.3	16.68	10.5	—	—
6	27.65	5.0	27.29	5.8	—	—
7	26.20	3.2	26.01	3.9	27.05	3.7
8	28.27	7.1	25.54	5.7	—	—
9	27.63	11.5	24.47	12.5	—	—
Supervisors, mechanics and repairers	33.95	7.2	—	—	—	—
Bus, truck, and stationary engine mechanics	24.34	6.1	24.34	6.1	—	—
Electronic repairers, communications and industrial equipment	21.64	5.3	20.66	4.4	—	—
Mechanics and repairers, n.e.c.	25.15	7.4	23.48	9.0	29.31	9.2
7	26.85	7.1	—	—	—	—
Supervisors, production	24.49	7.0	24.49	7.0	—	—
Electrical and electronic equipment assemblers ..	15.64	4.4	15.64	4.4	—	—
Inspectors, testers, and graders	16.27	12.3	16.27	12.3	—	—
Stationary engineers	28.35	3.9	—	—	—	—
Machine operators, assemblers, and inspectors	16.82	7.1	16.82	7.1	—	—
3	17.03	6.2	17.03	6.2	—	—
4	15.24	11.2	15.24	11.2	—	—
5	17.71	7.1	17.71	7.1	—	—
Miscellaneous machine operators, n.e.c.	14.76	8.1	14.76	8.1	—	—
3	15.80	11.6	15.80	11.6	—	—
Assemblers	19.54	10.3	19.54	10.3	—	—
Transportation and material moving	17.95	11.4	17.38	13.2	21.21	5.6
4	18.55	9.9	18.72	12.1	—	—
5	21.81	8.0	21.40	12.2	—	—
6	26.90	5.8	27.18	5.9	—	—
Truck drivers	17.76	13.6	17.70	14.2	—	—
4	21.13	4.8	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	13.70	8.5	12.73	9.2	21.20	4.5
1	9.03	11.3	8.79	10.6	—	—
2	14.29	15.1	14.23	15.6	—	—
3	13.20	7.8	12.54	7.2	—	—
4	19.25	9.5	18.45	11.1	—	—
5	16.80	9.1	13.82	8.6	—	—
Groundskeepers and gardeners, except farm	17.65	19.4	—	—	—	—
Stock handlers and baggers	12.51	9.4	12.51	9.4	—	—
Freight, stock, and material handlers, n.e.c.	19.52	14.2	19.52	14.2	—	—
Hand packers and packagers	8.66	2.0	8.66	2.0	—	—
Laborers, except construction, n.e.c.	16.45	8.5	15.02	11.0	—	—
Service	17.19	6.3	12.41	5.6	25.37	3.6
1	10.09	6.6	10.09	6.6	—	—
2	11.04	2.9	11.00	3.0	—	—
3	15.50	7.7	11.06	7.5	19.87	4.0
4	17.93	7.9	16.94	12.7	19.61	6.7
5	22.74	7.6	20.73	19.0	24.02	3.1
6	23.99	10.8	15.41	6.0	28.76	8.5
7	28.78	5.5	—	—	28.78	5.5
8	30.80	6.8	—	—	32.26	5.3
9	33.64	5.8	—	—	33.64	5.8
Protective service	25.39	6.8	12.34	7.8	29.18	2.9
4	22.58	6.6	—	—	—	—
5	21.96	7.5	—	—	24.68	2.7
6	29.11	8.7	—	—	29.63	8.9
7	30.25	3.9	—	—	30.25	3.9
8	30.80	5.7	—	—	30.88	6.0

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 Francisco-Oakland-San Jose, CA, April 2002 — 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						
Protective service—Continued						
9	\$33.64	5.8	—	—	\$33.64	5.8
Supervisors, firefighters and fire prevention	33.05	6.3	—	—	33.05	6.3
Firefighting	25.58	6.5	—	—	25.58	6.5
Police and detectives, public service	32.66	3.2	—	—	32.66	3.2
7	32.69	5.3	—	—	32.69	5.3
Sheriffs, bailiffs, and other law enforcement officers						
officers	26.20	8.5	—	—	26.20	8.5
Correctional institution officers	25.66	1.6	—	—	25.66	1.6
Guards and police, except public service	12.43	9.7	\$11.95	9.3	—	—
Food service						
1	10.57	6.0	10.21	6.1	—	—
3	9.39	5.2	9.39	5.2	—	—
4	9.96	14.1	9.32	13.5	—	—
4	11.94	14.0	11.72	14.8	—	—
Waiters, waitresses, and bartenders						
Other food service	8.66	13.3	8.66	13.3	—	—
1	11.23	5.6	10.78	5.4	—	—
1	9.30	5.0	9.30	5.0	—	—
Cooks	16.46	8.4	13.96	11.6	—	—
Kitchen workers, food preparation	10.43	5.4	10.43	5.4	—	—
Food preparation, n.e.c.	10.24	8.3	10.15	8.5	—	—
Health service						
3	14.70	4.6	13.70	4.7	19.65	8.7
4	14.74	9.0	12.37	2.5	—	—
4	16.68	6.1	15.77	6.0	—	—
Health aides, except nursing	16.79	7.0	15.80	6.8	—	—
4	17.94	7.2	16.80	6.2	—	—
Nursing aides, orderlies and attendants	13.51	4.9	12.52	4.1	18.60	8.8
3	14.97	12.0	—	—	—	—
4	15.00	6.2	—	—	—	—
Cleaning and building service						
2	13.94	9.3	12.05	10.1	19.18	4.2
3	11.30	3.7	11.24	3.8	—	—
3	17.54	7.6	11.79	8.2	19.99	4.4
4	17.16	24.4	—	—	—	—
Maids and housemen						
1	11.80	8.9	11.71	9.1	—	—
1	11.29	14.0	11.29	14.0	—	—
Janitors and cleaners						
3	14.21	10.8	12.08	12.1	19.21	4.2
3	18.63	5.3	12.98	8.9	19.99	4.4
4	17.32	25.7	—	—	—	—
Personal service						
4	18.63	12.9	16.92	12.3	24.35	22.9
4	19.72	9.3	—	—	—	—
Child care workers, n.e.c.	21.44	26.6	—	—	—	—
Service, n.e.c.	13.32	11.3	12.24	13.3	—	—

