

San Diego, CA National Compensation Survey December 2003



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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, call (202) 691-6199, or send an e-mail to ocltinfo@bls.gov.

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the San Diego, CA, metropolitan area. Data were collected between June 2003 and July 2004; the average reference month is December 2003. 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.

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

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. 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 and provisions of benefit plans. 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 group. 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 group; these estimates are limited to the private sector. Table 5-3 presents mean hourly earnings data for establishment employment sizes by major occupational group in the private sector.

Tables 6-1 through 6-5 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2-1, 2-2, and 2-3.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, San Diego, CA, December 2003

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	\$20.33	3.7	35.7	\$18.57	5.0	35.6	\$26.57	1.7	36.2
Worker characteristics:⁴									
White-collar occupations ⁵	24.87	3.5	36.4	23.30	5.0	36.7	29.04	1.2	35.6
Professional specialty and technical	31.93	2.6	36.5	29.46	3.5	37.7	35.84	3.0	34.6
Executive, administrative, and managerial	35.65	6.3	39.1	36.98	6.9	39.8	30.85	7.0	36.7
Sales	15.60	6.9	35.0	15.60	6.9	34.9	—	—	—
Administrative support	14.50	2.5	35.8	14.17	3.3	35.4	15.37	2.4	37.0
Blue-collar occupations ⁵	16.49	5.7	37.1	16.08	6.2	36.8	20.41	8.3	40.0
Precision production, craft, and repair	21.45	6.1	39.8	21.27	7.0	39.7	22.68	3.8	40.0
Machine operators, assemblers, and inspectors	11.57	5.2	38.1	11.51	5.2	38.1	—	—	—
Transportation and material moving	16.33	8.7	38.0	16.19	9.6	37.9	—	—	—
Handlers, equipment cleaners, helpers, and laborers	12.27	7.6	32.1	11.51	8.2	31.1	17.16	6.8	40.0
Service occupations ⁵	11.43	5.5	32.5	9.01	4.2	31.4	20.42	9.2	37.1
Full time	21.95	2.9	39.5	20.29	4.1	39.7	27.26	1.8	38.9
Part time	11.05	6.1	23.0	10.01	5.9	23.5	18.75	10.5	20.4
Union	24.38	3.2	36.5	19.10	8.3	35.9	26.77	1.6	36.8
Nonunion	18.88	5.5	35.4	18.51	6.0	35.5	25.67	9.8	34.0
Time	20.22	3.5	35.6	18.36	4.6	35.4	26.57	1.7	36.2
Incentive	24.46	13.7	40.7	24.46	13.7	40.7	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	16.06	9.3	34.3	15.82	9.4	34.2	—	—	—
100-499 workers	19.02	7.4	36.2	18.78	8.0	36.1	28.60	18.0	41.3
500 workers or more	23.58	2.1	35.9	20.51	4.2	35.7	26.40	2.0	36.0

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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 Diego, CA, December 2003

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	\$20.33	3.7	\$18.57	5.0	\$26.57	1.7
All excluding sales	20.76	3.6	18.92	5.0	26.59	1.7
White collar	24.87	3.5	23.30	5.0	29.04	1.2
White collar excluding sales	26.43	3.5	25.20	5.3	29.07	1.2
Professional specialty and technical	31.93	2.6	29.46	3.5	35.84	3.0
Professional specialty	35.36	1.9	33.69	2.5	37.42	2.6
Engineers, architects, and surveyors	37.29	3.2	38.08	3.1	—	—
Electrical and electronic engineers	34.07	4.8	33.80	4.7	—	—
Engineers, n.e.c.	40.59	7.6	42.21	7.6	—	—
Mathematical and computer scientists	35.61	7.8	36.40	9.3	—	—
Computer systems analysts and scientists	35.61	7.8	36.40	9.3	—	—
Natural scientists	30.20	8.2	30.75	10.1	—	—
Health related	37.03	3.4	36.62	3.5	—	—
Registered nurses	35.09	2.4	35.13	2.8	—	—
Teachers, college and university	40.15	4.8	49.10	14.4	38.58	4.1
Other post-secondary teachers	41.21	8.9	—	—	—	—
Teachers, except college and university	36.40	5.5	13.83	16.9	40.22	2.8
Elementary school teachers	41.98	2.6	—	—	42.05	2.6
Teachers, n.e.c.	15.98	33.6	—	—	—	—
Librarians, archivists, and curators	28.61	9.1	—	—	—	—
Social scientists and urban planners	34.78	3.6	—	—	—	—
Social, recreation, and religious workers	21.63	7.7	19.57	10.2	—	—
Social workers	21.97	8.8	20.00	11.5	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	34.01	8.1	35.97	8.7	—	—
Technical	20.42	2.4	19.98	2.9	22.49	8.2
Clinical laboratory technologists and technicians	19.69	10.5	—	—	—	—
Licensed practical nurses	20.43	2.8	20.43	2.8	—	—
Health technologists and technicians, n.e.c.	17.78	11.4	16.04	2.0	—	—
Electrical and electronic technicians	17.82	7.0	17.82	7.0	—	—
Computer programmers	27.65	5.1	27.49	6.9	—	—
Technical and related, n.e.c.	21.71	13.1	—	—	—	—
Executive, administrative, and managerial	35.65	6.3	36.98	6.9	30.85	7.0
Executives, administrators, and managers	43.08	7.1	44.68	8.1	36.14	5.2
Administrators and officials, public administration	41.55	17.0	—	—	41.55	17.0
Financial managers	62.03	25.4	76.86	22.9	—	—
Managers and administrators, n.e.c.	48.90	12.1	49.60	12.4	—	—
Management related	25.14	3.2	25.05	3.7	25.37	6.1
Accountants and auditors	23.34	5.5	22.87	5.9	—	—
Buyers, wholesale and retail trade, except farm products	25.12	11.8	25.17	12.7	—	—
Purchasing agents and buyers, n.e.c.	27.29	15.8	27.60	16.7	—	—
Management related, n.e.c.	27.53	10.1	25.34	8.3	—	—
Sales	15.60	6.9	15.60	6.9	—	—
Supervisors, sales	18.39	6.2	18.39	6.2	—	—
Sales workers, motor vehicles and boats	23.87	10.0	23.87	10.0	—	—
Sales workers, other commodities	15.39	20.0	15.39	20.0	—	—
Cashiers	10.38	2.8	10.24	2.5	—	—
Administrative support, including clerical	14.50	2.5	14.17	3.3	15.37	2.4
Secretaries	16.83	4.2	16.94	5.6	16.61	6.0
Typists	13.76	7.6	—	—	—	—
Receptionists	11.79	3.3	11.79	3.3	—	—
Order clerks	14.59	4.8	14.59	4.8	—	—
Records clerks, n.e.c.	15.16	5.5	—	—	—	—
Bookkeepers, accounting and auditing clerks	15.34	6.0	15.17	6.5	—	—
Dispatchers	13.83	13.5	—	—	—	—
Traffic, shipping and receiving clerks	12.31	9.1	12.31	9.1	—	—
Stock and inventory clerks	13.04	8.5	12.45	9.7	—	—
Investigators and adjusters, except insurance	18.33	8.2	18.33	8.2	—	—
General office clerks	13.23	4.7	13.08	10.0	13.35	2.0
Bank tellers	10.49	6.3	10.49	6.3	—	—

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 Diego, CA, December 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Teachers' aides	\$12.91	2.0	–	–	\$12.91	2.0
Administrative support, n.e.c.	16.52	3.9	\$16.06	5.8	17.28	4.7
Blue collar	16.49	5.7	16.08	6.2	20.41	8.3
Precision production, craft, and repair						
Automobile mechanics	21.45	6.1	21.27	7.0	22.68	3.8
Bus, truck, and stationary engine mechanics	36.11	27.1	36.42	27.2	–	–
Industrial machinery repairers	20.08	11.3	–	–	–	–
Machinery maintenance	22.14	10.6	–	–	–	–
Electronic repairers, communications and industrial equipment	17.18	7.2	17.18	7.2	–	–
Mechanics and repairers, n.e.c.	25.41	4.7	–	–	–	–
Construction trades, n.e.c.	18.43	4.3	–	–	–	–
Supervisors, production	20.37	11.7	–	–	–	–
Electrical and electronic equipment assemblers ..	25.51	6.8	25.51	6.8	–	–
Inspectors, testers, and graders	15.41	4.4	15.41	4.4	–	–
	20.83	9.0	21.13	10.6	–	–
Machine operators, assemblers, and inspectors						
Miscellaneous machine operators, n.e.c.	11.57	5.2	11.51	5.2	–	–
Assemblers	13.83	19.2	13.83	19.2	–	–
Production inspectors, checkers and examiners ..	10.17	12.5	10.17	12.5	–	–
	11.31	13.7	11.31	13.7	–	–
Transportation and material moving						
Truck drivers	16.33	8.7	16.19	9.6	–	–
Industrial truck and tractor equipment operators ..	17.47	5.0	17.37	5.4	–	–
	14.37	11.2	14.37	11.2	–	–
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	12.27	7.6	11.51	8.2	17.16	6.8
Helpers, construction trades	15.21	6.3	–	–	–	–
Construction laborers	10.65	10.8	–	–	–	–
Stock handlers and baggers	21.92	1.0	21.92	1.0	–	–
Freight, stock, and material handlers, n.e.c.	8.80	2.6	8.80	2.6	–	–
Vehicle washers and equipment cleaners	12.94	11.5	11.41	6.7	–	–
Laborers, except construction, n.e.c.	15.09	38.3	15.09	38.3	–	–
	8.95	7.9	8.95	7.9	–	–
Service						
Protective service	11.43	5.5	9.01	4.2	20.42	9.2
Police and detectives, public service	20.15	6.3	10.59	5.2	26.63	2.5
Guards and police, except public service	27.26	3.1	–	–	27.26	3.1
Protective service, n.e.c.	10.54	5.7	10.22	4.8	–	–
Food service	11.38	5.2	–	–	–	–
Waiters, waitresses, and bartenders	8.23	5.8	8.10	5.7	–	–
Bartenders	6.83	.2	6.83	.2	–	–
Waiters and waitresses	6.86	.6	6.86	.6	–	–
Other food service	6.83	.3	6.83	.3	–	–
Cooks	9.02	5.3	8.85	5.3	–	–
Food counter, fountain, and related	10.59	9.1	10.59	9.1	–	–
Kitchen workers, food preparation	8.01	3.8	8.01	3.8	–	–
Food preparation, n.e.c.	8.67	2.9	8.62	2.9	–	–
Health service	8.30	7.5	8.27	7.6	–	–
Health aides, except nursing	11.95	3.9	12.16	4.8	11.49	7.0
Nursing aides, orderlies and attendants	13.02	8.6	–	–	–	–
	11.75	3.6	11.76	3.8	–	–

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 Diego, CA, December 2003 — 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	\$9.29	3.8	\$8.29	3.1	\$13.16	7.5
Maids and housemen	8.35	6.9	8.35	6.9	—	—
Janitors and cleaners	9.75	6.3	8.25	3.5	13.16	7.5
Personal service	10.85	7.3	10.59	9.1	12.51	6.1
Attendants, amusement, and recreation facilities	10.00	19.1	10.28	20.5	—	—
Service, n.e.c.	10.65	9.4	9.68	10.4	—	—

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 Diego, CA, December 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$21.95	2.9	\$20.29	4.1	\$27.26	1.8
All excluding sales	22.34	2.9	20.63	4.2	27.28	1.8
White collar	26.11	2.5	24.69	3.7	29.75	1.6
White collar excluding sales	27.41	2.6	26.28	3.9	29.80	1.6
Professional specialty and technical	32.37	2.7	29.79	3.5	36.49	2.8
Professional specialty	35.56	2.0	33.63	2.6	37.98	2.5
Engineers, architects, and surveyors	37.36	3.3	38.22	3.3	—	—
Electrical and electronic engineers	34.07	4.8	33.80	4.7	—	—
Engineers, n.e.c.	41.33	8.3	43.51	7.9	—	—
Mathematical and computer scientists	35.59	8.2	36.43	9.8	—	—
Computer systems analysts and scientists	35.59	8.2	36.43	9.8	—	—
Natural scientists	30.20	8.2	30.75	10.1	—	—
Health related	37.06	3.9	36.42	3.8	—	—
Registered nurses	35.21	2.6	35.24	2.9	—	—
Teachers, college and university	41.76	5.0	—	—	40.11	4.1
Other post-secondary teachers	46.55	9.5	—	—	—	—
Teachers, except college and university	36.41	5.5	13.83	17.0	40.25	2.8
Elementary school teachers	41.98	2.6	—	—	42.05	2.6
Librarians, archivists, and curators	28.61	9.1	—	—	—	—
Social scientists and urban planners	34.78	3.6	—	—	—	—
Social, recreation, and religious workers	21.73	9.2	—	—	—	—
Social workers	21.73	9.2	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	35.26	8.4	35.97	8.7	—	—
Technical	21.01	2.8	20.48	3.0	23.41	6.8
Licensed practical nurses	20.43	2.8	20.43	2.8	—	—
Health technologists and technicians, n.e.c.	17.93	11.6	16.19	2.3	—	—
Electrical and electronic technicians	18.56	5.3	18.56	5.3	—	—
Computer programmers	28.20	7.4	—	—	—	—
Technical and related, n.e.c.	21.90	13.4	—	—	—	—
Executive, administrative, and managerial	35.96	6.4	37.04	6.9	31.69	8.6
Executives, administrators, and managers	43.31	7.2	44.68	8.1	36.98	6.2
Administrators and officials, public administration	41.55	17.0	—	—	41.55	17.0
Financial managers	62.03	25.4	76.86	22.9	—	—
Managers and administrators, n.e.c.	49.46	12.2	49.60	12.4	—	—
Management related	25.24	3.3	25.07	3.7	25.79	7.4
Accountants and auditors	23.34	5.5	22.87	5.9	—	—
Buyers, wholesale and retail trade, except farm products	25.12	11.8	25.17	12.7	—	—
Purchasing agents and buyers, n.e.c.	27.32	15.8	27.64	16.7	—	—
Management related, n.e.c.	27.71	10.7	25.43	9.2	—	—
Sales	17.25	6.4	17.25	6.5	—	—
Supervisors, sales	18.39	6.2	18.39	6.2	—	—
Sales workers, motor vehicles and boats	23.87	10.0	23.87	10.0	—	—
Sales workers, other commodities	15.96	21.6	15.96	21.6	—	—
Cashiers	10.98	4.6	10.79	4.4	—	—
Administrative support, including clerical	15.11	2.1	14.88	2.9	15.68	2.0
Secretaries	17.27	4.0	17.66	5.3	16.61	6.0
Typists	13.87	8.0	—	—	—	—
Receptionists	12.71	5.0	12.71	5.0	—	—
Order clerks	14.83	4.3	14.83	4.3	—	—
Records clerks, n.e.c.	15.16	5.5	—	—	—	—
Bookkeepers, accounting and auditing clerks	15.33	6.3	15.15	6.9	—	—
Dispatchers	13.83	13.5	—	—	—	—
Traffic, shipping and receiving clerks	13.41	7.4	13.41	7.4	—	—
Stock and inventory clerks	14.16	8.3	14.46	6.3	—	—
Investigators and adjusters, except insurance	18.33	8.2	18.33	8.2	—	—
General office clerks	14.13	4.2	14.55	9.7	13.85	2.4
Administrative support, n.e.c.	17.41	4.0	16.86	6.1	18.38	3.4
Blue collar	17.40	5.0	17.04	5.6	20.41	8.3