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

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

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

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

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	\$16.96	4.7	\$16.33	5.7	\$19.47	5.4
All excluding sales	18.19	5.1	17.80	6.4	19.47	5.4
White collar	20.11	5.2	19.77	6.7	21.11	5.8
1	7.27	2.5	7.27	2.5	—	—
2	11.63	5.8	11.23	8.0	12.36	4.5
3	11.49	5.4	11.06	5.1	16.45	8.5
4	16.45	10.4	16.86	14.6	15.69	10.0
5	16.83	4.4	18.76	4.0	15.67	2.5
6	20.01	9.4	23.08	9.5	—	—
7	27.57	8.6	31.32	6.5	21.34	7.7
8	27.73	7.3	28.23	9.5	—	—
9	34.08	1.9	34.26	2.3	33.39	2.6
10	36.75	5.8	37.48	6.7	—	—
Not able to be leveled	22.00	13.4	20.94	14.2	—	—
White collar excluding sales	23.20	4.6	24.22	6.2	21.11	5.8
2	12.31	3.1	12.26	4.2	12.36	4.5
3	13.60	5.6	13.04	4.1	16.45	8.5
4	17.12	11.2	18.18	16.4	15.69	10.0
5	16.51	4.3	—	—	15.67	2.5
6	20.02	9.5	23.21	9.7	—	—
7	27.57	8.6	31.32	6.5	21.34	7.7
8	27.73	7.3	28.23	9.5	—	—
9	34.08	1.9	34.26	2.3	33.39	2.6
10	36.75	5.8	37.48	6.7	—	—
Not able to be leveled	22.90	12.9	21.84	13.7	—	—
Professional specialty and technical	31.03	3.0	31.80	3.1	28.95	7.2
Professional specialty	32.07	3.3	33.01	3.4	29.76	7.7
6	21.80	13.7	22.64	17.7	—	—
7	27.84	11.1	35.08	3.4	21.34	7.7
8	27.28	8.3	27.60	11.6	—	—
9	34.06	2.0	34.24	2.4	33.39	2.6
10	36.75	5.8	37.48	6.7	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Health related	35.09	2.0	35.08	2.2	35.16	4.8
7	34.92	3.7	—	—	—	—
8	32.04	5.2	31.57	6.7	—	—
9	35.05	1.5	35.15	1.7	34.56	2.2
Registered nurses	35.46	1.3	35.74	1.4	34.22	1.7
8	34.90	3.7	35.97	5.4	—	—
9	35.08	1.5	35.19	1.7	34.56	2.2
Teachers, college and university	33.35	15.1	31.70	4.9	—	—
10	30.56	5.1	31.72	8.7	—	—
Other post-secondary teachers	33.44	18.6	29.18	9.6	—	—
Teachers, except college and university	22.99	7.0	—	—	23.53	8.9
Elementary school teachers	22.66	6.9	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.89	2.6	—	—	—	—
Social workers	19.68	2.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	24.38	7.2	25.43	7.2	17.30	12.8
5	19.00	9.5	—	—	—	—
Licensed practical nurses	23.58	1.5	23.79	1.6	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	9.78	9.3	9.78	9.3	—	—
1	7.45	3.3	7.45	3.3	—	—
3	9.53	4.7	9.53	4.7	—	—
4	13.45	20.0	13.45	20.0	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
Sales workers, apparel	\$8.86	14.7	\$8.86	14.7	—	—
Sales workers, other commodities	9.49	9.2	9.49	9.2	—	—
Cashiers	10.82	14.4	10.82	14.4	—	—
3	10.35	6.4	10.35	6.4	—	—
Administrative support, including clerical	13.96	5.6	13.30	9.1	\$14.95	4.6
2	12.31	3.1	12.26	4.2	12.36	4.5
3	13.59	5.7	13.01	4.3	16.45	8.5
4	16.90	11.9	17.86	18.2	15.69	10.0
5	15.50	1.8	—	—	—	—
Not able to be leveled	13.38	8.5	13.62	9.0	—	—
Transportation ticket and reservation agents	14.76	18.5	14.76	18.5	—	—
4	13.73	19.1	13.73	19.1	—	—
General office clerks	11.96	11.8	—	—	—	—
3	12.68	6.5	—	—	—	—
4	14.45	9.0	—	—	—	—
Bank tellers	11.12	3.4	11.12	3.4	—	—
Teachers' aides	14.69	6.0	—	—	14.78	6.0
3	16.90	6.2	—	—	—	—
4	14.38	12.9	—	—	—	—
Administrative support, n.e.c.	14.34	8.9	—	—	—	—
Blue collar	13.60	8.2	13.67	8.3	—	—
1	11.22	16.3	11.27	17.1	—	—
2	10.95	4.4	10.95	4.4	—	—
3	14.15	8.2	14.46	9.1	—	—
4	15.69	10.4	15.69	10.4	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	12.17	4.1	12.20	4.1	—	—
1	10.15	10.3	10.15	10.9	—	—
2	10.94	5.2	10.94	5.2	—	—
3	13.84	4.0	—	—	—	—
Stock handlers and baggers	12.48	6.7	12.48	6.7	—	—
Freight, stock, and material handlers, n.e.c.	12.16	4.4	12.16	4.4	—	—
Service	10.48	6.5	10.05	7.1	12.95	5.4
1	7.64	6.2	7.61	6.3	—	—
2	9.61	8.3	9.05	8.0	—	—
3	12.50	6.5	12.43	9.2	12.61	7.8
4	13.00	6.7	13.29	7.9	11.95	9.2
5	14.99	9.4	—	—	—	—
Protective service	—	—	—	—	—	—
Food service	8.64	10.0	8.16	10.4	—	—
1	7.14	2.5	—	—	—	—
2	10.59	12.3	—	—	—	—
Waiters, waitresses, and bartenders	8.40	7.7	8.40	7.7	—	—
Waiters and waitresses	8.42	9.8	8.42	9.8	—	—
Other food service	8.67	11.1	8.13	11.6	—	—
Health service	15.77	3.8	15.76	3.9	—	—
3	15.84	4.7	—	—	—	—
Health aides, except nursing	17.43	4.2	17.43	4.2	—	—
Nursing aides, orderlies and attendants	15.12	4.3	15.07	4.6	—	—
Cleaning and building service	9.99	14.7	—	—	—	—
Janitors and cleaners	9.99	14.9	—	—	—	—
Personal service	11.36	8.5	10.91	11.9	12.39	6.5

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 Francisco-Oakland-San Jose, CA, April 2002 — 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						
Personal service—Continued						
2	\$10.50	18.1	—	—	—	—
3	11.94	12.2	—	—	—	—
4	12.83	8.0	—	—	\$11.95	9.2
Attendants, amusement, and recreation facilities	10.77	16.3	—	—	—	—
Child care workers, n.e.c.	11.65	5.7	—	—	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002**

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	\$25.52	\$16.96	\$24.51	\$24.59	\$24.61	\$22.20
All excluding sales	26.01	18.19	24.61	25.66	25.26	19.49
White collar	29.53	20.11	27.87	28.75	28.58	23.47
White-collar excluding sales	30.79	23.20	28.27	30.96	30.09	17.94
Professional specialty and technical	34.93	31.03	35.25	34.04	34.49	—
Professional specialty	37.22	32.07	36.66	36.54	36.59	—
Technical	26.48	24.38	28.61	25.25	26.32	—
Executive, administrative, and managerial	39.59	—	29.60	41.30	39.76	—
Sales	18.25	9.78	20.31	15.68	14.75	24.48
Administrative support, including clerical	18.27	13.96	19.29	16.50	17.69	—
Blue collar	19.40	13.60	22.62	13.75	18.96	21.65
Precision production, craft, and repair	24.66	—	26.53	20.00	24.69	—
Machine operators, assemblers, and inspectors	16.82	—	20.64	13.22	16.80	—
Transportation and material moving	17.95	—	22.18	11.96	17.09	—
Handlers, equipment cleaners, helpers, and laborers	13.70	12.17	16.43	10.18	13.50	—
Service	17.19	10.48	19.40	11.20	15.96	—
	Relative error ⁶ (percent)					
All occupations	2.6	4.7	2.8	3.8	2.5	14.7
All excluding sales	2.6	5.1	2.9	3.8	2.5	16.9
White collar	2.6	5.2	2.9	3.5	2.6	16.5
White-collar excluding sales	2.5	4.6	2.9	3.3	2.4	7.3
Professional specialty and technical	2.3	3.0	2.4	2.9	2.1	—
Professional specialty	2.3	3.3	2.3	3.1	2.1	—
Technical	3.4	7.2	6.5	3.0	3.2	—
Executive, administrative, and managerial	4.4	—	4.7	4.7	4.4	—
Sales	10.6	9.3	13.6	11.3	10.6	18.1
Administrative support, including clerical	2.2	5.6	2.8	2.9	2.1	—
Blue collar	4.3	8.2	4.0	4.9	4.2	18.4
Precision production, craft, and repair	3.6	—	3.5	6.9	3.7	—
Machine operators, assemblers, and inspectors	7.1	—	3.0	5.2	7.0	—
Transportation and material moving	11.4	—	6.5	8.8	10.9	—
Handlers, equipment cleaners, helpers, and laborers	8.5	4.1	8.1	6.0	7.2	—
Service	6.3	6.5	8.4	4.8	5.6	—