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 Diego, CA, December 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Precision production, craft, and repair	\$21.50	6.2	\$21.32	7.1	\$22.68	3.8
Automobile mechanics	36.11	27.1	36.42	27.2	—	—
Bus, truck, and stationary engine mechanics	20.08	11.3	—	—	—	—
Industrial machinery repairers	22.14	10.6	—	—	—	—
Machinery maintenance	17.18	7.2	17.18	7.2	—	—
Electronic repairers, communications and industrial equipment	25.41	4.7	—	—	—	—
Mechanics and repairers, n.e.c.	18.43	4.3	—	—	—	—
Construction trades, n.e.c.	20.37	11.7	—	—	—	—
Supervisors, production	25.51	6.8	25.51	6.8	—	—
Electrical and electronic equipment assemblers ..	15.44	4.6	15.44	4.6	—	—
Inspectors, testers, and graders	20.83	9.0	21.13	10.6	—	—
Machine operators, assemblers, and inspectors	12.03	4.4	11.96	4.4	—	—
Miscellaneous machine operators, n.e.c.	13.83	19.2	13.83	19.2	—	—
Assemblers	11.03	16.0	11.03	16.0	—	—
Production inspectors, checkers and examiners ..	12.79	13.1	12.79	13.1	—	—
Transportation and material moving	16.81	8.7	16.69	9.5	—	—
Truck drivers	17.47	5.0	17.37	5.4	—	—
Handlers, equipment cleaners, helpers, and laborers	13.80	7.1	13.04	8.5	17.16	6.8
Groundskeepers and gardeners, except farm	15.21	6.3	—	—	—	—
Helpers, construction trades	10.65	10.8	—	—	—	—
Construction laborers	21.92	1.0	21.92	1.0	—	—
Stock handlers and baggers	11.33	7.4	11.33	7.4	—	—
Freight, stock, and material handlers, n.e.c.	13.97	13.4	—	—	—	—
Vehicle washers and equipment cleaners	17.55	30.6	17.55	30.6	—	—
Service	12.93	6.2	9.65	4.4	21.50	9.5
Protective service	22.92	6.3	12.03	10.2	26.68	2.7
Police and detectives, public service	27.26	3.1	—	—	27.26	3.1
Guards and police, except public service	11.96	11.1	11.43	9.7	—	—
Food service	9.23	6.6	9.03	6.4	—	—
Waiters, waitresses, and bartenders	6.99	2.2	6.99	2.2	—	—
Waiters and waitresses	7.01	2.4	7.01	2.4	—	—
Other food service	9.61	6.1	9.39	5.9	—	—
Cooks	10.65	10.1	10.65	10.1	—	—
Kitchen workers, food preparation	8.89	2.8	8.89	2.8	—	—
Food preparation, n.e.c.	8.40	6.6	8.40	6.6	—	—
Health service	11.95	4.1	12.12	4.6	—	—
Nursing aides, orderlies and attendants	11.76	3.9	11.77	4.2	—	—
Cleaning and building service	9.31	4.0	8.29	3.2	13.19	7.7
Maids and housemen	8.35	7.0	8.35	7.0	—	—
Janitors and cleaners	9.78	6.5	8.25	3.8	13.19	7.7
Personal service	11.75	13.1	11.67	14.3	—	—

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

² 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 Diego, CA, December 2003

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	\$11.05	6.1	\$10.01	5.9	\$18.75	10.5
All excluding sales	11.26	6.8	10.09	6.9	18.75	10.5
White collar	14.77	11.4	13.10	13.1	21.17	10.6
White collar excluding sales	16.82	15.3	15.06	20.5	21.17	10.6
Professional specialty and technical	25.71	10.9	24.69	19.2	27.21	11.5
Professional specialty	31.92	8.4	34.94	8.7	29.53	11.2
Engineers, architects, and surveyors	-	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-
Health related	36.73	12.0	-	-	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	15.79	13.1	16.07	15.1	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	9.50	3.6	9.50	3.6	-	-
Cashiers	9.29	3.9	9.29	3.9	-	-
Administrative support, including clerical	11.28	3.2	10.94	5.3	12.80	3.6
General office clerks	10.17	3.8	-	-	-	-
Administrative support, n.e.c.	13.17	4.6	12.57	8.9	-	-
Blue collar	8.53	2.3	8.53	2.3	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.27	3.5	8.27	3.5	-	-
Stock handlers and baggers	7.94	2.2	7.94	2.2	-	-
Service	8.20	4.3	7.92	4.4	11.74	4.3
Protective service	9.13	3.4	9.11	3.3	-	-
Food service	7.28	4.2	7.23	4.2	-	-
Waiters, waitresses, and bartenders	6.79	.3	6.79	.3	-	-
Bartenders	6.86	.6	6.86	.6	-	-
Waiters and waitresses	6.77	.3	6.77	.3	-	-
Other food service	7.92	6.0	7.83	6.3	-	-
Food counter, fountain, and related	7.37	5.6	7.37	5.6	-	-
Food preparation, n.e.c.	8.13	10.0	8.03	10.4	-	-
Health service	11.94	4.8	-	-	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	10.00	4.0	9.40	3.0	12.41	6.3
Attendants, amusement, and recreation facilities	7.80	8.3	7.71	10.2	-	-
Service, n.e.c.	10.90	9.8	10.13	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 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 Diego, CA, December 2003

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	\$867	2.9	39.5	\$806	4.0	39.7	\$1,060	1.9	38.9
All excluding sales	881	2.9	39.4	818	4.2	39.6	1,060	2.0	38.9
White collar	1,026	2.4	39.3	983	3.6	39.8	1,131	1.4	38.0
White collar excluding sales	1,073	2.5	39.1	1,043	3.9	39.7	1,133	1.5	38.0
Professional specialty and technical	1,243	2.7	38.4	1,177	4.0	39.5	1,342	2.0	36.8
Professional specialty	1,354	1.8	38.1	1,336	2.9	39.7	1,376	2.0	36.2
Engineers, architects, and surveyors	1,497	3.4	40.1	1,529	3.3	40.0	-	-	-
Electrical and electronic engineers	1,369	5.1	40.2	1,352	4.7	40.0	-	-	-
Engineers, n.e.c.	1,653	8.3	40.0	1,740	7.9	40.0	-	-	-
Mathematical and computer scientists	1,424	8.4	40.0	1,443	9.8	39.6	-	-	-
Computer systems analysts and scientists	1,424	8.4	40.0	1,443	9.8	39.6	-	-	-
Natural scientists	1,244	6.8	41.2	1,274	8.4	41.4	-	-	-
Health related	1,436	4.0	38.7	1,416	4.1	38.9	-	-	-
Registered nurses	1,351	2.8	38.4	1,360	3.1	38.6	-	-	-
Teachers, college and university	1,659	5.0	39.7	-	-	-	1,604	4.1	40.0
Other post-secondary teachers	1,832	9.8	39.3	-	-	-	-	-	-
Teachers, except college and university	1,267	4.5	34.8	549	16.6	39.7	1,372	2.2	34.1
Elementary school teachers ...	1,367	1.3	32.6	-	-	-	1,369	1.3	32.5
Librarians, archivists, and curators	1,118	10.2	39.1	-	-	-	-	-	-
Social scientists and urban planners	1,391	3.6	40.0	-	-	-	-	-	-
Social, recreation, and religious workers	869	9.2	40.0	-	-	-	-	-	-
Social workers	869	9.2	40.0	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,391	8.7	39.4	1,439	8.7	40.0	-	-	-
Technical	831	3.9	39.5	798	4.3	39.0	991	7.4	42.3
Licensed practical nurses	757	7.8	37.0	757	7.8	37.0	-	-	-
Health technologists and technicians, n.e.c.	780	17.7	43.5	647	2.3	40.0	-	-	-
Electrical and electronic technicians	740	4.8	39.9	740	4.8	39.9	-	-	-
Computer programmers	1,128	7.4	40.0	-	-	-	-	-	-
Technical and related, n.e.c. ...	889	14.4	40.6	-	-	-	-	-	-
Executive, administrative, and managerial	1,447	6.2	40.2	1,490	6.8	40.2	1,276	9.2	40.3
Executives, administrators, and managers	1,743	7.2	40.2	1,798	8.1	40.2	1,490	7.0	40.3
Administrators and officials, public administration	1,714	18.0	41.2	-	-	-	1,714	18.0	41.2
Financial managers	2,628	31.0	42.4	3,390	30.1	44.1	-	-	-
Managers and administrators, n.e.c.	1,984	11.9	40.1	1,989	12.2	40.1	-	-	-
Management related	1,015	3.1	40.2	1,008	3.5	40.2	1,038	7.5	40.2
Accountants and auditors	941	5.9	40.3	923	6.3	40.4	-	-	-
Buyers, wholesale and retail trade, except farm products	1,005	11.8	40.0	1,007	12.7	40.0	-	-	-
Purchasing agents and buyers, n.e.c.	1,103	15.4	40.4	1,106	16.7	40.0	-	-	-
Management related, n.e.c.	1,124	10.3	40.6	1,036	9.0	40.7	-	-	-

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 Diego, CA, December 2003 — 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									
Sales	\$697	7.1	40.4	\$697	7.1	40.4	—	—	—
Supervisors, sales	761	9.6	41.4	761	9.6	41.4	—	—	—
Sales workers, motor vehicles and boats	1,007	13.1	42.2	1,007	13.1	42.2	—	—	—
Sales workers, other commodities	628	21.3	39.4	628	21.3	39.4	—	—	—
Cashiers	433	5.2	39.4	425	5.1	39.4	—	—	—
Administrative support, including clerical	600	2.0	39.7	589	2.8	39.6	\$625	1.8	39.9
Secretaries	684	3.6	39.6	696	4.6	39.4	664	6.0	40.0
Typists	555	8.0	40.0	—	—	—	—	—	—
Receptionists	476	3.8	37.5	476	3.8	37.5	—	—	—
Order clerks	592	4.4	39.9	592	4.4	39.9	—	—	—
Records clerks, n.e.c.	604	5.4	39.9	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	613	6.3	40.0	606	6.9	40.0	—	—	—
Dispatchers	553	13.5	40.0	—	—	—	—	—	—
Traffic, shipping and receiving clerks	531	7.3	39.6	531	7.3	39.6	—	—	—
Stock and inventory clerks	567	8.3	40.0	578	6.3	40.0	—	—	—
Investigators and adjusters, except insurance	717	8.7	39.1	717	8.7	39.1	—	—	—
General office clerks	556	4.8	39.3	566	11.3	38.9	548	2.3	39.6
Administrative support, n.e.c.	695	4.0	39.9	673	6.1	39.9	735	3.4	40.0
Blue collar	694	5.2	39.9	679	5.8	39.9	817	8.3	40.0
Precision production, craft, and repair	862	6.4	40.1	855	7.3	40.1	907	3.8	40.0
Automobile mechanics	1,496	29.2	41.4	1,510	29.3	41.5	—	—	—
Bus, truck, and stationary engine mechanics	803	11.3	40.0	—	—	—	—	—	—
Industrial machinery repairers	886	10.6	40.0	—	—	—	—	—	—
Machinery maintenance	687	7.2	40.0	687	7.2	40.0	—	—	—
Electronic repairers, communications and industrial equipment	1,016	4.7	40.0	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	737	4.3	40.0	—	—	—	—	—	—
Construction trades, n.e.c.	815	11.7	40.0	—	—	—	—	—	—
Supervisors, production	1,017	6.6	39.9	1,017	6.6	39.9	—	—	—
Electrical and electronic equipment assemblers	617	4.6	40.0	617	4.6	40.0	—	—	—
Inspectors, testers, and graders	833	9.0	40.0	845	10.6	40.0	—	—	—
Machine operators, assemblers, and inspectors	478	4.6	39.8	476	4.6	39.8	—	—	—
Miscellaneous machine operators, n.e.c.	553	19.2	40.0	553	19.2	40.0	—	—	—
Assemblers	441	16.0	40.0	441	16.0	40.0	—	—	—
Production inspectors, checkers and examiners ...	493	11.2	38.6	493	11.2	38.6	—	—	—
Transportation and material moving	661	6.8	39.3	656	7.5	39.3	—	—	—
Truck drivers	690	2.1	39.5	685	2.3	39.5	—	—	—
Handlers, equipment cleaners, helpers, and laborers	549	7.3	39.8	518	8.8	39.7	686	6.8	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 Diego, CA, December 2003 — 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									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Groundskeepers and gardeners, except farm	\$608	6.3	40.0	—	—	—	—	—	—
Helpers, construction trades ...	426	10.8	40.0	—	—	—	—	—	—
Construction laborers	830	5.4	37.9	\$830	5.4	37.9	—	—	—
Stock handlers and baggers ...	453	7.2	40.0	453	7.2	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	559	13.4	40.0	—	—	—	—	—	—
Vehicle washers and equipment cleaners	720	32.3	41.0	720	32.3	41.0	—	—	—
Service	514	6.6	39.8	376	4.3	39.0	\$900	10.4	41.9
Protective service	970	6.9	42.3	481	10.2	40.0	1,152	3.2	43.2
Police and detectives, public service	1,096	3.2	40.2	—	—	—	1,096	3.2	40.2
Guards and police, except public service	478	11.1	40.0	457	9.7	40.0	—	—	—
Food service	360	5.9	39.1	352	5.6	39.0	—	—	—
Waiters, waitresses, and bartenders	271	.1	38.8	271	.1	38.8	—	—	—
Waiters and waitresses	271	.2	38.6	271	.2	38.6	—	—	—
Other food service	376	5.5	39.1	367	5.2	39.1	—	—	—
Cooks	417	8.7	39.2	417	8.7	39.2	—	—	—
Kitchen workers, food preparation	347	4.9	39.0	347	4.9	39.0	—	—	—
Food preparation, n.e.c.	326	5.0	38.9	326	5.0	38.9	—	—	—
Health service	448	8.5	37.5	444	10.8	36.6	—	—	—
Nursing aides, orderlies and attendants	436	9.2	37.1	428	10.8	36.3	—	—	—
Cleaning and building service	370	3.9	39.8	329	3.0	39.7	528	7.7	40.0
Maids and housemen	330	6.6	39.5	330	6.6	39.5	—	—	—
Janitors and cleaners	391	6.4	39.9	329	3.7	39.9	528	7.7	40.0
Personal service	456	14.8	38.8	454	16.1	38.9	—	—	—