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

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	\$23.57	-	\$32.26	-	-	-	\$22.09	-	-	-
All excluding sales	24.32	-	32.26	-	-	-	22.09	-	-	-
White collar	28.15	-	32.97	-	-	-	26.38	-	-	-
White-collar excluding sales	30.26	-	32.97	-	-	-	26.38	-	-	-
Professional specialty and technical	34.19	-	-	-	-	-	44.94	-	-	-
Professional specialty	36.48	-	-	-	-	-	33.30	-	-	-
Technical	26.99	-	-	-	-	-	95.44	-	-	-
Executive, administrative, and managerial	41.53	-	-	-	-	-	35.81	-	-	-
Sales	16.30	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	16.83	-	-	-	-	-	18.69	-	-	-
Blue collar	18.27	-	-	-	-	-	19.64	-	-	-
Precision production, craft, and repair	23.91	-	-	-	-	-	28.08	-	-	-
Machine operators, assemblers, and inspectors	16.80	-	-	-	-	-	-	-	-	-
Transportation and material moving	17.20	-	-	-	-	-	16.20	-	-	-
Handlers, equipment cleaners, helpers, and laborers	12.62	-	-	-	-	-	15.97	-	-	-
Service	11.84	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.2	-	10.4	-	-	-	8.0	-	-	-
All excluding sales	3.3	-	10.4	-	-	-	8.0	-	-	-
White collar	3.3	-	9.2	-	-	-	9.7	-	-	-
White-collar excluding sales	3.2	-	9.2	-	-	-	9.7	-	-	-
Professional specialty and technical	2.7	-	-	-	-	-	18.4	-	-	-
Professional specialty	2.8	-	-	-	-	-	15.5	-	-	-
Technical	3.8	-	-	-	-	-	24.8	-	-	-
Executive, administrative, and managerial	5.0	-	-	-	-	-	9.8	-	-	-
Sales	10.1	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	2.6	-	-	-	-	-	8.9	-	-	-
Blue collar	4.5	-	-	-	-	-	9.6	-	-	-
Precision production, craft, and repair	4.2	-	-	-	-	-	3.8	-	-	-
Machine operators, assemblers, and inspectors	7.0	-	-	-	-	-	-	-	-	-
Transportation and material moving	12.6	-	-	-	-	-	14.6	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.5	-	-	-	-	-	7.1	-	-	-
Service	4.8	-	-	-	-	-	-	-	-	-

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

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	\$23.57	\$20.63	\$24.37	\$18.82	\$29.66
All excluding sales	24.32	21.39	25.07	19.39	29.99
White collar	28.15	23.55	29.43	23.40	33.29
White-collar excluding sales	30.26	25.70	31.39	26.32	33.94
Professional specialty and technical	34.19	33.36	34.31	29.27	35.91
Professional specialty	36.48	36.25	36.51	31.12	38.10
Technical	26.99	27.56	26.87	24.38	27.89
Executive, administrative, and managerial	41.53	40.05	41.89	37.12	44.49
Sales	16.30	15.97	16.45	14.92	21.25
Administrative support, including clerical	16.83	15.48	17.46	17.12	17.77
Blue collar	18.27	19.13	18.06	15.91	21.80
Precision production, craft, and repair	23.91	25.71	23.33	20.99	25.93
Machine operators, assemblers, and inspectors	16.80	14.18	17.50	17.18	17.80
Transportation and material moving	17.20	—	17.08	14.90	24.39
Handlers, equipment cleaners, helpers, and laborers	12.62	12.29	12.70	11.78	15.89
Service	11.84	9.16	12.59	11.45	14.89
	Relative error ⁴ (percent)				
All occupations	3.2	7.2	3.7	5.7	3.8
All excluding sales	3.3	7.4	3.7	6.2	3.9
White collar	3.3	8.4	3.5	6.5	3.8
White-collar excluding sales	3.2	8.5	3.3	6.0	3.8
Professional specialty and technical	2.7	11.6	2.6	5.8	3.1
Professional specialty	2.8	15.2	2.5	6.7	2.7
Technical	3.8	5.4	4.4	6.4	5.9
Executive, administrative, and managerial	5.0	7.2	5.9	7.3	7.6
Sales	10.1	23.0	10.4	11.1	18.2
Administrative support, including clerical	2.6	4.2	3.0	4.9	4.0
Blue collar	4.5	9.8	5.0	7.2	4.9
Precision production, craft, and repair	4.2	9.4	4.0	5.7	4.3
Machine operators, assemblers, and inspectors	7.0	15.2	7.8	15.2	5.9
Transportation and material moving	12.6	—	14.3	14.9	11.0
Handlers, equipment cleaners, helpers, and laborers	7.5	4.8	9.1	11.3	11.3
Service	4.8	6.2	5.6	7.5	7.2