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 Diego, CA, December 2003

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	\$43,682	2.9	1,990	\$41,790	4.0	2,059	\$48,961	1.9	1,796
All excluding sales	44,267	2.9	1,981	42,395	4.2	2,055	48,989	2.0	1,796
White collar	50,794	2.4	1,945	51,044	3.6	2,068	50,271	1.4	1,690
White collar excluding sales	52,747	2.5	1,924	54,157	3.9	2,061	50,312	1.5	1,689
Professional specialty and technical	58,221	2.7	1,798	61,015	4.0	2,048	54,947	2.0	1,506
Professional specialty	61,782	1.8	1,738	69,185	2.9	2,057	55,206	2.0	1,454
Engineers, architects, and surveyors	77,831	3.4	2,083	79,492	3.3	2,080	-	-	-
Electrical and electronic engineers	71,167	5.1	2,089	70,297	4.7	2,080	-	-	-
Engineers, n.e.c.	85,960	8.3	2,080	90,505	7.9	2,080	-	-	-
Mathematical and computer scientists	74,049	8.4	2,081	75,034	9.8	2,060	-	-	-
Computer systems analysts and scientists	74,049	8.4	2,081	75,034	9.8	2,060	-	-	-
Natural scientists	64,694	6.8	2,142	66,251	8.4	2,154	-	-	-
Health related	74,403	4.0	2,008	73,627	4.1	2,021	-	-	-
Registered nurses	69,910	2.8	1,986	70,708	3.1	2,006	-	-	-
Teachers, college and university	67,780	5.0	1,623	-	-	-	63,680	4.1	1,588
Other post-secondary teachers	75,908	9.8	1,631	-	-	-	-	-	-
Teachers, except college and university	48,876	4.5	1,342	28,037	16.6	2,028	51,090	2.2	1,269
Elementary school teachers ...	50,363	1.3	1,200	-	-	-	50,385	1.3	1,198
Librarians, archivists, and curators	57,134	10.2	1,997	-	-	-	-	-	-
Social scientists and urban planners	68,628	3.6	1,973	-	-	-	-	-	-
Social, recreation, and religious workers	45,206	9.2	2,080	-	-	-	-	-	-
Social workers	45,206	9.2	2,080	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	70,717	8.7	2,006	74,817	8.7	2,080	-	-	-
Technical	43,189	3.9	2,056	41,505	4.3	2,026	51,511	7.4	2,200
Licensed practical nurses	39,357	7.8	1,926	39,357	7.8	1,926	-	-	-
Health technologists and technicians, n.e.c.	40,541	17.7	2,261	33,667	2.3	2,080	-	-	-
Electrical and electronic technicians	38,503	4.8	2,074	38,503	4.8	2,074	-	-	-
Computer programmers	58,661	7.4	2,080	-	-	-	-	-	-
Technical and related, n.e.c. ...	46,230	14.4	2,111	-	-	-	-	-	-
Executive, administrative, and managerial	75,222	6.2	2,092	77,448	6.8	2,091	66,340	9.2	2,094
Executives, administrators, and managers	90,595	7.2	2,092	93,429	8.1	2,091	77,484	7.0	2,095
Administrators and officials, public administration	89,111	18.0	2,144	-	-	-	89,111	18.0	2,144
Financial managers	136,632	31.0	2,203	176,303	30.1	2,294	-	-	-
Managers and administrators, n.e.c.	103,144	11.9	2,086	103,449	12.2	2,086	-	-	-
Management related	52,790	3.1	2,092	52,437	3.5	2,092	53,952	7.5	2,092
Accountants and auditors	48,923	5.9	2,096	48,008	6.3	2,099	-	-	-
Buyers, wholesale and retail trade, except farm products	52,254	11.8	2,080	52,351	12.7	2,080	-	-	-
Purchasing agents and buyers, n.e.c.	57,359	15.4	2,100	57,487	16.7	2,080	-	-	-
Management related, n.e.c.	58,444	10.3	2,109	53,862	9.0	2,118	-	-	-

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 Diego, CA, December 2003 — 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									
Sales	\$36,229	7.1	2,100	\$36,238	7.1	2,100	—	—	—
Supervisors, sales	39,576	9.6	2,152	39,576	9.6	2,152	—	—	—
Sales workers, motor vehicles and boats	52,356	13.1	2,193	52,356	13.1	2,193	—	—	—
Sales workers, other commodities	32,662	21.3	2,046	32,662	21.3	2,046	—	—	—
Cashiers	22,523	5.2	2,051	22,119	5.1	2,050	—	—	—
Administrative support, including clerical	30,999	2.0	2,051	30,642	2.8	2,059	\$31,853	1.8	2,032
Secretaries	35,505	3.6	2,056	36,070	4.6	2,042	34,549	6.0	2,080
Typists	28,850	8.0	2,080	—	—	—	—	—	—
Receptionists	24,773	3.8	1,950	24,773	3.8	1,950	—	—	—
Order clerks	30,772	4.4	2,075	30,772	4.4	2,075	—	—	—
Records clerks, n.e.c.	31,432	5.4	2,074	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	31,884	6.3	2,080	31,515	6.9	2,080	—	—	—
Dispatchers	28,764	13.5	2,080	—	—	—	—	—	—
Traffic, shipping and receiving clerks	27,611	7.3	2,059	27,611	7.3	2,059	—	—	—
Stock and inventory clerks	29,461	8.3	2,080	30,068	6.3	2,080	—	—	—
Investigators and adjusters, except insurance	37,278	8.7	2,033	37,278	8.7	2,033	—	—	—
General office clerks	28,305	4.8	2,003	29,458	11.3	2,025	27,559	2.3	1,990
Administrative support, n.e.c.	35,977	4.0	2,067	34,991	6.1	2,075	37,718	3.4	2,052
Blue collar	35,889	5.2	2,062	35,118	5.8	2,060	42,462	8.3	2,080
Precision production, craft, and repair	44,656	6.4	2,077	44,286	7.3	2,077	47,172	3.8	2,080
Automobile mechanics	77,795	29.2	2,154	78,522	29.3	2,156	—	—	—
Bus, truck, and stationary engine mechanics	41,760	11.3	2,080	—	—	—	—	—	—
Industrial machinery repairers	46,048	10.6	2,080	—	—	—	—	—	—
Machinery maintenance	35,725	7.2	2,080	35,725	7.2	2,080	—	—	—
Electronic repairers, communications and industrial equipment	52,851	4.7	2,080	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	38,331	4.3	2,080	—	—	—	—	—	—
Construction trades, n.e.c.	40,149	11.7	1,971	—	—	—	—	—	—
Supervisors, production	52,886	6.6	2,073	52,886	6.6	2,073	—	—	—
Electrical and electronic equipment assemblers	32,110	4.6	2,080	32,110	4.6	2,080	—	—	—
Inspectors, testers, and graders	43,326	9.0	2,080	43,946	10.6	2,080	—	—	—
Machine operators, assemblers, and inspectors	24,818	4.6	2,064	24,685	4.6	2,064	—	—	—
Miscellaneous machine operators, n.e.c.	28,757	19.2	2,080	28,757	19.2	2,080	—	—	—
Assemblers	22,699	16.0	2,058	22,699	16.0	2,058	—	—	—
Production inspectors, checkers and examiners ...	25,650	11.2	2,006	25,650	11.2	2,006	—	—	—
Transportation and material moving	34,377	6.8	2,046	34,102	7.5	2,043	—	—	—
Truck drivers	35,859	2.1	2,053	35,642	2.3	2,051	—	—	—
Handlers, equipment cleaners, helpers, and laborers	28,117	7.3	2,038	26,444	8.8	2,028	35,689	6.8	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 Diego, CA, December 2003 — 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									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Groundskeepers and gardeners, except farm	\$31,642	6.3	2,080	—	—	—	—	—	—
Helpers, construction trades ...	20,732	10.8	1,947	—	—	—	—	—	—
Construction laborers	43,185	5.4	1,970	\$43,185	5.4	1,970	—	—	—
Stock handlers and baggers ...	23,550	7.2	2,078	23,550	7.2	2,078	—	—	—
Freight, stock, and material handlers, n.e.c.	29,065	13.4	2,080	—	—	—	—	—	—
Vehicle washers and equipment cleaners	37,438	32.3	2,133	37,438	32.3	2,133	—	—	—
Service	26,648	6.6	2,061	19,558	4.3	2,026	\$46,401	10.4	2,159
Protective service	50,303	6.9	2,195	25,025	10.2	2,080	59,691	3.2	2,238
Police and detectives, public service	56,983	3.2	2,091	—	—	—	56,983	3.2	2,091
Guards and police, except public service	24,880	11.1	2,080	23,780	9.7	2,080	—	—	—
Food service	18,690	5.9	2,026	18,327	5.6	2,030	—	—	—
Waiters, waitresses, and bartenders	14,076	.1	2,015	14,076	.1	2,015	—	—	—
Waiters and waitresses	14,080	.2	2,007	14,080	.2	2,007	—	—	—
Other food service	19,482	5.5	2,028	19,078	5.2	2,032	—	—	—
Cooks	21,694	8.7	2,038	21,694	8.7	2,038	—	—	—
Kitchen workers, food preparation	18,022	4.9	2,028	18,022	4.9	2,028	—	—	—
Food preparation, n.e.c.	16,977	5.0	2,021	16,977	5.0	2,021	—	—	—
Health service	23,284	8.5	1,949	23,095	10.8	1,905	—	—	—
Nursing aides, orderlies and attendants	22,668	9.2	1,928	22,235	10.8	1,889	—	—	—
Cleaning and building service	19,209	3.9	2,064	17,073	3.0	2,060	27,437	7.7	2,080
Maids and housemen	17,166	6.6	2,057	17,166	6.6	2,057	—	—	—
Janitors and cleaners	20,229	6.4	2,068	17,014	3.7	2,063	27,437	7.7	2,080
Personal service	23,317	14.8	1,984	23,605	16.1	2,023	—	—	—

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 Diego, CA, December 2003

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	\$20.33	3.7	\$18.57	5.0	\$26.57	1.7
All excluding sales	20.76	3.6	18.92	5.0	26.59	1.7
White collar	24.87	3.5	23.30	5.0	29.04	1.2
1	7.82	1.7	7.82	1.7	—	—
2	9.60	2.8	9.50	3.2	—	—
3	11.89	2.9	11.83	3.2	12.40	1.1
4	14.30	2.8	14.31	3.8	14.25	1.4
5	17.39	2.4	17.61	3.0	16.76	3.4
6	18.94	3.1	18.73	3.7	20.10	5.9
7	21.05	6.9	20.61	8.6	22.89	1.5
8	30.52	2.5	26.45	3.9	34.18	2.5
9	34.60	4.1	30.75	2.7	39.04	5.6
10	34.72	2.6	35.46	3.1	33.69	4.2
11	38.60	2.3	39.38	2.9	36.96	4.6
12	50.07	5.6	51.14	6.5	45.27	6.2
13	72.37	10.5	74.42	10.6	—	—
14	79.55	8.3	—	—	—	—
Not able to be leveled	26.24	11.9	26.11	13.0	—	—
White collar excluding sales	26.43	3.5	25.20	5.3	29.07	1.2
2	9.97	2.2	9.88	2.8	—	—
3	12.34	3.6	12.32	4.4	12.40	1.1
4	14.32	3.3	14.38	5.0	14.20	1.7
5	16.79	2.4	16.80	3.3	16.76	3.4
6	19.40	3.4	19.25	4.1	20.10	5.9
7	20.30	8.0	19.56	10.1	22.89	1.5
8	30.59	2.3	26.12	2.4	34.18	2.5
9	34.60	4.1	30.72	2.8	39.04	5.6
10	34.72	2.6	35.46	3.1	33.69	4.2
11	38.31	2.2	38.99	2.6	36.96	4.6
12	50.07	5.6	51.14	6.5	45.27	6.2
13	72.37	10.5	74.42	10.6	—	—
14	79.55	8.3	—	—	—	—
Not able to be leveled	26.52	15.2	26.41	17.0	—	—
Professional specialty and technical	31.93	2.6	29.46	3.5	35.84	3.0
Professional specialty	35.36	1.9	33.69	2.5	37.42	2.6
5	19.25	6.6	19.25	6.6	—	—
6	18.70	19.0	18.70	19.0	—	—
7	19.20	22.1	17.59	32.0	22.82	1.9
8	33.44	2.1	29.97	3.9	34.75	2.2
9	36.80	5.0	30.13	4.0	42.08	4.6
10	35.14	3.0	34.78	4.3	35.74	3.0
11	38.80	1.5	39.29	1.4	38.16	3.1
12	50.56	5.5	50.84	6.1	—	—
13	55.79	2.3	55.79	2.3	—	—
Not able to be leveled	37.07	15.8	39.00	17.7	—	—
Engineers, architects, and surveyors	37.29	3.2	38.08	3.1	—	—
9	32.17	3.3	31.70	4.7	—	—
11	39.03	1.9	39.28	1.7	—	—
12	51.77	8.0	51.77	8.0	—	—
Electrical and electronic engineers	34.07	4.8	33.80	4.7	—	—
Engineers, n.e.c.	40.59	7.6	42.21	7.6	—	—
Mathematical and computer scientists	35.61	7.8	36.40	9.3	—	—
9	28.19	9.0	27.63	11.1	—	—
Computer systems analysts and scientists	35.61	7.8	36.40	9.3	—	—
9	28.19	9.0	27.63	11.1	—	—
Natural scientists	30.20	8.2	30.75	10.1	—	—
Health related	37.03	3.4	36.62	3.5	—	—
8	31.00	4.5	30.55	5.2	—	—
9	34.85	3.8	34.95	4.0	—	—
Registered nurses	35.09	2.4	35.13	2.8	—	—
8	31.18	4.3	30.74	5.0	—	—
9	35.58	2.1	35.75	2.0	—	—
Teachers, college and university	40.15	4.8	49.10	14.4	38.58	4.1
11	38.98	3.0	—	—	38.41	3.2