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

Occupation ³	10	25	Median 50	75	90
All	\$10.00	\$14.36	\$21.57	\$31.83	\$42.51
All excluding sales	10.63	14.99	22.18	32.42	43.04
White collar	12.48	17.58	25.53	37.47	47.80
White collar excluding sales	14.54	19.00	27.61	38.59	48.21
Professional specialty and technical	19.83	26.13	33.27	41.76	48.21
Professional specialty	20.77	29.55	35.99	43.04	49.81
Engineers, architects, and surveyors	29.19	34.08	41.32	45.25	49.00
Civil engineers	28.53	28.53	38.26	44.84	47.75
Electrical and electronic engineers	31.51	34.83	41.75	45.57	47.80
Industrial engineers	29.55	34.03	36.21	38.65	41.03
Engineers, n.e.c.	26.71	32.99	41.76	48.00	56.03
Mathematical and computer scientists	27.08	32.15	36.98	46.33	52.23
Computer systems analysts and scientists	27.08	31.83	36.04	46.33	49.74
Natural scientists	17.61	20.64	27.39	39.82	44.57
Health related	24.62	28.85	33.56	35.95	38.52
Physicians	18.82	22.18	22.18	60.60	65.80
Registered nurses	25.00	32.33	34.00	35.99	38.31
Teachers, college and university	19.92	31.54	42.42	72.75	78.26
Psychology teachers	23.49	23.49	32.15	39.22	39.22
Business, commerce, and marketing teachers	29.71	35.24	53.82	53.82	53.82
Art, drama, and music teachers	35.17	37.28	40.00	40.41	40.41
Other post-secondary teachers	19.92	27.45	31.54	53.19	80.36
Teachers, except college and university	17.17	30.79	38.97	42.93	48.21
Elementary school teachers	35.99	38.97	41.19	43.24	48.21
Secondary school teachers	14.31	14.31	36.11	45.99	51.35
Teachers, special education	29.97	29.97	49.82	49.82	49.82
Teachers, n.e.c.	30.79	30.79	30.79	30.79	41.19
Vocational and educational counselors	17.17	18.57	22.83	23.91	45.49
Librarians, archivists, and curators	24.80	27.64	27.64	27.93	39.07
Librarians	24.80	27.64	27.64	27.93	39.07
Social scientists and urban planners	20.34	24.61	31.64	35.25	47.95
Economists	17.63	24.61	33.64	41.66	47.95
Psychologists	22.33	22.33	28.65	32.62	35.25
Social, recreation, and religious workers	16.41	18.70	22.47	30.76	33.73
Social workers	17.81	20.66	22.88	30.76	33.44
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.57	19.00	27.96	43.04	50.00
Professional, n.e.c.	19.00	19.15	25.47	34.46	50.00
Technical	18.47	20.50	26.00	30.00	32.01
Clinical laboratory technologists and technicians	26.13	26.13	28.63	30.56	32.03
Radiological technicians	23.27	26.75	31.06	31.55	34.71
Licensed practical nurses	19.57	21.09	22.44	23.75	26.00
Health technologists and technicians, n.e.c.	16.21	18.34	20.80	21.41	25.54
Electrical and electronic technicians	18.47	19.90	24.55	27.22	32.01
Engineering technicians, n.e.c.	21.15	21.15	21.39	27.92	28.32
Airplane pilots and navigators	28.28	134.91	151.84	151.84	224.58
Computer programmers	23.88	30.49	31.73	32.63	32.63
Technical and related, n.e.c.	16.51	17.53	29.20	30.00	37.85
Executive, administrative, and managerial	22.05	27.61	37.33	48.93	57.95
Executives, administrators, and managers	26.26	36.78	45.56	53.92	60.71
Administrators and officials, public administration	26.20	26.26	37.34	41.59	56.62
Financial managers	21.24	26.95	42.52	59.14	72.12
Managers, marketing, advertising, and public relations	27.91	42.11	48.93	50.63	53.49
Administrators, education and related fields	28.69	36.65	36.75	48.68	53.08
Managers, medicine and health	30.17	30.28	41.69	42.00	49.91
Managers, service organizations, n.e.c.	15.23	15.23	15.23	21.01	30.58
Managers and administrators, n.e.c.	34.04	40.00	51.85	58.24	66.54
Management related	19.28	24.24	29.27	36.06	41.83
Accountants and auditors	15.71	26.59	33.75	37.73	38.02
Other financial officers	16.81	20.56	28.10	45.63	46.15
Management analysts	24.90	27.99	27.99	33.58	33.58
Personnel, training, and labor relations specialists	24.54	25.80	31.70	32.55	41.15
Inspectors and compliance officers, except construction	18.06	26.86	28.15	45.36	45.36

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Executive, administrative, and managerial —Continued					
Management related—Continued					
Management related, n.e.c.	\$21.94	\$23.25	\$26.95	\$31.65	\$43.27
Sales					
Supervisors, sales	7.99	9.15	13.22	21.76	29.36
Supervisors, sales	11.00	12.60	17.32	24.79	43.27
Sales, other business services	13.22	14.46	21.76	21.76	21.76
Sales workers, apparel	7.01	7.01	8.11	9.42	15.05
Sales workers, other commodities	6.83	7.92	10.63	11.11	13.19
Cashiers	8.00	8.64	11.21	14.50	17.58
Administrative support, including clerical					
Supervisors, general office	11.52	14.36	17.32	20.57	24.65
Supervisors, general office	17.60	22.73	24.90	29.06	31.11
Computer operators	17.46	18.07	18.07	22.75	24.68
Secretaries	14.54	16.71	19.53	22.29	26.42
Stenographers	18.05	18.99	18.99	29.53	29.53
Typists	11.24	13.31	15.07	20.57	20.57
Transportation ticket and reservation agents	8.40	8.40	8.62	16.92	20.53
Receptionists	10.60	11.45	11.79	12.39	16.09
Information clerks, n.e.c.	13.61	13.61	14.56	22.62	22.62
Order clerks	11.93	15.22	15.81	16.89	21.37
Library clerks	13.47	14.79	16.66	17.86	23.60
Records clerks, n.e.c.	14.87	18.24	20.76	21.84	21.84
Bookkeepers, accounting and auditing clerks	14.10	14.82	17.75	20.36	25.79
Dispatchers	15.46	19.00	23.69	28.34	29.83
Traffic, shipping and receiving clerks	9.75	13.67	24.65	24.65	24.65
Stock and inventory clerks	9.03	10.00	15.00	18.04	20.99
Material recording, scheduling, and distribution clerks, n.e.c.	8.99	15.70	18.47	18.53	19.73
Investigators and adjusters, except insurance	14.22	14.95	20.18	20.53	20.53
Eligibility clerks, social welfare	13.36	18.88	21.82	23.35	26.25
General office clerks	10.21	13.63	16.42	18.87	21.79
Bank tellers	10.56	10.62	11.54	14.14	14.14
Data entry keyers	11.97	12.00	12.85	12.85	20.92
Teachers' aides	11.22	12.45	15.35	16.54	18.70
Administrative support, n.e.c.	14.61	16.73	19.00	20.19	20.95
Blue collar					
Precision production, craft, and repair					
Supervisors, mechanics and repairers	15.29	19.54	25.13	29.83	34.17
Supervisors, mechanics and repairers	26.94	26.94	38.38	39.13	39.94
Bus, truck, and stationary engine mechanics	20.70	21.69	25.66	26.57	26.57
Electronic repairers, communications and industrial equipment	15.02	18.48	21.03	24.56	25.52
Mechanics and repairers, n.e.c.	18.29	19.29	26.09	32.28	32.66
Supervisors, production	20.00	20.05	24.02	26.36	33.32
Electrical and electronic equipment assemblers ..	14.36	14.36	14.36	16.61	17.92
Inspectors, testers, and graders	10.63	10.80	15.29	15.29	25.39
Stationary engineers	21.74	28.59	28.97	30.29	30.29
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	10.32	12.55	16.38	21.85	23.74
Miscellaneous machine operators, n.e.c.	10.18	11.65	14.25	18.52	19.55
Assemblers	11.17	18.82	21.85	22.72	22.72
Transportation and material moving					
Truck drivers	8.73	12.18	17.00	22.49	28.56
Truck drivers	12.18	12.18	17.27	22.49	28.56
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	7.89	9.00	11.53	18.78	21.92
Groundskeepers and gardeners, except farm	10.97	11.37	19.27	22.35	22.35
Stock handlers and baggers	8.10	9.67	11.09	14.21	18.78
Freight, stock, and material handlers, n.e.c.	10.79	11.77	14.00	24.40	24.40
Hand packers and packagers	8.20	8.40	8.55	8.70	9.65
Laborers, except construction, n.e.c.	9.59	10.56	18.80	19.85	20.51
Service					
Protective service	7.78	9.40	12.85	19.36	29.28
Protective service	10.90	15.23	25.32	31.97	35.37
Supervisors, firefighters and fire prevention	26.51	26.66	29.15	34.62	51.32

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Protective service—Continued					
Firefighting	\$21.57	\$21.84	\$24.83	\$25.40	\$34.59
Police and detectives, public service	28.71	29.28	32.06	34.12	38.81
Sheriffs, bailiffs, and other law enforcement officers	19.36	19.36	29.46	30.88	31.97
Correctional institution officers	24.40	25.16	25.32	26.73	27.53
Food service	6.75	7.25	8.83	11.28	14.40
Waiters, waitresses, and bartenders	6.75	6.75	7.89	9.89	13.08
Waiters and waitresses	6.75	6.75	6.93	8.75	9.89
Other food service	6.75	7.25	9.30	11.63	15.00
Cooks	9.93	13.50	17.75	19.92	20.24
Kitchen workers, food preparation	6.75	6.75	10.68	11.63	12.85
Food preparation, n.e.c.	7.25	7.25	7.48	10.75	15.00
Health service	11.15	12.53	14.15	16.66	19.22
Health aides, except nursing	12.54	14.21	16.42	19.22	19.22
Nursing aides, orderlies and attendants	9.77	12.20	13.43	15.94	17.47
Cleaning and building service	8.97	9.14	11.71	17.22	20.13
Maids and housemen	8.66	9.97	10.23	14.20	14.99
Janitors and cleaners	8.97	9.14	11.71	17.79	21.68
Personal service	7.60	9.50	12.22	15.73	29.45
Attendants, amusement, and recreation facilities Early childhood teachers' assistants	7.37	8.22	8.22	16.03	16.03
Child care workers, n.e.c.	6.76	13.70	13.72	15.26	15.26
Service, n.e.c.	11.13	12.22	12.51	15.82	36.81
	9.50	10.00	15.25	15.53	16.81

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.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$9.14	\$12.55	\$19.55	\$31.11	\$43.03
All excluding sales	9.67	13.39	20.50	31.92	44.07
White collar	11.50	16.13	24.65	37.70	48.05
White collar excluding sales	14.17	18.47	27.88	38.70	49.73
Professional specialty and technical	19.25	26.00	32.99	41.66	48.02
Professional specialty	20.00	29.55	35.70	43.59	50.00
Engineers, architects, and surveyors	30.04	34.16	41.58	45.29	49.00
Electrical and electronic engineers	31.51	34.83	41.75	45.57	47.80
Industrial engineers	29.55	34.03	36.21	38.65	41.03
Engineers, n.e.c.	27.85	32.99	41.76	48.00	56.03
Mathematical and computer scientists	27.08	32.15	37.70	46.90	52.23
Computer systems analysts and scientists	27.08	31.83	36.98	46.33	49.74
Natural scientists	20.64	22.42	39.72	39.82	44.57
Health related	24.47	28.85	33.56	35.95	38.52
Registered nurses	28.67	32.42	34.37	36.36	38.52
Teachers, college and university	23.49	35.24	40.41	72.75	77.54
Psychology teachers	23.49	23.49	32.15	39.22	39.22
Business, commerce, and marketing teachers	29.71	35.24	53.82	53.82	53.82
Art, drama, and music teachers	32.71	38.76	40.41	40.41	40.41
Other post-secondary teachers	20.51	28.76	40.83	48.52	48.52
Teachers, except college and university	12.24	14.31	14.31	21.86	38.32
Elementary school teachers	15.34	19.92	27.33	31.50	35.34
Vocational and educational counselors	12.24	14.98	17.17	17.38	19.75
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	17.63	29.31	33.64	41.66	47.95
Economists	17.63	24.61	33.64	41.66	47.95
Social, recreation, and religious workers	16.41	16.41	18.70	24.02	38.21
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.57	19.00	27.96	43.04	50.00
Professional, n.e.c.	19.00	19.00	20.75	50.00	50.00
Technical	18.47	20.50	26.28	30.00	32.63
Clinical laboratory technologists and technicians	26.06	26.13	28.63	28.63	32.03
Radiological technicians	23.27	26.75	28.05	31.55	34.71
Licensed practical nurses	19.77	20.12	22.26	23.64	25.95
Electrical and electronic technicians	18.47	19.25	21.58	27.22	32.01
Airplane pilots and navigators	28.28	134.91	151.84	151.84	224.58
Computer programmers	23.88	30.49	31.73	32.63	32.63
Technical and related, n.e.c.	16.00	17.53	30.00	30.02	37.85
Executive, administrative, and managerial	22.05	28.93	38.59	50.63	58.94
Executives, administrators, and managers	26.95	39.83	48.93	55.03	64.90
Financial managers	21.24	26.95	42.52	59.14	72.12
Managers, marketing, advertising, and public relations	27.91	42.11	48.93	50.63	53.49
Administrators, education and related fields	23.00	23.28	27.47	28.85	37.48
Managers, medicine and health	29.00	30.28	41.28	48.08	49.91
Managers and administrators, n.e.c.	34.72	40.55	51.85	58.24	66.54
Management related	21.15	24.38	30.70	37.73	45.36
Accountants and auditors	15.71	22.96	34.55	37.73	38.02
Other financial officers	16.81	17.85	33.17	45.63	46.15
Management related, n.e.c.	22.05	23.25	29.72	32.89	49.73
Sales	7.99	9.15	13.22	21.76	29.36
Supervisors, sales	11.00	12.60	17.32	24.79	43.27
Sales, other business services	13.22	14.46	21.76	21.76	21.76
Sales workers, apparel	7.01	7.01	8.11	9.42	15.05
Sales workers, other commodities	6.83	7.92	10.63	11.11	13.19
Cashiers	8.00	8.64	10.65	14.50	17.58
Administrative support, including clerical	11.50	13.63	16.43	20.00	23.53
Secretaries	14.54	15.00	18.29	22.20	24.70
Transportation ticket and reservation agents	8.40	8.40	8.62	16.92	20.53
Receptionists	10.60	11.45	11.79	12.39	16.09
Information clerks, n.e.c.	13.61	13.61	14.56	22.62	22.62
Order clerks	11.93	15.22	15.81	16.43	24.41