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Diego, CA, December 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, college and university –Continued						
Other post-secondary teachers	\$41.21	8.9	–	–	–	–
Teachers, except college and university	36.40	5.5	\$13.83	16.9	\$40.22	2.8
8	36.39	1.8	–	–	–	–
9	44.08	3.5	–	–	44.47	3.3
Elementary school teachers	41.98	2.6	–	–	42.05	2.6
9	49.94	3.2	–	–	50.06	3.2
Teachers, n.e.c.	15.98	33.6	–	–	–	–
Librarians, archivists, and curators	28.61	9.1	–	–	–	–
Social scientists and urban planners	34.78	3.6	–	–	–	–
Social, recreation, and religious workers	21.63	7.7	19.57	10.2	–	–
Social workers	21.97	8.8	20.00	11.5	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	34.01	8.1	35.97	8.7	–	–
Not able to be leveled	36.39	12.3	–	–	–	–
Technical	20.42	2.4	19.98	2.9	22.49	8.2
4	16.36	8.7	18.15	6.4	–	–
5	15.60	6.9	15.41	7.0	–	–
6	20.73	3.7	20.35	3.2	–	–
7	20.47	2.6	20.04	2.4	–	–
8	24.71	4.3	24.57	4.6	–	–
9	26.84	6.2	–	–	–	–
Clinical laboratory technologists and technicians	19.69	10.5	–	–	–	–
Licensed practical nurses	20.43	2.8	20.43	2.8	–	–
6	20.88	5.1	20.88	5.1	–	–
Health technologists and technicians, n.e.c.	17.78	11.4	16.04	2.0	–	–
Electrical and electronic technicians	17.82	7.0	17.82	7.0	–	–
Computer programmers	27.65	5.1	27.49	6.9	–	–
Technical and related, n.e.c.	21.71	13.1	–	–	–	–
Executive, administrative, and managerial	35.65	6.3	36.98	6.9	30.85	7.0
6	18.83	5.6	18.61	7.3	–	–
7	20.34	4.6	19.72	4.6	–	–
8	21.93	2.0	21.44	2.4	–	–
9	31.32	4.8	32.84	5.0	27.26	6.5
10	34.75	6.0	36.94	4.5	–	–
11	37.86	6.5	39.52	6.5	–	–
12	49.44	12.5	51.59	15.7	–	–
13	79.16	11.2	83.25	10.7	–	–
14	79.55	8.3	–	–	–	–
Executives, administrators, and managers	43.08	7.1	44.68	8.1	36.14	5.2
9	32.56	7.2	34.40	7.5	28.01	11.5
11	38.04	7.4	39.98	7.7	–	–
12	50.29	13.3	52.99	16.6	–	–
13	79.16	11.2	83.25	10.7	–	–
14	79.55	8.3	–	–	–	–
Administrators and officials, public administration	41.55	17.0	–	–	41.55	17.0
Financial managers	62.03	25.4	76.86	22.9	–	–
Managers and administrators, n.e.c.	48.90	12.1	49.60	12.4	–	–
9	36.77	5.6	37.89	4.4	–	–
11	36.86	6.7	37.13	7.0	–	–
12	42.91	4.3	42.71	4.5	–	–
13	82.54	11.1	83.80	10.7	–	–
Management related	25.14	3.2	25.05	3.7	25.37	6.1
6	19.50	5.4	–	–	–	–
7	20.15	5.6	19.31	5.4	–	–
8	22.69	2.9	22.17	3.1	–	–
9	29.22	4.0	30.34	3.9	–	–
10	32.63	7.6	–	–	–	–
Accountants and auditors	23.34	5.5	22.87	5.9	–	–

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 Diego, CA, December 2003 — 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						
Buyers, wholesale and retail trade, except farm products	\$25.12	11.8	\$25.17	12.7	–	–
Purchasing agents and buyers, n.e.c.	27.29	15.8	27.60	16.7	–	–
Management related, n.e.c.	27.53	10.1	25.34	8.3	–	–
Sales	15.60	6.9	15.60	6.9	–	–
1	7.81	1.7	7.81	1.7	–	–
2	8.81	4.1	8.81	4.1	–	–
3	11.16	4.3	11.16	4.3	–	–
4	14.22	2.7	14.15	2.8	–	–
5	20.06	8.2	20.06	8.2	–	–
6	16.11	7.3	16.11	7.3	–	–
7	25.96	10.4	25.96	10.4	–	–
Supervisors, sales	18.39	6.2	18.39	6.2	–	–
Sales workers, motor vehicles and boats	23.87	10.0	23.87	10.0	–	–
Sales workers, other commodities	15.39	20.0	15.39	20.0	–	–
Cashiers	10.38	2.8	10.24	2.5	–	–
1	7.81	1.8	7.81	1.8	–	–
2	8.86	3.6	8.86	3.6	–	–
3	10.56	3.7	10.56	3.7	–	–
Administrative support, including clerical	14.50	2.5	14.17	3.3	\$15.37	2.4
2	9.94	2.3	9.88	2.8	–	–
3	12.36	3.7	12.36	4.5	12.40	1.1
4	14.11	2.8	13.99	4.2	14.34	1.5
5	16.78	2.6	16.84	3.8	16.69	3.3
6	18.58	2.5	18.53	3.8	18.68	3.2
7	22.22	4.2	21.89	4.8	–	–
Not able to be leveled	14.89	11.3	13.55	9.1	–	–
Secretaries	16.83	4.2	16.94	5.6	16.61	6.0
4	14.34	6.0	14.37	11.7	–	–
5	16.16	3.6	15.38	2.4	–	–
6	20.30	8.0	–	–	–	–
7	24.51	7.6	–	–	–	–
Typists	13.76	7.6	–	–	–	–
Receptionists	11.79	3.3	11.79	3.3	–	–
2	10.78	6.8	10.78	6.8	–	–
Order clerks	14.59	4.8	14.59	4.8	–	–
Records clerks, n.e.c.	15.16	5.5	–	–	–	–
Bookkeepers, accounting and auditing clerks	15.34	6.0	15.17	6.5	–	–
4	14.33	5.1	14.33	5.1	–	–
Dispatchers	13.83	13.5	–	–	–	–
Traffic, shipping and receiving clerks	12.31	9.1	12.31	9.1	–	–
Stock and inventory clerks	13.04	8.5	12.45	9.7	–	–
4	15.91	3.5	–	–	–	–
Investigators and adjusters, except insurance	18.33	8.2	18.33	8.2	–	–
General office clerks	13.23	4.7	13.08	10.0	13.35	2.0
3	12.47	17.4	–	–	–	–
4	13.83	2.6	14.61	5.2	13.58	3.0
Bank tellers	10.49	6.3	10.49	6.3	–	–
Teachers' aides	12.91	2.0	–	–	12.91	2.0
Administrative support, n.e.c.	16.52	3.9	16.06	5.8	17.28	4.7
3	13.21	5.3	–	–	–	–
5	16.82	6.0	–	–	–	–
Not able to be leveled	18.65	12.5	–	–	–	–
Blue collar	16.49	5.7	16.08	6.2	20.41	8.3
1	8.76	5.5	8.76	5.5	–	–
2	10.35	5.7	10.14	5.3	–	–
3	12.17	7.4	11.40	5.8	–	–
4	16.10	9.4	16.09	10.5	–	–

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 Diego, CA, December 2003** — 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						
5	\$19.76	13.2	\$19.87	14.4	\$18.63	1.7
6	19.60	7.1	19.49	7.5	—	—
7	21.80	3.1	21.27	3.7	23.83	2.5
8	23.25	2.5	23.26	2.7	—	—
9	33.41	8.7	33.90	9.0	—	—
Precision production, craft, and repair	21.45	6.1	21.27	7.0	22.68	3.8
3	12.39	6.9	12.39	6.9	—	—
4	13.47	7.8	—	—	—	—
5	22.82	22.7	23.17	24.3	—	—
6	20.10	8.5	19.99	9.1	—	—
7	21.87	3.3	21.32	3.8	24.41	.4
8	23.25	2.5	23.26	2.7	—	—
9	34.10	8.8	—	—	—	—
Automobile mechanics	36.11	27.1	36.42	27.2	—	—
Bus, truck, and stationary engine mechanics	20.08	11.3	—	—	—	—
7	20.90	8.9	—	—	—	—
Industrial machinery repairers	22.14	10.6	—	—	—	—
7	22.14	10.6	—	—	—	—
Machinery maintenance	17.18	7.2	17.18	7.2	—	—
Electronic repairers, communications and industrial equipment	25.41	4.7	—	—	—	—
Mechanics and repairers, n.e.c.	18.43	4.3	—	—	—	—
Construction trades, n.e.c.	20.37	11.7	—	—	—	—
Supervisors, production	25.51	6.8	25.51	6.8	—	—
Electrical and electronic equipment assemblers ..	15.41	4.4	15.41	4.4	—	—
Inspectors, testers, and graders	20.83	9.0	21.13	10.6	—	—
Machine operators, assemblers, and inspectors	11.57	5.2	11.51	5.2	—	—
1	7.87	1.5	7.87	1.5	—	—
2	9.25	8.0	9.25	8.0	—	—
3	10.77	4.0	10.77	4.0	—	—
4	11.86	4.5	11.86	4.5	—	—
5	18.51	1.4	18.51	1.4	—	—
Miscellaneous machine operators, n.e.c.	13.83	19.2	13.83	19.2	—	—
Assemblers	10.17	12.5	10.17	12.5	—	—
1	7.70	1.5	7.70	1.5	—	—
Production inspectors, checkers and examiners ..	11.31	13.7	11.31	13.7	—	—
Transportation and material moving	16.33	8.7	16.19	9.6	—	—
2	9.51	7.1	9.51	7.1	—	—
4	20.34	16.3	20.34	16.3	—	—
5	17.27	4.9	17.23	5.3	—	—
Truck drivers	17.47	5.0	17.37	5.4	—	—
5	17.17	5.9	17.17	5.9	—	—
Industrial truck and tractor equipment operators ..	14.37	11.2	14.37	11.2	—	—
Handlers, equipment cleaners, helpers, and laborers	12.27	7.6	11.51	8.2	17.16	6.8
1	9.23	8.0	9.23	8.0	—	—
2	11.21	8.5	10.81	7.8	—	—
3	14.02	10.4	12.25	15.3	—	—
4	17.82	20.9	18.26	24.6	—	—
5	14.23	13.3	11.88	9.1	—	—
Groundskeepers and gardeners, except farm	15.21	6.3	—	—	—	—
Helpers, construction trades	10.65	10.8	—	—	—	—
Construction laborers	21.92	1.0	21.92	1.0	—	—
Stock handlers and baggers	8.80	2.6	8.80	2.6	—	—
2	9.47	3.0	9.47	3.0	—	—
Freight, stock, and material handlers, n.e.c.	12.94	11.5	11.41	6.7	—	—
Vehicle washers and equipment cleaners	15.09	38.3	15.09	38.3	—	—
Laborers, except construction, n.e.c.	8.95	7.9	8.95	7.9	—	—
1	8.65	10.5	8.65	10.5	—	—
Service	11.43	5.5	9.01	4.2	20.42	9.2

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Diego, CA, December 2003 — 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						
1	\$7.69	2.1	\$7.57	2.1	—	—
2	9.00	5.5	8.40	5.5	\$11.66	7.1
3	8.89	3.8	8.40	3.7	12.41	7.5
4	11.60	5.1	11.24	5.7	14.14	5.1
5	13.87	6.4	12.14	7.5	16.23	4.4
6	18.24	7.1	—	—	—	—
7	24.43	6.6	18.67	.8	26.48	2.8
8	29.86	8.8	—	—	30.28	8.9
9	31.85	4.6	—	—	31.85	4.6
Protective service	20.15	6.3	10.59	5.2	26.63	2.5
3	9.90	3.6	9.37	3.0	—	—
4	12.12	6.2	12.12	6.2	—	—
5	16.49	5.5	—	—	—	—
7	25.99	4.0	—	—	26.48	2.8
8	30.28	8.9	—	—	30.28	8.9
9	31.85	4.6	—	—	31.85	4.6
Police and detectives, public service	27.26	3.1	—	—	27.26	3.1
Guards and police, except public service	10.54	5.7	10.22	4.8	—	—
3	9.39	3.6	9.39	3.6	—	—
4	12.25	7.6	12.25	7.6	—	—
Protective service, n.e.c.	11.38	5.2	—	—	—	—
Food service	8.23	5.8	8.10	5.7	—	—
1	7.25	1.2	7.25	1.2	—	—
2	7.98	4.4	7.84	4.0	—	—
3	8.13	6.1	8.13	6.1	—	—
4	9.32	21.8	9.32	21.8	—	—
Waiters, waitresses, and bartenders	6.83	.2	6.83	.2	—	—
1	6.83	.9	6.83	.9	—	—
2	7.10	5.4	7.10	5.4	—	—
3	6.79	.2	6.79	.2	—	—
Bartenders	6.86	.6	6.86	.6	—	—
Waiters and waitresses	6.83	.3	6.83	.3	—	—
1	6.86	1.2	6.86	1.2	—	—
3	6.75	.0	6.75	.0	—	—
Other food service	9.02	5.3	8.85	5.3	—	—
1	7.55	1.9	7.55	1.9	—	—
2	8.20	4.8	8.05	4.5	—	—
3	9.02	5.4	9.02	5.4	—	—
Cooks	10.59	9.1	10.59	9.1	—	—
Food counter, fountain, and related	8.01	3.8	8.01	3.8	—	—
1	7.20	2.5	7.20	2.5	—	—
Kitchen workers, food preparation	8.67	2.9	8.62	2.9	—	—
Food preparation, n.e.c.	8.30	7.5	8.27	7.6	—	—
1	7.64	2.4	7.64	2.4	—	—
2	8.02	10.9	—	—	—	—
Health service	11.95	3.9	12.16	4.8	11.49	7.0
4	12.40	4.1	—	—	—	—
Health aides, except nursing	13.02	8.6	—	—	—	—
Nursing aides, orderlies and attendants	11.75	3.6	11.76	3.8	—	—
4	12.13	4.0	—	—	—	—
Cleaning and building service	9.29	3.8	8.29	3.1	13.16	7.5
1	8.41	3.1	8.16	3.1	—	—
2	10.03	7.9	8.36	3.1	—	—
3	9.26	10.7	—	—	—	—
Maids and housemen	8.35	6.9	8.35	6.9	—	—
1	8.11	6.2	8.11	6.2	—	—
Janitors and cleaners	9.75	6.3	8.25	3.5	13.16	7.5
1	8.72	5.5	8.21	2.6	—	—
2	11.67	6.6	—	—	—	—
3	9.17	11.5	—	—	—	—
Personal service	10.85	7.3	10.59	9.1	12.51	6.1
1	7.38	5.4	—	—	—	—
2	8.77	9.1	8.58	9.6	—	—
3	9.33	7.7	8.81	4.9	—	—