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Bookkeepers, accounting and auditing clerks	\$12.75	\$14.59	\$15.61	\$20.00	\$24.03
Traffic, shipping and receiving clerks	9.75	13.67	24.65	24.65	24.65
Stock and inventory clerks	8.13	10.00	15.00	17.32	19.33
Material recording, scheduling, and distribution clerks, n.e.c.	8.99	15.70	17.57	18.53	18.53
General office clerks	6.80	12.12	14.63	19.16	22.13
Bank tellers	10.56	10.62	11.54	14.14	14.14
Data entry keyers	11.97	12.00	12.85	12.85	20.92
Teachers' aides	8.25	8.25	10.30	10.30	12.48
Administrative support, n.e.c.	16.48	16.73	19.00	19.00	20.20
Blue collar	9.00	11.80	17.85	23.74	29.03
Precision production, craft, and repair					
Bus, truck, and stationary engine mechanics	15.29	18.29	24.14	29.12	33.80
Electronic repairers, communications and industrial equipment	20.70	21.69	25.66	26.57	26.57
Mechanics and repairers, n.e.c.	15.02	18.48	21.03	22.65	25.52
Supervisors, production	18.29	18.29	19.75	32.28	32.28
Electrical and electronic equipment assemblers ..	20.00	20.05	24.02	26.36	33.32
Inspectors, testers, and graders	14.36	14.36	14.36	16.61	17.92
Inspectors, testers, and graders	10.63	10.80	15.29	15.29	25.39
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	10.32	12.55	16.38	21.85	23.74
Assemblers	10.18	11.65	14.25	18.52	19.55
Assemblers	11.17	18.82	21.85	22.72	22.72
Transportation and material moving					
Truck drivers	8.73	12.18	14.34	22.49	28.56
Truck drivers	12.18	12.18	17.00	22.49	28.56
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	7.49	9.00	11.31	14.74	21.38
Freight, stock, and material handlers, n.e.c.	8.10	9.67	11.09	14.21	18.78
Hand packers and packagers	10.79	11.77	14.00	24.40	24.40
Laborers, except construction, n.e.c.	8.20	8.40	8.55	8.70	9.65
Laborers, except construction, n.e.c.	8.23	10.56	11.80	19.20	20.52
Service					
Protective service	7.50	9.14	10.93	13.55	16.28
Food service	—	—	—	—	—
Waiters, waitresses, and bartenders	6.75	7.25	8.75	10.95	13.08
Waiters and waitresses	6.75	6.75	7.89	9.89	13.08
Other food service	6.75	6.75	6.93	8.75	9.89
Cooks	6.75	7.25	8.83	10.95	14.40
Kitchen workers, food preparation	9.93	10.60	13.50	17.75	17.75
Health service	6.75	6.75	9.43	10.95	12.85
Health aides, except nursing	10.84	12.53	13.55	16.37	18.43
Nursing aides, orderlies and attendants	12.54	13.73	16.42	19.22	19.22
Cleaning and building service	9.50	11.71	12.77	15.00	16.37
Maids and housemen	8.66	9.14	10.23	13.39	15.56
Janitors and cleaners	8.66	9.97	10.23	14.20	14.99
Personal service	8.86	9.14	9.88	11.71	16.15
Service, n.e.c.	7.60	9.40	12.00	15.25	29.45
Service, n.e.c.	9.50	9.50	15.25	15.53	15.53

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

nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$16.55	\$19.92	\$25.80	\$33.90	\$42.45
All excluding sales	16.55	19.92	25.80	33.90	42.45
White collar	16.72	20.19	27.50	37.41	44.43
White collar excluding sales	16.72	20.19	27.50	37.41	44.43
Professional specialty and technical	20.77	27.37	33.90	41.91	48.21
Professional specialty	22.47	29.05	36.27	42.45	49.81
Engineers, architects, and surveyors	25.00	28.53	37.40	44.84	47.75
Civil engineers	28.53	28.53	38.26	44.84	47.75
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	24.62	32.35	33.67	35.99	50.07
Registered nurses	24.62	29.34	33.27	34.36	36.88
Teachers, college and university	19.92	27.61	43.96	77.80	80.36
Other post-secondary teachers	19.92	27.45	29.05	80.36	80.36
Teachers, except college and university	30.79	35.92	39.29	43.50	49.81
Elementary school teachers	38.76	38.97	41.19	43.24	48.21
Teachers, special education	29.97	29.97	49.82	49.82	49.82
Teachers, n.e.c.	30.79	30.79	30.79	30.79	41.19
Librarians, archivists, and curators	24.63	27.32	27.64	27.64	36.27
Librarians	24.63	27.32	27.64	27.64	36.27
Social scientists and urban planners	21.72	22.33	22.33	26.70	31.55
Psychologists	21.72	22.33	22.33	26.70	31.55
Social, recreation, and religious workers	20.77	20.77	25.69	33.27	33.73
Social workers	22.47	22.47	29.56	33.27	33.73
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	18.34	19.62	21.41	27.50	30.77
Health technologists and technicians, n.e.c.	18.34	20.80	20.80	21.41	22.90
Technical and related, n.e.c.	19.62	19.62	22.17	23.49	25.53
Executive, administrative, and managerial	21.01	26.20	29.27	37.34	41.69
Executives, administrators, and managers	26.20	28.39	37.47	41.69	53.95
Administrators and officials, public administration	26.20	26.26	37.34	41.59	56.62
Management related	19.28	23.84	27.61	31.70	34.02
Sales	—	—	—	—	—
Administrative support, including clerical	14.22	16.42	18.99	22.59	27.81
Supervisors, general office	22.73	24.90	24.90	29.06	29.06
Secretaries	17.30	18.59	20.73	22.81	26.88
Typists	13.08	18.78	20.57	20.57	20.57
Library clerks	12.45	16.39	17.86	23.60	27.09
Records clerks, n.e.c.	14.87	14.87	19.79	20.76	20.76
Bookkeepers, accounting and auditing clerks	15.66	17.94	19.45	29.35	29.35
Dispatchers	22.78	23.69	25.32	29.29	29.83
Eligibility clerks, social welfare	18.88	19.42	23.13	26.25	26.25
General office clerks	13.70	15.09	16.72	18.70	20.58
Teachers' aides	11.22	12.45	15.63	16.54	18.70
Administrative support, n.e.c.	14.61	14.61	20.19	22.17	22.48
Blue collar	18.53	20.73	23.58	28.51	36.67
Precision production, craft, and repair	21.90	24.21	27.54	31.12	38.50
Mechanics and repairers, n.e.c.	23.52	26.50	27.18	32.66	41.79
Transportation and material moving	17.27	18.53	22.16	22.51	23.58
Handlers, equipment cleaners, helpers, and laborers	16.55	19.27	20.61	21.14	22.35
Service	14.79	17.79	24.32	29.49	34.62
Protective service	21.51	24.86	28.77	32.45	37.67
Supervisors, firefighters and fire prevention	26.51	26.66	29.15	34.62	51.32
Firefighting	21.57	21.84	24.83	25.40	34.59

See footnotes at end of table.