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 Diego, CA, December 2003 — 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						
4	\$11.32	3.5	\$10.91	1.4	—	—
Attendants, amusement, and recreation facilities	10.00	19.1	10.28	20.5	—	—
3	8.99	9.4	—	—	—	—
Service, n.e.c.	10.65	9.4	9.68	10.4	—	—

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 Diego, CA, December 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$21.95	2.9	\$20.29	4.1	\$27.26	1.8
All excluding sales	22.34	2.9	20.63	4.2	27.28	1.8
White collar	26.11	2.5	24.69	3.7	29.75	1.6
2	10.01	3.0	9.83	3.8	—	—
3	12.17	3.0	12.14	3.3	—	—
4	14.58	2.8	14.61	3.9	14.51	.6
5	17.78	1.9	18.12	2.1	16.86	2.6
6	18.94	3.1	18.73	3.7	20.10	5.9
7	21.06	7.2	20.61	8.7	23.23	1.2
8	30.52	2.5	26.09	3.2	34.35	2.3
9	34.83	4.1	30.82	2.7	39.55	5.5
10	35.14	2.7	35.88	2.9	34.06	4.5
11	38.68	2.4	39.38	2.9	37.13	4.9
12	49.67	6.4	50.66	7.5	45.27	6.2
13	72.37	10.5	74.42	10.6	—	—
14	79.55	8.3	—	—	—	—
Not able to be leveled	26.11	13.4	26.26	14.1	—	—
White collar excluding sales	27.41	2.6	26.28	3.9	29.80	1.6
2	10.69	3.9	10.72	6.2	—	—
3	12.40	4.0	12.40	4.7	—	—
4	14.49	2.7	14.51	4.0	14.45	.7
5	17.17	1.8	17.32	2.2	16.86	2.6
6	19.41	3.4	19.26	4.1	20.10	5.9
7	20.28	8.4	19.54	10.3	23.23	1.2
8	30.59	2.4	25.68	2.0	34.35	2.3
9	34.83	4.1	30.79	2.7	39.55	5.5
10	35.14	2.7	35.88	2.9	34.06	4.5
11	38.39	2.2	38.99	2.6	37.13	4.9
12	49.67	6.4	50.66	7.5	45.27	6.2
13	72.37	10.5	74.42	10.6	—	—
14	79.55	8.3	—	—	—	—
Not able to be leveled	26.42	17.7	26.62	18.8	—	—
Professional specialty and technical	32.37	2.7	29.79	3.5	36.49	2.8
Professional specialty	35.56	2.0	33.63	2.6	37.98	2.5
5	19.25	6.6	19.25	6.6	—	—
6	18.73	19.2	18.73	19.2	—	—
7	19.03	24.4	17.59	32.0	—	—
8	33.44	2.3	29.40	4.4	34.73	2.3
9	36.80	5.0	30.13	4.0	42.08	4.6
10	35.86	2.9	35.38	3.9	36.76	3.2
11	38.93	1.5	39.29	1.4	38.43	3.3
12	49.84	5.6	50.03	6.3	—	—
13	55.79	2.3	55.79	2.3	—	—
Not able to be leveled	38.38	19.1	39.39	19.6	—	—
Engineers, architects, and surveyors	37.36	3.3	38.22	3.3	—	—
9	32.17	3.3	31.70	4.7	—	—
11	39.03	1.9	39.28	1.7	—	—
12	51.77	8.0	51.77	8.0	—	—
Electrical and electronic engineers	34.07	4.8	33.80	4.7	—	—
Engineers, n.e.c.	41.33	8.3	43.51	7.9	—	—
Mathematical and computer scientists	35.59	8.2	36.43	9.8	—	—
9	28.19	9.0	27.63	11.1	—	—
Computer systems analysts and scientists	35.59	8.2	36.43	9.8	—	—
9	28.19	9.0	27.63	11.1	—	—
Natural scientists	30.20	8.2	30.75	10.1	—	—
Health related	37.06	3.9	36.42	3.8	—	—
8	30.56	5.6	30.54	6.1	—	—
9	34.85	3.8	34.95	4.0	—	—
Registered nurses	35.21	2.6	35.24	2.9	—	—
8	30.78	5.1	—	—	—	—
9	35.58	2.1	35.75	2.0	—	—
Teachers, college and university	41.76	5.0	—	—	40.11	4.1
11	39.35	3.1	—	—	38.76	3.3
Other post-secondary teachers	46.55	9.5	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Diego, CA, December 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university	\$36.41	5.5	\$13.83	17.0	\$40.25	2.8
8	36.39	1.9	–	–	–	–
9	44.08	3.5	–	–	44.47	3.3
Elementary school teachers	41.98	2.6	–	–	42.05	2.6
9	49.94	3.2	–	–	50.06	3.2
Librarians, archivists, and curators	28.61	9.1	–	–	–	–
Social scientists and urban planners	34.78	3.6	–	–	–	–
Social, recreation, and religious workers	21.73	9.2	–	–	–	–
Social workers	21.73	9.2	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	35.26	8.4	35.97	8.7	–	–
Technical	21.01	2.8	20.48	3.0	23.41	6.8
4	16.45	11.4	–	–	–	–
5	16.50	6.2	16.50	6.2	–	–
6	20.73	3.7	20.35	3.2	–	–
7	20.47	2.6	20.04	2.4	–	–
8	25.30	4.3	25.20	4.6	–	–
9	27.16	6.9	–	–	–	–
Licensed practical nurses	20.43	2.8	20.43	2.8	–	–
6	20.88	5.1	20.88	5.1	–	–
Health technologists and technicians, n.e.c.	17.93	11.6	16.19	2.3	–	–
Electrical and electronic technicians	18.56	5.3	18.56	5.3	–	–
Computer programmers	28.20	7.4	–	–	–	–
Technical and related, n.e.c.	21.90	13.4	–	–	–	–
Executive, administrative, and managerial	35.96	6.4	37.04	6.9	31.69	8.6
6	18.83	5.6	18.61	7.3	–	–
7	20.19	4.7	19.50	4.7	–	–
8	21.81	2.1	21.44	2.4	–	–
9	31.79	5.0	32.84	5.0	28.37	9.8
10	34.75	6.0	36.94	4.5	–	–
11	37.86	6.5	39.52	6.5	–	–
12	49.44	12.5	51.59	15.7	–	–
13	79.16	11.2	83.25	10.7	–	–
14	79.55	8.3	–	–	–	–
Executives, administrators, and managers	43.31	7.2	44.68	8.1	36.98	6.2
9	32.93	7.4	34.40	7.5	–	–
11	38.04	7.4	39.98	7.7	–	–
12	50.29	13.3	52.99	16.6	–	–
13	79.16	11.2	83.25	10.7	–	–
14	79.55	8.3	–	–	–	–
Administrators and officials, public administration	41.55	17.0	–	–	41.55	17.0
Financial managers	62.03	25.4	76.86	22.9	–	–
Managers and administrators, n.e.c.	49.46	12.2	49.60	12.4	–	–
9	37.89	4.4	37.89	4.4	–	–
11	36.86	6.7	37.13	7.0	–	–
12	42.91	4.3	42.71	4.5	–	–
13	82.54	11.1	83.80	10.7	–	–
Management related	25.24	3.3	25.07	3.7	25.79	7.4
6	19.50	5.4	–	–	–	–
7	19.96	5.8	18.99	5.4	–	–
8	22.59	3.0	22.17	3.1	–	–
9	29.80	3.8	30.34	3.9	–	–
10	32.63	7.6	–	–	–	–
Accountants and auditors	23.34	5.5	22.87	5.9	–	–
Buyers, wholesale and retail trade, except farm products	25.12	11.8	25.17	12.7	–	–
Purchasing agents and buyers, n.e.c.	27.32	15.8	27.64	16.7	–	–
Management related, n.e.c.	27.71	10.7	25.43	9.2	–	–
Sales	17.25	6.4	17.25	6.5	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Diego, CA, December 2003** — 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						
2	\$9.15	4.2	\$9.15	4.2	—	—
3	11.73	2.9	11.73	2.9	—	—
4	15.00	7.3	14.93	7.6	—	—
5	20.14	8.4	20.14	8.4	—	—
6	16.11	7.3	16.11	7.3	—	—
7	25.96	10.4	25.96	10.4	—	—
Supervisors, sales	18.39	6.2	18.39	6.2	—	—
Sales workers, motor vehicles and boats	23.87	10.0	23.87	10.0	—	—
Sales workers, other commodities	15.96	21.6	15.96	21.6	—	—
Cashiers	10.98	4.6	10.79	4.4	—	—
3	10.72	4.0	10.72	4.0	—	—
Administrative support, including clerical	15.11	2.1	14.88	2.9	\$15.68	2.0
2	10.66	4.0	10.72	6.2	—	—
3	12.40	4.0	12.40	4.7	—	—
4	14.37	2.7	14.28	4.1	14.55	.5
5	17.01	2.5	17.12	3.8	16.86	2.6
6	18.58	2.5	18.53	3.8	18.68	3.2
7	22.44	4.0	22.12	4.7	—	—
Not able to be leveled	14.81	13.5	—	—	—	—
Secretaries	17.27	4.0	17.66	5.3	16.61	6.0
4	14.67	5.9	15.13	10.9	—	—
5	16.56	3.6	15.65	3.0	—	—
6	20.30	8.0	—	—	—	—
Typists	13.87	8.0	—	—	—	—
Receptionists	12.71	5.0	12.71	5.0	—	—
Order clerks	14.83	4.3	14.83	4.3	—	—
Records clerks, n.e.c.	15.16	5.5	—	—	—	—
Bookkeepers, accounting and auditing clerks	15.33	6.3	15.15	6.9	—	—
4	14.33	5.1	14.33	5.1	—	—
Dispatchers	13.83	13.5	—	—	—	—
Traffic, shipping and receiving clerks	13.41	7.4	13.41	7.4	—	—
Stock and inventory clerks	14.16	8.3	14.46	6.3	—	—
Investigators and adjusters, except insurance	18.33	8.2	18.33	8.2	—	—
General office clerks	14.13	4.2	14.55	9.7	13.85	2.4
4	14.02	2.3	14.61	5.2	13.81	2.5
Administrative support, n.e.c.	17.41	4.0	16.86	6.1	18.38	3.4
Blue collar	17.40	5.0	17.04	5.6	20.41	8.3
1	9.45	8.2	9.45	8.2	—	—
2	10.68	7.4	10.44	6.9	—	—
3	12.30	7.5	11.52	6.0	—	—
4	16.18	9.7	16.18	10.9	—	—
5	19.81	13.3	19.92	14.5	18.63	1.7
6	19.60	7.1	19.49	7.5	—	—
7	21.79	3.1	21.27	3.7	23.83	2.5
8	23.25	2.5	23.26	2.7	—	—
9	33.41	8.7	33.90	9.0	—	—
Precision production, craft, and repair	21.50	6.2	21.32	7.1	22.68	3.8
3	12.39	6.9	12.39	6.9	—	—
4	13.47	7.8	—	—	—	—
5	23.00	22.9	23.38	24.5	—	—
6	20.10	8.5	19.99	9.1	—	—
7	21.86	3.3	21.31	3.8	24.41	.4
8	23.25	2.5	23.26	2.7	—	—
9	34.10	8.8	—	—	—	—
Automobile mechanics	36.11	27.1	36.42	27.2	—	—
Bus, truck, and stationary engine mechanics	20.08	11.3	—	—	—	—
7	20.90	8.9	—	—	—	—
Industrial machinery repairers	22.14	10.6	—	—	—	—
7	22.14	10.6	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Diego, CA, December 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Machinery maintenance	\$17.18	7.2	\$17.18	7.2	—	—
Electronic repairers, communications and industrial equipment	25.41	4.7	—	—	—	—
Mechanics and repairers, n.e.c.	18.43	4.3	—	—	—	—
Construction trades, n.e.c.	20.37	11.7	—	—	—	—
Supervisors, production	25.51	6.8	25.51	6.8	—	—
Electrical and electronic equipment assemblers ..	15.44	4.6	15.44	4.6	—	—
Inspectors, testers, and graders	20.83	9.0	21.13	10.6	—	—
Machine operators, assemblers, and inspectors						
1	12.03	4.4	11.96	4.4	—	—
2	7.93	1.6	7.93	1.6	—	—
3	9.25	8.0	9.25	8.0	—	—
4	10.74	4.4	10.74	4.4	—	—
5	11.86	4.5	11.86	4.5	—	—
Miscellaneous machine operators, n.e.c.	18.51	1.4	18.51	1.4	—	—
Assemblers	13.83	19.2	13.83	19.2	—	—
Production inspectors, checkers and examiners ..	11.03	16.0	11.03	16.0	—	—
Production inspectors, checkers and examiners ..	12.79	13.1	12.79	13.1	—	—
Transportation and material moving						
2	16.81	8.7	16.69	9.5	—	—
4	10.34	4.1	10.34	4.1	—	—
5	20.40	16.4	20.40	16.4	—	—
Truck drivers	17.27	4.9	17.23	5.3	—	—
5	17.47	5.0	17.37	5.4	—	—
5	17.17	5.9	17.17	5.9	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	13.80	7.1	13.04	8.5	\$17.16	6.8
2	10.60	11.4	10.60	11.4	—	—
3	12.02	11.9	11.54	12.2	—	—
4	14.46	9.7	12.88	15.6	—	—
5	18.23	22.2	18.79	26.6	—	—
5	14.23	13.3	11.88	9.1	—	—
Groundskeepers and gardeners, except farm	15.21	6.3	—	—	—	—
Helpers, construction trades	10.65	10.8	—	—	—	—
Construction laborers	21.92	1.0	21.92	1.0	—	—
Stock handlers and baggers	11.33	7.4	11.33	7.4	—	—
Freight, stock, and material handlers, n.e.c.	13.97	13.4	—	—	—	—
Vehicle washers and equipment cleaners	17.55	30.6	17.55	30.6	—	—
Service						
1	12.93	6.2	9.65	4.4	21.50	9.5
2	7.97	2.5	7.81	2.5	—	—
3	9.46	6.1	8.81	6.1	—	—
4	9.73	5.6	8.99	4.2	12.96	9.1
5	12.37	2.6	12.10	2.7	—	—
6	14.69	4.9	13.23	6.5	—	—
7	18.25	7.5	—	—	—	—
8	24.71	6.1	18.65	.8	26.48	2.8
9	29.86	8.8	—	—	30.28	8.9
9	31.85	4.6	—	—	31.85	4.6
Protective service	22.92	6.3	12.03	10.2	26.68	2.7
3	11.05	12.1	—	—	—	—
4	12.25	7.6	12.25	7.6	—	—
5	16.49	5.5	—	—	—	—
7	25.99	4.0	—	—	26.48	2.8
8	30.28	8.9	—	—	30.28	8.9
9	31.85	4.6	—	—	31.85	4.6
Police and detectives, public service	27.26	3.1	—	—	27.26	3.1
Guards and police, except public service	11.96	11.1	11.43	9.7	—	—
4	12.25	7.6	12.25	7.6	—	—
Food service	9.23	6.6	9.03	6.4	—	—
1	7.48	1.7	7.48	1.7	—	—
2	8.53	4.4	8.53	4.4	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Diego, CA, December 2003** — 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						
Food service—Continued						
3	\$9.41	3.3	\$9.41	3.3	—	—
Waiters, waitresses, and bartenders	6.99	2.2	6.99	2.2	—	—
1	6.87	1.0	6.87	1.0	—	—
Waiters and waitresses	7.01	2.4	7.01	2.4	—	—
Other food service	9.61	6.1	9.39	5.9	—	—
1	7.78	3.1	7.78	3.1	—	—
2	8.60	4.3	8.60	4.3	—	—
3	9.41	3.3	9.41	3.3	—	—
Cooks	10.65	10.1	10.65	10.1	—	—
Kitchen workers, food preparation	8.89	2.8	8.89	2.8	—	—
Food preparation, n.e.c.	8.40	6.6	8.40	6.6	—	—
1	7.80	4.1	7.80	4.1	—	—
Health service	11.95	4.1	12.12	4.6	—	—
4	12.44	4.0	12.29	4.5	—	—
Nursing aides, orderlies and attendants	11.76	3.9	11.77	4.2	—	—
4	12.12	4.0	—	—	—	—
Cleaning and building service	9.31	4.0	8.29	3.2	\$13.19	7.7
1	8.42	3.2	8.15	3.1	—	—
2	10.02	8.4	8.36	3.2	—	—
3	9.26	10.7	—	—	—	—
Maids and housemen	8.35	7.0	8.35	7.0	—	—
1	8.11	6.2	8.11	6.2	—	—
Janitors and cleaners	9.78	6.5	8.25	3.8	13.19	7.7
1	8.76	5.8	8.20	3.0	—	—
2	11.67	7.0	—	—	—	—
3	9.17	11.5	—	—	—	—
Personal service	11.75	13.1	11.67	14.3	—	—
2	8.51	18.4	—	—	—	—

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 Diego, CA, December 2003**

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	\$11.05	6.1	\$10.01	5.9	\$18.75	10.5
All excluding sales	11.26	6.8	10.09	6.9	18.75	10.5
White collar	14.77	11.4	13.10	13.1	21.17	10.6
1	7.59	1.0	7.59	1.0	—	—
2	9.21	4.0	9.24	3.9	—	—
3	10.20	6.3	9.94	7.0	—	—
4	12.92	7.4	12.90	10.0	12.96	2.6
5	14.39	4.8	14.12	4.0	—	—
7	20.79	3.8	—	—	—	—
8	30.53	7.6	—	—	—	—
Not able to be leveled	27.05	21.5	24.69	29.6	—	—
White collar excluding sales	16.82	15.3	15.06	20.5	21.17	10.6
2	9.48	3.2	9.53	3.0	—	—
3	11.68	6.6	11.43	9.2	—	—
4	13.24	10.1	13.43	16.3	12.96	2.6
5	14.42	5.0	—	—	—	—
7	20.79	3.8	—	—	—	—
8	30.53	7.6	—	—	—	—
Not able to be leveled	27.05	21.5	24.69	29.6	—	—
Professional specialty and technical	25.71	10.9	24.69	19.2	27.21	11.5
Professional specialty	31.92	8.4	34.94	8.7	29.53	11.2
8	33.42	4.7	—	—	—	—
Not able to be leveled	32.69	18.1	—	—	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	36.73	12.0	—	—	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	15.79	13.1	16.07	15.1	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	9.50	3.6	9.50	3.6	—	—
1	7.56	.8	7.56	.8	—	—
2	8.03	5.5	8.03	5.5	—	—
3	9.26	6.1	9.26	6.1	—	—
Cashiers	9.29	3.9	9.29	3.9	—	—
1	7.52	.9	7.52	.9	—	—
Administrative support, including clerical	11.28	3.2	10.94	5.3	12.80	3.6
2	9.48	3.2	9.53	3.0	—	—
3	11.94	6.5	11.78	9.3	—	—
4	12.00	2.3	11.10	4.1	—	—
Not able to be leveled	15.25	13.9	15.25	13.9	—	—
General office clerks	10.17	3.8	—	—	—	—
Administrative support, n.e.c.	13.17	4.6	12.57	8.9	—	—
Blue collar	8.53	2.3	8.53	2.3	—	—
1	7.91	2.2	7.91	2.2	—	—
2	8.87	3.2	8.87	3.2	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.27	3.5	8.27	3.5	—	—
1	7.77	2.4	7.77	2.4	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Diego, CA, December 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
2	\$9.28	1.8	\$9.28	1.8	—	—
Stock handlers and baggers	7.94	2.2	7.94	2.2	—	—
Service	8.20	4.3	7.92	4.4	\$11.74	4.3
1	7.07	1.5	7.05	1.6	—	—
2	8.18	5.4	7.74	4.1	—	—
3	7.99	6.2	7.85	6.7	—	—
4	9.83	12.6	9.30	13.1	—	—
Protective service	9.13	3.4	9.11	3.3	—	—
Food service	7.28	4.2	7.23	4.2	—	—
1	6.96	1.3	6.96	1.3	—	—
2	7.43	3.1	7.07	.8	—	—
3	7.42	8.1	7.42	8.1	—	—
Waiters, waitresses, and bartenders	6.79	.3	6.79	.3	—	—
1	6.80	.7	6.80	.7	—	—
2	6.79	.2	6.79	.2	—	—
3	6.79	.2	6.79	.2	—	—
Bartenders	6.86	.6	6.86	.6	—	—
Waiters and waitresses	6.77	.3	6.77	.3	—	—
1	6.83	1.6	6.83	1.6	—	—
3	6.75	.0	6.75	.0	—	—
Other food service	7.92	6.0	7.83	6.3	—	—
1	7.13	1.4	7.13	1.4	—	—
2	7.71	4.7	—	—	—	—
3	8.46	10.8	8.46	10.8	—	—
Food counter, fountain, and related	7.37	5.6	7.37	5.6	—	—
1	7.14	2.6	7.14	2.6	—	—
Food preparation, n.e.c.	8.13	10.0	8.03	10.4	—	—
1	7.11	1.0	7.11	1.0	—	—
Health service	11.94	4.8	—	—	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	10.00	4.0	9.40	3.0	12.41	6.3
1	7.38	5.4	—	—	—	—
2	9.03	4.7	9.03	4.7	—	—
3	8.43	5.4	—	—	—	—
4	11.78	11.6	—	—	—	—
Attendants, amusement, and recreation facilities	7.80	8.3	7.71	10.2	—	—
Service, n.e.c.	10.90	9.8	10.13	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 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 Diego, CA, December 2003**

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	\$21.95	\$11.05	\$24.38	\$18.88	\$20.22	\$24.46
All excluding sales	22.34	11.26	24.56	19.27	20.63	33.19
White collar	26.11	14.77	27.64	23.86	25.04	19.55
White-collar excluding sales	27.41	16.82	28.06	25.73	26.45	–
Professional specialty and technical	32.37	25.71	36.23	29.53	31.93	–
Professional specialty	35.56	31.92	37.55	33.73	35.36	–
Technical	21.01	15.79	21.23	20.31	20.42	–
Executive, administrative, and managerial	35.96	–	25.38	37.39	35.65	–
Sales	17.25	9.50	14.61	15.66	14.45	19.88
Administrative support, including clerical	15.11	11.28	15.38	14.12	14.52	–
Blue collar	17.40	8.53	20.53	14.97	15.77	–
Precision production, craft, and repair	21.50	–	23.24	20.60	20.19	–
Machine operators, assemblers, and inspectors	12.03	–	17.49	10.67	11.57	–
Transportation and material moving	16.81	–	18.59	14.50	16.52	–
Handlers, equipment cleaners, helpers, and laborers	13.80	8.27	17.30	10.79	11.66	–
Service	12.93	8.20	18.90	9.03	11.43	–
	Relative error ⁶ (percent)					
All occupations	2.9	6.1	3.2	5.5	3.5	13.7
All excluding sales	2.9	6.8	3.1	5.5	3.3	29.3
White collar	2.5	11.4	2.3	4.8	3.7	7.7
White-collar excluding sales	2.6	15.3	2.2	5.0	3.5	–
Professional specialty and technical	2.7	10.9	3.1	3.4	2.6	–
Professional specialty	2.0	8.4	2.5	2.5	1.9	–
Technical	2.8	13.1	9.5	2.4	2.4	–
Executive, administrative, and managerial	6.4	–	4.2	6.3	6.3	–
Sales	6.4	3.6	11.7	7.6	8.1	8.0
Administrative support, including clerical	2.1	3.2	2.6	3.2	2.5	–
Blue collar	5.0	2.3	4.8	8.3	3.8	–
Precision production, craft, and repair	6.2	–	4.8	8.9	3.4	–
Machine operators, assemblers, and inspectors	4.4	–	14.8	4.5	5.2	–
Transportation and material moving	8.7	–	11.8	9.0	9.4	–
Handlers, equipment cleaners, helpers, and laborers	7.1	3.5	4.5	9.2	5.2	–
Service	6.2	4.3	10.9	3.9	5.5	–

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

² 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 Diego, CA, December 2003

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	\$18.57	-	-	-	-	-	\$23.26	-	-	-
All excluding sales	18.92	-	-	-	-	-	23.26	-	-	-
White collar	23.30	-	-	-	-	-	24.00	-	-	-
White-collar excluding sales	25.20	-	-	-	-	-	24.00	-	-	-
Professional specialty and technical	29.46	-	-	-	-	-	31.55	-	-	-
Professional specialty	33.69	-	-	-	-	-	35.43	-	-	-
Technical	19.98	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	36.98	-	-	-	-	-	41.32	-	-	-
Sales	15.60	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	14.17	-	-	-	-	-	15.71	-	-	-
Blue collar	16.08	-	-	-	-	-	22.01	-	-	-
Precision production, craft, and repair	21.27	-	-	-	-	-	26.61	-	-	-
Machine operators, assemblers, and inspectors	11.51	-	-	-	-	-	-	-	-	-
Transportation and material moving	16.19	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	11.51	-	-	-	-	-	-	-	-	-
Service	9.01	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	5.0	-	-	-	-	-	12.0	-	-	-
All excluding sales	5.0	-	-	-	-	-	12.0	-	-	-
White collar	5.0	-	-	-	-	-	18.1	-	-	-
White-collar excluding sales	5.3	-	-	-	-	-	18.1	-	-	-
Professional specialty and technical	3.5	-	-	-	-	-	10.0	-	-	-
Professional specialty	2.5	-	-	-	-	-	6.2	-	-	-
Technical	2.9	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	6.9	-	-	-	-	-	21.8	-	-	-
Sales	6.9	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.3	-	-	-	-	-	3.3	-	-	-
Blue collar	6.2	-	-	-	-	-	19.6	-	-	-
Precision production, craft, and repair	7.0	-	-	-	-	-	2.7	-	-	-
Machine operators, assemblers, and inspectors	5.2	-	-	-	-	-	-	-	-	-
Transportation and material moving	9.6	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.2	-	-	-	-	-	-	-	-	-
Service	4.2	-	-	-	-	-	-	-	-	-

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 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 Diego, CA, December 2003

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	\$18.57	\$15.82	\$19.32	\$18.78	\$20.51
All excluding sales	18.92	15.45	19.85	19.41	20.75
White collar	23.30	20.13	23.81	22.78	26.36
White-collar excluding sales	25.20	20.82	25.77	25.06	27.23
Professional specialty and technical	29.46	30.22	29.42	28.49	31.00
Professional specialty	33.69	32.18	33.79	33.28	34.53
Technical	19.98	—	19.98	19.66	20.74
Executive, administrative, and managerial	36.98	25.97	39.69	41.00	36.79
Sales	15.60	18.71	14.67	14.74	14.05
Administrative support, including clerical	14.17	13.65	14.26	13.79	15.50
Blue collar	16.08	18.48	15.17	14.66	16.42
Precision production, craft, and repair	21.27	23.75	19.95	19.92	20.00
Machine operators, assemblers, and inspectors	11.51	10.67	11.71	10.63	14.70
Transportation and material moving	16.19	16.23	16.18	17.08	13.71
Handlers, equipment cleaners, helpers, and laborers	11.51	12.70	11.14	10.41	13.11
Service	9.01	7.92	9.55	9.02	10.31
Relative error ⁴ (percent)					
All occupations	5.0	9.4	5.4	8.0	4.2
All excluding sales	5.0	9.9	5.5	8.6	4.5
White collar	5.0	4.7	6.0	8.4	3.6
White-collar excluding sales	5.3	5.2	6.2	9.1	3.8
Professional specialty and technical	3.5	8.0	3.4	5.6	2.1
Professional specialty	2.5	5.6	2.5	4.1	1.2
Technical	2.9	—	3.0	4.3	4.7
Executive, administrative, and managerial	6.9	10.7	8.7	12.3	8.2
Sales	6.9	11.7	6.4	7.9	15.1
Administrative support, including clerical	3.3	3.8	4.1	5.0	5.2
Blue collar	6.2	14.5	5.1	6.8	6.6
Precision production, craft, and repair	7.0	15.4	4.8	6.8	4.5
Machine operators, assemblers, and inspectors	5.2	4.9	6.3	5.6	10.8
Transportation and material moving	9.6	7.2	12.2	13.7	17.1
Handlers, equipment cleaners, helpers, and laborers	8.2	21.7	5.2	6.7	6.6
Service	4.2	1.4	5.2	4.1	7.8