Table 6-3. **Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued**

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Protective service —Continued					
Police and detectives, public service	\$28.71	\$29.28	\$32.06	\$34.12	\$38.81
Sheriffs, bailiffs, and other law enforcement officers	19.36	19.36	29.46	30.88	31.97
Correctional institution officers	24.40	25.16	25.32	26.73	27.53
Food service	9.30	11.28	12.34	17.42	20.24
Other food service	9.30	11.28	12.34	17.42	20.24
Health service	15.80	16.49	17.68	24.03	27.91
Nursing aides, orderlies and attendants	14.57	16.66	17.68	17.95	24.03
Cleaning and building service	13.79	17.22	18.83	20.13	24.96
Janitors and cleaners	13.79	17.22	18.83	20.13	24.96
Personal service	10.86	12.49	15.26	16.81	36.81
Early childhood teachers' assistants	6.76	13.72	13.72	15.26	15.26

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.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

Occupation ³	10	25	Median 50	75	90
All	\$10.99	\$15.29	\$22.43	\$32.33	\$43.59
All excluding sales	11.20	15.81	22.86	32.72	44.14
White collar	14.22	18.47	26.76	38.37	48.21
White collar excluding sales	15.20	19.45	27.96	39.23	49.19
Professional specialty and technical	20.00	26.71	33.44	42.45	49.00
Professional specialty	22.33	29.98	37.40	44.07	50.07
Engineers, architects, and surveyors	28.68	34.03	40.29	45.29	49.00
Civil engineers	28.53	28.53	38.26	44.84	47.75
Electrical and electronic engineers	31.51	34.83	41.75	45.57	47.80
Industrial engineers	29.55	34.03	36.21	38.65	41.03
Engineers, n.e.c.	26.71	31.48	43.93	48.00	57.01
Mathematical and computer scientists	27.08	32.15	36.98	46.33	52.23
Computer systems analysts and scientists	27.08	31.83	36.04	46.33	49.74
Natural scientists	17.61	20.64	27.39	39.82	44.57
Health related	23.75	25.00	31.83	34.37	37.71
Physicians	18.82	22.18	22.18	60.60	60.60
Registered nurses	24.62	25.29	32.69	34.37	37.42
Teachers, college and university	27.45	36.63	48.05	77.54	78.26
Other post-secondary teachers	27.45	27.61	48.52	80.36	80.36
Teachers, except college and university	17.17	30.79	38.97	43.24	49.81
Elementary school teachers	38.76	38.97	41.19	43.50	48.21
Secondary school teachers	14.31	14.31	36.11	46.84	51.35
Teachers, special education	45.67	49.82	49.82	49.82	51.49
Teachers, n.e.c.	30.79	30.79	30.79	30.79	41.19
Vocational and educational counselors	17.17	19.75	23.91	23.91	25.63
Librarians, archivists, and curators	24.80	27.64	27.64	27.93	39.07
Librarians	24.80	27.64	27.64	27.93	39.07
Social scientists and urban planners	21.72	24.61	32.62	35.25	47.95
Economists	17.63	24.61	33.64	41.66	47.95
Psychologists	22.33	22.33	31.55	32.62	35.25
Social, recreation, and religious workers	16.41	20.58	24.02	32.83	33.75
Social workers	18.70	22.47	29.04	33.27	33.73
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	8.75	19.15	27.96	43.04	50.00
Professional, n.e.c.	19.15	20.75	28.34	50.00	50.00
Technical	18.47	20.50	26.00	30.00	32.00
Clinical laboratory technologists and technicians	26.13	26.13	28.63	30.56	32.03
Radiological technicians	23.27	24.99	31.55	31.55	34.71
Licensed practical nurses	19.57	19.89	21.94	22.96	27.50
Health technologists and technicians, n.e.c.	16.21	18.34	20.80	21.42	25.54
Electrical and electronic technicians	18.47	19.25	21.58	27.22	29.10
Airplane pilots and navigators	28.28	134.91	151.84	151.84	224.58
Computer programmers	23.88	30.49	31.73	32.63	32.63
Technical and related, n.e.c.	17.53	19.62	29.20	30.00	37.85
Executive, administrative, and managerial	22.05	27.61	37.34	48.93	57.95
Executives, administrators, and managers	26.26	36.78	45.85	53.92	60.71
Administrators and officials, public administration	26.20	26.26	37.34	41.59	56.62
Financial managers	21.24	26.95	42.52	59.14	72.12
Managers, marketing, advertising, and public relations	27.91	42.11	48.93	50.63	53.49
Administrators, education and related fields	28.69	36.65	36.75	48.68	53.08
Managers, medicine and health	30.17	30.28	41.69	42.00	49.91
Managers, service organizations, n.e.c.	15.23	15.23	15.23	21.01	30.58
Managers and administrators, n.e.c.	34.04	40.00	51.85	58.24	66.54
Management related	19.28	24.24	29.27	36.06	41.83
Accountants and auditors	15.71	26.59	33.75	37.73	38.02
Other financial officers	16.81	20.56	28.10	45.63	46.15
Management analysts	24.90	27.99	27.99	33.58	33.58
Personnel, training, and labor relations specialists	24.54	25.80	31.70	31.70	41.15
Inspectors and compliance officers, except construction	18.06	26.86	28.15	45.36	45.36
Management related, n.e.c.	21.94	23.25	26.95	31.65	43.27
Sales	8.47	11.00	15.46	21.76	33.56
Supervisors, sales	11.00	12.60	17.32	24.79	43.27

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Sales, other business services	\$13.22	\$14.46	\$21.76	\$21.76	\$21.76
Sales workers, apparel	8.11	9.00	9.15	14.88	17.63
Sales workers, other commodities	6.83	8.19	10.75	11.74	16.46
Cashiers	8.00	10.46	11.44	15.93	16.49
Administrative support, including clerical					
Supervisors, general office	12.00	14.67	18.07	20.91	24.66
Computer operators	17.60	22.73	24.90	29.06	31.11
Secretaries	17.46	18.07	18.07	22.75	24.68
Typists	14.54	16.56	19.53	22.20	24.70
Receptionists	11.24	13.08	20.43	20.57	20.57
Order clerks	10.60	11.45	11.79	11.92	16.13
Library clerks	11.93	15.22	15.81	16.89	24.41
Records clerks, n.e.c.	14.79	14.79	16.66	17.86	23.60
Bookkeepers, accounting and auditing clerks	17.84	18.74	20.76	21.84	21.84
Dispatchers	14.10	14.82	17.75	20.36	25.79
Traffic, shipping and receiving clerks	15.46	19.00	22.78	25.32	29.83
Stock and inventory clerks	9.75	13.67	24.65	24.65	24.65
Material recording, scheduling, and distribution clerks, n.e.c.	10.00	15.00	15.00	19.06	20.99
Eligibility clerks, social welfare	15.70	17.57	18.47	18.53	19.73
General office clerks	13.36	18.88	21.82	23.35	26.25
Administrative support, n.e.c.	13.63	14.52	16.96	19.16	22.13
	16.48	16.73	19.00	20.20	21.54
Blue collar	9.42	12.25	19.20	24.40	30.30
Precision production, craft, and repair					
Supervisors, mechanics and repairers	15.29	19.54	25.13	29.79	34.03
Bus, truck, and stationary engine mechanics	26.94	26.94	38.38	39.13	39.94
Electronic repairers, communications and industrial equipment	20.70	21.69	25.66	26.57	26.57
Mechanics and repairers, n.e.c.	15.02	18.48	21.03	24.56	25.52
Supervisors, production	18.29	19.29	26.09	32.28	32.66
Electrical and electronic equipment assemblers ..	20.00	20.05	24.02	26.36	33.32
Inspectors, testers, and graders	14.36	14.36	14.36	16.61	17.92
Stationary engineers	10.63	10.80	15.29	15.29	25.39
	21.74	28.59	28.97	30.29	30.29
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	10.32	12.55	16.38	21.85	23.74
Assemblers	10.18	11.65	14.25	18.52	19.55
	11.17	18.82	21.85	22.72	22.72
Transportation and material moving					
Truck drivers	8.73	12.18	17.27	22.49	28.56
	12.18	12.18	17.27	22.49	28.56
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	7.11	9.00	11.53	19.20	22.35
Stock handlers and baggers	10.97	11.37	19.27	22.35	22.35
Freight, stock, and material handlers, n.e.c.	8.10	10.55	11.09	12.56	22.46
Hand packers and packagers	10.79	14.00	22.34	24.40	24.40
Laborers, except construction, n.e.c.	8.20	8.40	8.55	8.70	9.65
	10.56	11.80	19.11	20.51	20.51
Service					
Protective service	9.14	10.23	14.20	22.16	30.60
Supervisors, firefighters and fire prevention	11.09	19.36	25.48	32.01	35.37
Firefighting	26.51	26.66	29.15	34.62	51.32
Police and detectives, public service	21.57	21.84	24.83	25.40	34.59
Sheriffs, bailiffs, and other law enforcement officers	28.71	29.28	32.06	34.12	38.81
Correctional institution officers	19.36	19.36	29.46	30.88	31.97
Guards and police, except public service	24.40	25.16	25.32	26.73	27.53
Food service	9.19	9.19	11.09	12.00	17.25
Waiters, waitresses, and bartenders	6.75	8.75	10.68	11.63	15.00
Other food service	6.75	6.75	7.64	9.89	13.08
Cooks	7.50	8.83	10.75	11.63	15.02
Kitchen workers, food preparation	9.93	13.50	17.75	19.92	20.24
	8.83	9.21	10.95	10.95	11.63

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Food service—Continued					
Other food service—Continued					
Food preparation, n.e.c.	\$7.48	\$8.75	\$9.50	\$10.75	\$15.00
Health service	11.15	12.53	13.55	16.42	19.22
Health aides, except nursing	12.54	14.21	16.42	19.22	19.22
Nursing aides, orderlies and attendants	9.50	11.83	12.53	14.15	16.66
Cleaning and building service	9.14	9.14	11.71	17.22	20.13
Maids and housemen	8.66	9.97	10.23	14.20	14.99
Janitors and cleaners	9.14	9.14	11.71	17.79	23.29
Personal service	9.40	9.64	15.53	29.45	36.81
Child care workers, n.e.c.	12.51	12.51	15.82	36.81	36.81
Service, n.e.c.	9.50	9.50	15.53	15.53	16.81

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.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002

Occupation ³	10	25	Median 50	75	90
All	\$7.25	\$8.77	\$12.93	\$19.94	\$35.09
All excluding sales	7.25	10.62	14.35	23.57	35.41
White collar	7.81	10.63	16.48	32.35	35.99
White collar excluding sales	10.64	13.31	19.27	33.27	37.59
Professional specialty and technical	19.00	23.57	33.00	35.95	41.76
Professional specialty	19.27	25.47	33.27	36.59	41.76
Engineers, architects, and surveyors	—	—	—	—	—
Health related	30.86	33.00	35.09	37.09	39.29
Registered nurses	32.42	33.18	35.09	37.09	39.29
Teachers, college and university	19.92	19.92	29.05	43.18	53.19
Other post-secondary teachers	19.92	19.92	29.05	53.19	53.19
Teachers, except college and university	14.48	19.27	23.57	23.57	29.97
Elementary school teachers	14.48	23.57	23.57	23.57	23.57
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	16.48	17.81	20.66	22.88	22.88
Social workers	16.48	17.81	20.66	22.88	22.88
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	15.89	17.65	25.00	28.05	32.64
Licensed practical nurses	22.44	22.83	23.64	23.75	25.00
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	7.01	7.44	8.43	10.35	15.23
Sales workers, apparel	7.01	7.01	7.01	8.31	9.88
Sales workers, other commodities	6.83	7.92	8.03	10.63	13.19
Cashiers	7.99	8.43	8.75	12.00	18.68
Administrative support, including clerical	7.79	11.22	13.28	15.78	18.70
Transportation ticket and reservation agents	8.62	8.62	15.85	19.82	20.53
General office clerks	6.80	8.00	11.61	14.63	16.73
Bank tellers	10.30	10.62	10.64	11.61	13.18
Teachers' aides	11.22	12.45	15.35	16.54	18.70
Administrative support, n.e.c.	7.05	13.86	13.86	17.09	17.09
Blue collar	8.33	10.13	11.77	14.32	19.94
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.33	9.49	11.31	13.22	18.78
Stock handlers and baggers	7.88	8.33	9.67	18.78	18.78
Freight, stock, and material handlers, n.e.c.	9.49	11.77	11.98	13.10	14.32
Service	6.76	7.25	9.30	12.85	15.33
Protective service	—	—	—	—	—
Food service	6.75	6.75	7.25	10.15	12.85
Waiters, waitresses, and bartenders	6.25	6.93	7.89	8.32	12.55
Waiters and waitresses	6.25	6.93	7.89	10.15	12.55
Other food service	6.75	6.75	7.25	11.28	12.85
Health service	13.00	15.00	15.85	17.00	19.05
Health aides, except nursing	13.73	16.69	17.00	18.43	20.10
Nursing aides, orderlies and attendants	10.84	13.00	15.85	16.82	17.47

See footnotes at end of table.

Table 6-5. **Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002** — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$7.69	\$7.69	\$7.69	\$13.19	\$13.68
Janitors and cleaners	7.69	7.69	7.69	13.19	15.33
Personal service	7.60	7.60	11.45	13.72	15.25
Attendants, amusement, and recreation facilities	7.37	8.22	8.22	16.03	16.03
Child care workers, n.e.c.	7.07	11.13	12.22	12.22	14.79

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.

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

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

Sampling frame

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

Sample design

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

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

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

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

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

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

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size, 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
1,000-2,499	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. For cases in which a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

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

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

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

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

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

Occupational leveling

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

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

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

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. A description of the levels for each factor is shown in appendix C.

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	9,249
Total in sample	621
Responding	335
Out of business or not in survey scope	81
Unable or refused to provide data	205

In this survey, the nonresponse rates for all industries and private industry exceeded regular survey standards.

Estimation

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

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using 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 the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2002**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,320,100	990,800	329,300
All excluding sales	1,217,300	888,200	329,100
White collar	850,300	612,000	238,300
White-collar excluding sales	747,500	509,400	238,100
Professional specialty and technical	361,400	228,200	133,200
Professional specialty	297,400	175,100	122,300
Technical	64,000	53,100	10,900
Executive, administrative, and managerial	130,700	102,500	28,100
Sales	102,800	102,600	–
Administrative support, including clerical	255,400	178,700	76,800
Blue collar	263,900	234,900	29,000
Precision production, craft, and repair	92,300	77,700	14,600
Machine operators, assemblers, and inspectors	46,100	46,100	–
Transportation and material moving	52,000	45,000	7,000
Handlers, equipment cleaners, helpers, and laborers	73,500	66,100	7,400
Service	205,900	143,900	62,000

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

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

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