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 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 Diego, CA, December 2003

Occupation ³	10	25	Median 50	75	90
All	\$7.65	\$10.30	\$16.20	\$26.04	\$38.71
All excluding sales	7.65	10.50	16.73	27.00	39.65
White collar	10.00	13.82	20.49	33.17	44.14
White collar excluding sales	11.25	15.00	22.52	34.88	45.24
Professional specialty and technical	16.50	22.20	30.50	40.08	47.71
Professional specialty	20.72	27.05	34.35	42.79	51.04
Engineers, architects, and surveyors	25.33	29.89	35.00	42.50	50.21
Electrical and electronic engineers	24.96	24.96	32.38	40.03	47.43
Engineers, n.e.c.	28.50	32.70	36.74	46.72	60.58
Mathematical and computer scientists	20.21	29.83	36.07	41.55	44.56
Computer systems analysts and scientists	20.21	29.83	36.07	41.55	44.56
Natural scientists	17.46	23.10	28.39	36.11	44.23
Health related	25.75	31.73	35.26	40.11	45.72
Registered nurses	27.71	31.71	35.21	37.91	45.24
Teachers, college and university	25.43	32.40	40.08	44.20	54.52
Other post-secondary teachers	21.76	31.50	39.69	48.16	56.82
Teachers, except college and university	14.27	28.01	37.33	46.71	52.52
Elementary school teachers	27.19	33.59	41.70	47.86	57.75
Teachers, n.e.c.	8.67	9.25	9.53	22.39	37.44
Librarians, archivists, and curators	23.67	23.95	25.76	29.59	40.63
Social scientists and urban planners	26.92	29.09	31.79	39.42	48.76
Social, recreation, and religious workers	13.52	15.75	22.17	26.65	28.96
Social workers	13.93	17.07	22.17	27.00	28.96
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.00	21.44	29.89	43.75	55.77
Technical	13.46	16.50	19.48	23.35	28.29
Clinical laboratory technologists and technicians	12.00	14.42	15.87	30.24	30.24
Licensed practical nurses	17.00	18.59	20.03	21.34	24.00
Health technologists and technicians, n.e.c.	12.55	14.75	17.04	23.35	23.35
Electrical and electronic technicians	12.10	14.41	18.00	20.35	23.00
Computer programmers	22.00	25.00	28.00	28.00	35.51
Technical and related, n.e.c.	12.50	16.75	19.23	26.19	30.50
Executive, administrative, and managerial	18.50	22.60	29.75	40.87	54.46
Executives, administrators, and managers	20.31	27.43	37.29	47.46	71.16
Administrators and officials, public administration	24.91	27.46	33.17	48.50	69.23
Financial managers	27.69	36.26	47.38	72.07	113.28
Managers and administrators, n.e.c.	28.49	34.62	40.89	53.36	105.77
Management related	17.00	20.55	23.21	28.00	36.80
Accountants and auditors	17.00	18.50	21.35	28.15	34.71
Buyers, wholesale and retail trade, except farm products	19.95	20.55	23.21	25.00	37.26
Purchasing agents and buyers, n.e.c.	14.17	22.25	23.84	33.65	40.00
Management related, n.e.c.	20.71	20.95	25.47	36.80	36.80
Sales	7.66	9.49	12.34	17.36	29.42
Supervisors, sales	13.60	15.00	17.21	20.92	25.10
Sales workers, motor vehicles and boats	12.05	14.10	18.93	31.27	40.40
Sales workers, other commodities	7.81	8.84	12.45	15.60	34.61
Cashiers	7.25	8.00	9.44	11.25	17.50
Administrative support, including clerical	9.36	11.25	14.00	16.55	20.39
Secretaries	12.00	14.48	15.50	18.57	22.94
Typists	9.89	10.91	14.26	16.15	16.76
Receptionists	8.70	10.14	11.80	13.74	14.42
Order clerks	11.97	13.50	15.80	15.80	16.00
Records clerks, n.e.c.	12.43	13.19	14.10	16.66	18.65
Bookkeepers, accounting and auditing clerks	11.85	12.50	14.55	16.65	22.45
Dispatchers	9.07	9.85	11.50	16.45	22.41
Traffic, shipping and receiving clerks	9.00	9.87	11.85	13.50	17.04
Stock and inventory clerks	8.50	10.39	12.63	16.16	16.88
Investigators and adjusters, except insurance	14.06	15.30	17.02	21.23	24.86
General office clerks	9.00	11.25	13.19	14.88	17.36
Bank tellers	8.50	9.00	10.00	11.50	13.22
Teachers' aides	9.90	10.47	12.73	14.56	16.47
Administrative support, n.e.c.	12.10	13.21	15.64	19.52	22.50
Blue collar	7.58	9.96	15.53	20.90	25.65

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 Diego, CA, December 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair	\$12.72	\$15.91	\$20.07	\$24.40	\$29.04
Automobile mechanics	13.50	17.00	41.44	52.06	63.65
Bus, truck, and stationary engine mechanics	14.63	15.50	21.63	23.90	23.90
Industrial machinery repairers	18.70	18.70	19.05	26.23	29.04
Machinery maintenance	12.41	13.95	16.15	21.40	23.69
Electronic repairers, communications and industrial equipment	22.95	25.65	25.65	25.65	26.98
Mechanics and repairers, n.e.c.	12.50	13.00	20.56	23.20	24.07
Construction trades, n.e.c.	13.93	17.01	18.74	22.50	28.39
Supervisors, production	23.29	23.29	24.04	24.04	36.15
Electrical and electronic equipment assemblers ..	11.63	12.00	14.62	16.07	22.36
Inspectors, testers, and graders	16.03	17.21	20.15	25.54	27.84
Machine operators, assemblers, and inspectors	7.25	8.00	9.70	13.03	19.30
Miscellaneous machine operators, n.e.c.	8.50	9.50	12.50	18.50	20.06
Assemblers	7.00	7.53	8.68	12.27	14.26
Production inspectors, checkers and examiners ..	7.50	8.00	9.70	11.35	19.30
Transportation and material moving	8.50	11.59	16.16	20.20	24.40
Truck drivers	11.50	15.15	17.50	20.20	24.40
Industrial truck and tractor equipment operators ..	10.29	10.46	14.44	14.71	20.82
Handlers, equipment cleaners, helpers, and laborers	7.00	7.85	10.00	15.74	20.09
Groundskeepers and gardeners, except farm	11.50	15.67	15.74	15.88	17.39
Helpers, construction trades	7.55	8.00	10.10	11.60	15.00
Construction laborers	19.79	21.17	21.92	22.11	23.92
Stock handlers and baggers	7.00	7.25	8.00	9.80	11.00
Freight, stock, and material handlers, n.e.c.	9.00	10.30	11.61	17.64	18.08
Vehicle washers and equipment cleaners	7.31	8.00	9.00	16.95	42.49
Laborers, except construction, n.e.c.	6.75	7.25	8.00	10.00	11.94
Service	6.75	7.25	9.00	12.46	21.13
Protective service	8.33	10.00	20.49	28.35	32.68
Police and detectives, public service	21.60	22.93	28.90	30.27	30.68
Guards and police, except public service	7.90	8.27	9.05	12.00	16.19
Protective service, n.e.c.	7.85	9.75	11.44	11.86	14.07
Food service	6.75	6.75	7.25	8.85	11.00
Waiters, waitresses, and bartenders	6.75	6.75	6.75	6.75	7.00
Bartenders	6.75	6.75	6.75	6.75	7.00
Waiters and waitresses	6.75	6.75	6.75	6.75	7.05
Other food service	6.75	7.25	8.00	10.24	12.17
Cooks	7.21	8.00	10.00	12.00	16.04
Food counter, fountain, and related	6.75	6.75	7.25	8.68	12.00
Kitchen workers, food preparation	7.75	7.80	8.25	9.00	10.50
Food preparation, n.e.c.	6.75	7.15	7.58	9.48	10.74
Health service	9.50	10.50	11.94	13.21	14.00
Health aides, except nursing	9.45	10.91	12.71	15.43	15.93
Nursing aides, orderlies and attendants	9.50	10.50	11.75	13.09	13.53
Cleaning and building service	7.00	7.25	8.20	10.16	13.39
Maids and housemen	7.00	7.25	8.00	9.79	10.40
Janitors and cleaners	7.00	7.25	8.81	11.07	14.20
Personal service	7.00	7.90	9.46	13.00	16.34
Attendants, amusement, and recreation facilities	6.75	7.25	9.05	11.24	16.34
Service, n.e.c.	7.31	8.00	9.28	14.29	14.84

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² 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 Diego, CA, December 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.25	\$9.50	\$14.58	\$22.52	\$36.06
All excluding sales	7.25	9.50	15.00	23.11	36.42
White collar	9.50	12.74	18.41	30.31	41.25
White collar excluding sales	10.39	14.27	20.39	32.98	43.27
Professional specialty and technical	15.00	19.41	28.00	36.60	45.24
Professional specialty	17.07	24.96	32.98	40.82	49.44
Engineers, architects, and surveyors	24.96	29.51	36.73	43.90	52.02
Electrical and electronic engineers	24.96	24.96	32.24	39.28	47.47
Engineers, n.e.c.	28.13	32.70	39.84	50.34	62.50
Mathematical and computer scientists	20.21	26.60	38.00	42.79	49.04
Computer systems analysts and scientists	20.21	26.60	38.00	42.79	49.04
Natural scientists	17.46	21.71	29.33	39.95	44.42
Health related	25.00	30.83	35.04	38.36	45.24
Registered nurses	26.74	30.83	35.21	37.86	45.24
Teachers, college and university	31.50	34.42	43.46	53.95	78.81
Teachers, except college and university	9.00	9.25	10.60	15.10	22.80
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.39	14.56	19.46	22.52	28.96
Social workers	13.50	14.80	19.46	27.00	28.96
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.23	24.91	30.00	47.12	56.49
Technical	14.00	16.50	19.23	22.59	28.00
Licensed practical nurses	17.00	18.59	20.03	21.34	24.00
Health technologists and technicians, n.e.c.	13.74	15.00	15.50	17.27	17.50
Electrical and electronic technicians	12.10	14.41	18.00	20.35	23.00
Computer programmers	21.36	22.21	25.00	35.51	35.51
Executive, administrative, and managerial	17.30	21.68	32.93	40.92	56.39
Executives, administrators, and managers	19.04	29.56	39.42	48.41	84.14
Financial managers	27.69	40.39	65.61	91.35	123.58
Managers and administrators, n.e.c.	29.56	35.50	40.89	54.46	105.77
Management related	17.00	19.95	22.99	28.74	38.46
Accountants and auditors	15.31	17.00	21.35	24.23	34.71
Buyers, wholesale and retail trade, except farm products	19.95	20.55	23.08	31.25	37.26
Purchasing agents and buyers, n.e.c.	14.17	20.56	26.44	34.66	40.00
Management related, n.e.c.	19.68	20.71	24.43	26.79	37.91
Sales	7.66	9.45	12.30	17.31	29.42
Supervisors, sales	13.60	15.00	17.21	20.92	25.10
Sales workers, motor vehicles and boats	12.05	14.10	18.93	31.27	40.40
Sales workers, other commodities	7.81	8.84	12.45	15.60	34.61
Cashiers	7.25	7.99	9.35	11.25	17.50
Administrative support, including clerical	9.00	10.71	13.52	16.10	20.76
Secretaries	11.86	14.17	15.50	19.46	24.56
Receptionists	8.70	10.14	11.80	13.74	14.42
Order clerks	11.97	13.50	15.80	15.80	16.00
Bookkeepers, accounting and auditing clerks	11.85	12.50	14.00	16.09	22.45
Traffic, shipping and receiving clerks	9.00	9.87	11.85	13.50	17.04
Stock and inventory clerks	8.50	8.50	12.00	15.70	17.43
Investigators and adjusters, except insurance	14.06	15.30	17.02	21.23	24.86
General office clerks	7.70	9.50	12.50	15.47	18.78
Bank tellers	8.50	9.00	10.00	11.50	13.22
Administrative support, n.e.c.	9.80	13.00	15.50	19.52	22.36
Blue collar	7.50	9.59	14.50	20.20	25.41
Precision production, craft, and repair	12.50	15.39	19.18	24.04	29.63
Automobile mechanics	13.50	17.00	41.44	52.79	63.65
Machinery maintenance	12.41	13.95	16.15	21.40	23.69
Supervisors, production	23.29	23.29	24.04	24.04	36.15
Electrical and electronic equipment assemblers ..	11.63	12.00	14.62	16.07	22.36
Inspectors, testers, and graders	16.03	16.03	20.68	26.52	27.84

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 Diego, CA, December 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Machine operators, assemblers, and inspectors	\$7.25	\$8.00	\$9.67	\$13.00	\$19.30
Miscellaneous machine operators, n.e.c.	8.50	9.50	12.50	18.50	20.06
Assemblers	7.00	7.53	8.68	12.27	14.26
Production inspectors, checkers and examiners ..	7.50	8.00	9.70	11.35	19.30
Transportation and material moving	8.50	11.33	15.83	20.20	24.40
Truck drivers	11.50	14.94	17.50	20.20	24.40
Industrial truck and tractor equipment operators ..	10.29	10.46	14.44	14.71	20.82
Handlers, equipment cleaners, helpers, and laborers	7.00	7.55	9.76	12.11	20.62
Construction laborers	19.79	21.17	21.92	22.11	23.92
Stock handlers and baggers	7.00	7.25	8.00	9.80	11.00
Freight, stock, and material handlers, n.e.c.	8.93	10.00	11.00	12.40	15.97
Vehicle washers and equipment cleaners	7.31	8.00	9.00	16.95	42.49
Laborers, except construction, n.e.c.	6.75	7.25	8.00	10.00	11.94
Service	6.75	7.00	8.00	10.24	12.50
Protective service	7.90	8.41	9.25	12.00	16.19
Guards and police, except public service	7.90	8.25	9.05	11.50	14.06
Food service	6.75	6.75	7.25	8.68	10.74
Waiters, waitresses, and bartenders	6.75	6.75	6.75	6.75	7.00
Bartenders	6.75	6.75	6.75	6.75	7.00
Waiters and waitresses	6.75	6.75	6.75	6.75	7.05
Other food service	6.75	7.25	8.00	10.17	12.00
Cooks	7.21	8.00	10.00	12.00	16.04
Food counter, fountain, and related	6.75	6.75	7.25	8.68	12.00
Kitchen workers, food preparation	7.65	7.80	8.25	9.00	10.50
Food preparation, n.e.c.	6.75	7.15	7.58	9.40	10.74
Health service	10.00	10.51	12.00	13.25	14.98
Nursing aides, orderlies and attendants	10.00	10.50	11.63	13.00	13.53
Cleaning and building service	7.00	7.25	7.75	9.22	10.20
Maids and housemen	7.00	7.25	8.00	9.79	10.40
Janitors and cleaners	7.00	7.25	7.60	9.22	10.14
Personal service	7.00	7.75	9.44	11.51	16.34
Attendants, amusement, and recreation facilities	6.75	7.25	10.00	11.50	16.34
Service, n.e.c.	7.16	8.00	8.50	9.50	15.00

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² 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 Diego, CA, December 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.71	\$16.02	\$24.64	\$34.31	\$45.70
All excluding sales	12.70	16.07	24.77	34.36	45.70
White collar	13.22	17.02	27.43	38.91	46.91
White collar excluding sales	13.22	17.02	27.43	38.91	46.91
Professional specialty and technical	23.28	27.70	34.45	43.92	50.39
Professional specialty	24.64	29.57	36.29	45.00	51.06
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	-	-	-	-	-
Teachers, college and university	24.64	31.97	39.69	43.10	53.15
Teachers, except college and university	26.97	31.99	40.09	46.91	53.15
Elementary school teachers	27.19	33.65	41.70	47.86	57.75
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	12.09	14.88	23.35	28.00	30.24
Executive, administrative, and managerial	20.71	23.84	27.43	36.26	47.38
Executives, administrators, and managers	22.84	27.43	31.03	45.93	51.09
Administrators and officials, public administration	24.91	27.46	33.17	48.50	69.23
Management related	19.03	21.55	24.59	28.00	36.80
Sales	-	-	-	-	-
Administrative support, including clerical	11.01	12.79	14.66	16.80	19.65
Secretaries	13.22	14.57	15.52	17.98	20.71
General office clerks	10.77	11.81	13.67	13.84	16.84
Teachers' aides	9.90	10.47	12.73	14.56	16.47
Administrative support, n.e.c.	12.34	14.20	16.13	19.88	25.00
Blue collar	15.74	17.01	19.21	24.32	25.65
Precision production, craft, and repair	17.01	20.15	23.61	25.65	25.68
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	15.67	15.74	15.74	18.08	19.14
Service	9.93	13.09	19.42	27.51	31.62
Protective service	17.98	21.67	27.26	30.27	36.76
Police and detectives, public service	21.60	22.93	28.90	30.27	30.68
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	9.44	9.54	11.94	13.21	13.21
Cleaning and building service	9.58	11.07	13.00	15.26	17.71
Janitors and cleaners	9.58	11.07	13.00	15.26	17.71
Personal service	8.24	10.92	14.15	14.84	14.95

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

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 Diego, CA, December 2003

Occupation ³	10	25	Median 50	75	90
All	\$8.75	\$12.05	\$17.98	\$27.98	\$40.39
All excluding sales	8.77	12.41	18.50	28.39	40.87
White collar	11.25	14.90	22.23	34.30	45.24
White collar excluding sales	12.43	15.95	23.71	36.00	45.93
Professional specialty and technical	17.07	23.07	30.82	40.40	48.13
Professional specialty	21.22	27.58	34.62	43.08	51.06
Engineers, architects, and surveyors	25.96	29.89	34.74	42.45	50.21
Electrical and electronic engineers	24.96	24.96	32.38	40.03	47.43
Engineers, n.e.c.	29.16	33.08	37.01	48.16	60.58
Mathematical and computer scientists	20.21	29.63	36.06	41.55	44.56
Computer systems analysts and scientists	20.21	29.63	36.06	41.55	44.56
Natural scientists	17.46	23.10	28.39	36.11	44.23
Health related	26.62	32.30	36.00	40.82	45.72
Registered nurses	27.71	31.90	35.32	37.91	45.24
Teachers, college and university	28.67	34.14	40.73	45.38	55.75
Other post-secondary teachers	31.88	37.18	42.86	52.38	65.67
Teachers, except college and university	14.27	27.77	37.34	46.88	52.82
Elementary school teachers	27.19	33.59	41.70	47.86	57.75
Librarians, archivists, and curators	23.67	23.95	25.76	29.59	40.63
Social scientists and urban planners	26.92	29.09	31.79	39.42	48.76
Social, recreation, and religious workers	13.80	17.07	22.17	24.44	28.96
Social workers	13.80	17.07	22.17	24.44	28.96
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.27	21.89	30.00	44.71	56.33
Technical	14.71	17.04	20.05	23.85	29.25
Licensed practical nurses	17.00	18.59	20.03	21.34	24.00
Health technologists and technicians, n.e.c.	12.43	15.00	17.04	23.35	23.35
Electrical and electronic technicians	14.00	16.50	18.00	20.83	23.00
Computer programmers	22.21	25.00	28.00	28.08	35.51
Technical and related, n.e.c.	12.00	16.16	19.25	26.90	30.50
Executive, administrative, and managerial	18.50	22.60	30.50	40.87	54.46
Executives, administrators, and managers	20.31	27.46	37.29	47.50	71.16
Administrators and officials, public administration	24.91	27.46	33.17	48.50	69.23
Financial managers	27.69	36.26	47.38	72.07	113.28
Managers and administrators, n.e.c.	29.56	35.50	41.25	54.05	105.77
Management related	17.00	20.55	23.21	28.21	36.80
Accountants and auditors	17.00	18.50	21.35	28.15	34.71
Buyers, wholesale and retail trade, except farm products	19.95	20.55	23.21	25.00	37.26
Purchasing agents and buyers, n.e.c.	14.17	22.25	23.84	33.65	40.00
Management related, n.e.c.	20.71	20.95	25.47	36.80	36.80
Sales	8.60	10.61	14.04	19.00	33.13
Supervisors, sales	13.60	15.00	17.21	20.92	25.10
Sales workers, motor vehicles and boats	12.05	14.10	18.93	31.27	40.40
Sales workers, other commodities	7.95	9.00	12.82	15.73	35.53
Cashiers	7.99	8.50	10.11	12.00	17.90
Administrative support, including clerical	10.14	12.18	14.57	17.05	21.23
Secretaries	12.50	14.53	16.00	19.46	24.50
Typists	9.89	10.91	14.51	16.29	16.76
Receptionists	10.14	11.80	12.54	13.74	14.42
Order clerks	13.39	13.50	15.80	15.80	16.00
Records clerks, n.e.c.	12.43	13.19	14.10	16.66	18.65
Bookkeepers, accounting and auditing clerks	12.00	12.50	14.55	16.65	22.45
Dispatchers	9.07	9.85	11.50	16.45	22.41
Traffic, shipping and receiving clerks	9.50	11.50	13.25	13.50	18.00
Stock and inventory clerks	10.39	12.00	15.05	16.16	16.88
Investigators and adjusters, except insurance	14.06	15.30	17.02	21.23	24.86
General office clerks	11.25	12.40	13.67	15.50	18.28
Administrative support, n.e.c.	13.00	13.85	16.47	20.79	23.08
Blue collar	8.50	11.00	16.20	21.66	26.28
Precision production, craft, and repair	12.70	16.03	20.15	24.40	29.04
Automobile mechanics	13.50	17.00	41.44	52.06	63.65
Bus, truck, and stationary engine mechanics	14.63	15.50	21.63	23.90	23.90

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 Diego, CA, December 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Industrial machinery repairers	\$18.70	\$18.70	\$19.05	\$26.23	\$29.04
Machinery maintenance	12.41	13.95	16.15	21.40	23.69
Electronic repairers, communications and industrial equipment	22.95	25.65	25.65	25.65	26.98
Mechanics and repairers, n.e.c.	12.50	13.00	20.56	23.20	24.07
Construction trades, n.e.c.	13.93	17.01	18.74	22.50	28.39
Supervisors, production	23.29	23.29	24.04	24.04	36.15
Electrical and electronic equipment assemblers ..	11.58	12.00	14.62	16.51	23.21
Inspectors, testers, and graders	16.03	17.21	20.15	25.54	27.84
Machine operators, assemblers, and inspectors	7.50	8.50	10.25	13.93	19.89
Miscellaneous machine operators, n.e.c.	8.50	9.50	12.50	18.50	20.06
Assemblers	7.29	8.00	10.42	12.79	15.83
Production inspectors, checkers and examiners ..	9.00	9.10	10.41	14.40	23.50
Transportation and material moving	9.25	12.54	16.50	20.20	24.40
Truck drivers	11.50	15.15	17.50	20.20	24.40
Handlers, equipment cleaners, helpers, and laborers	7.25	9.00	11.60	16.95	21.92
Groundskeepers and gardeners, except farm	11.50	15.67	15.74	15.88	17.39
Helpers, construction trades	7.55	8.00	10.10	11.60	15.00
Construction laborers	19.79	21.17	21.92	22.11	23.92
Stock handlers and baggers	9.00	10.00	10.20	11.00	15.65
Freight, stock, and material handlers, n.e.c.	9.59	10.82	12.75	18.08	18.08
Vehicle washers and equipment cleaners	8.00	8.36	12.75	20.09	45.06
Service	7.00	7.75	10.16	14.20	26.10
Protective service	9.50	16.09	23.36	29.50	35.51
Police and detectives, public service	21.60	22.93	28.90	30.27	30.68
Guards and police, except public service	8.50	9.00	10.00	12.62	18.60
Food service	6.75	7.25	8.13	10.50	12.70
Waiters, waitresses, and bartenders	6.75	6.75	6.75	7.05	7.05
Waiters and waitresses	6.75	6.75	6.75	7.05	7.05
Other food service	7.25	7.75	8.50	11.00	13.06
Cooks	7.14	8.00	10.50	12.70	16.04
Kitchen workers, food preparation	7.75	7.95	8.50	9.10	10.50
Food preparation, n.e.c.	6.75	7.25	7.75	9.21	10.61
Health service	9.50	10.50	12.00	13.21	14.00
Nursing aides, orderlies and attendants	9.54	10.50	11.84	13.21	13.53
Cleaning and building service	7.00	7.25	8.20	10.16	13.39
Maids and housemen	7.00	7.25	8.00	9.94	10.40
Janitors and cleaners	7.00	7.25	8.81	11.07	14.56
Personal service	7.00	7.81	11.22	13.68	19.10

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

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 Diego, CA, December 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.75	\$7.00	\$8.55	\$11.44	\$17.90
All excluding sales	6.75	7.00	8.50	11.64	18.00
White collar	7.50	9.00	11.00	16.48	27.33
White collar excluding sales	8.50	9.90	12.68	19.00	31.00
Professional specialty and technical	12.00	15.80	22.00	32.40	42.96
Professional specialty	18.00	22.00	30.50	37.48	45.43
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Health related	22.62	26.79	30.50	35.14	62.16
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	11.00	12.10	14.00	18.55	22.00
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Management related	-	-	-	-	-
Sales	7.00	7.50	8.85	10.65	13.00
Cashiers	7.00	7.25	8.00	9.80	17.50
Administrative support, including clerical	8.24	9.00	10.00	12.68	15.35
General office clerks	7.50	9.00	10.00	11.00	12.55
Administrative support, n.e.c.	8.00	10.53	13.69	14.37	16.00
Blue collar	7.00	7.25	7.85	9.38	11.00
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.00	7.25	7.99	9.50	10.40
Stock handlers and baggers	7.00	7.00	7.30	8.35	9.76
Service	6.75	6.75	7.00	9.00	11.00
Protective service	7.25	8.00	8.50	10.00	11.50
Food service	6.75	6.75	6.75	7.25	9.00
Waiters, waitresses, and bartenders	6.75	6.75	6.75	6.75	6.75
Bartenders	6.75	6.75	6.75	6.75	7.00
Waiters and waitresses	6.75	6.75	6.75	6.75	6.75
Other food service	6.75	6.75	7.25	8.68	10.24
Food counter, fountain, and related	6.75	6.75	6.75	7.25	8.68
Food preparation, n.e.c.	6.75	6.75	7.50	10.24	10.74
Health service	9.44	10.50	11.33	13.09	15.43
Cleaning and building service	-	-	-	-	-
Personal service	7.00	7.90	9.00	10.25	14.95
Attendants, amusement, and recreation facilities	6.75	6.75	7.75	8.25	9.54
Service, n.e.c.	8.00	8.00	9.28	14.15	15.00

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

² 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 Diego, CA, Metropolitan Statistical Area consists of San Diego County.

Sampling frame

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

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to 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. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 and over	8

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, tips, 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>Establishments</i>
Total in sampling frame	3,409
Total in sample	506
Responding	269
Out of business or not in survey scope	57
Unable or refused to provide data	180

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 earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, San Diego, CA, December 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	505,600	385,900	119,800
All excluding sales	464,000	344,400	119,600
White collar	289,900	200,000	89,900
White-collar excluding sales	248,300	158,600	89,700
Professional specialty and technical	125,700	67,900	57,800
Professional specialty	99,900	46,500	53,300
Technical	25,800	21,400	4,500
Executive, administrative, and managerial	37,200	28,600	8,600
Sales	41,600	41,400	–
Administrative support, including clerical	85,400	62,100	23,400
Blue collar	109,600	100,000	9,600
Precision production, craft, and repair	43,100	37,700	5,400
Machine operators, assemblers, and inspectors	22,500	22,400	–
Transportation and material moving	12,900	12,200	–
Handlers, equipment cleaners, helpers, and laborers	31,100	27,800	–
Service	106,100	85,800	20,300

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.