

Salinas, CA

National Compensation Survey

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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 establishments and government agencies 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 NCSinfo@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.

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 Salinas, CA, Metropolitan Statistical Area (MSA). Data were collected between September 2007 and January 2008; the average reference month is November 2007. 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 an appendix with detailed information on occupational classifications.

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 fire fighters, 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. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

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 800 detailed occupations, listed in Appendix B, 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 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 high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 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.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Salinas, CA, November 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	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)	
All workers	\$21.43	4.1	34.1	\$18.81	5.1	33.7	\$31.41	3.0	35.8
Worker characteristics^{4,5}									
Management, professional, and related	36.02	2.8	35.3	34.22	4.0	36.6	38.48	3.2	33.8
Management, business, and financial	34.93	7.1	41.1	33.32	7.8	41.5	40.35	15.1	39.8
Professional and related	36.76	2.3	32.2	35.27	2.4	32.1	37.95	3.3	32.4
Service	15.50	3.9	33.0	11.78	4.9	32.1	30.00	4.0	36.9
Sales and office	18.40	6.2	33.3	18.25	7.2	32.5	19.31	2.6	38.9
Sales and related	19.01	16.8	29.2	19.01	16.8	29.2	—	—	—
Office and administrative support	18.01	2.6	36.6	17.61	3.4	35.9	19.31	2.6	38.9
Natural resources, construction, and maintenance	27.34	8.7	40.0	27.81	9.0	40.0	—	—	—
Construction and extraction	29.46	11.2	40.0	—	—	—	—	—	—
Installation, maintenance, and repair	24.65	9.9	40.0	24.88	10.4	40.0	—	—	—
Production, transportation, and material moving	14.45	7.2	33.8	13.75	7.2	33.5	22.75	15.6	38.5
Production	14.88	12.1	32.3	14.00	10.5	32.0	—	—	—
Transportation and material moving	14.06	7.3	35.4	13.52	7.8	35.1	18.85	6.6	37.9
Full time	22.96	4.1	39.7	20.26	5.3	39.9	31.90	3.0	39.0
Part time	15.08	7.3	21.5	13.60	7.3	21.6	27.11	8.0	21.0
Union	24.95	3.1	36.1	19.64	9.6	36.4	30.15	3.2	35.8
Nonunion	19.36	5.7	33.0	18.56	5.5	32.9	42.61	11.1	36.4
Time	21.25	4.2	34.1	18.42	5.2	33.7	31.41	3.0	35.8
Incentive	25.22	5.9	33.2	25.22	5.9	33.2	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	18.28	5.4	32.7	18.12	5.5	32.8	—	—	—
100-499 workers	20.26	8.8	34.9	17.93	10.3	34.1	30.46	10.0	38.9
500 workers or more	28.28	3.9	36.1	23.55	8.8	37.4	31.56	3.2	35.2

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. See appendix A for more information.

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Salinas, CA, November 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$21.43	4.1	\$22.96	4.1	\$15.08	7.3
Management occupations	40.96	7.1	40.96	7.1	—	—
Level 9	32.87	4.8	32.87	4.8	—	—
Level 11	47.72	13.9	47.72	13.9	—	—
Financial managers	43.18	9.9	43.18	9.9	—	—
Business and financial operations occupations	28.72	3.9	28.72	3.9	—	—
Level 7	23.09	7.1	23.09	7.1	—	—
Computer and mathematical science occupations	28.29	6.4	28.29	6.4	—	—
Architecture and engineering occupations	31.88	8.0	31.88	8.0	—	—
Community and social services occupations	27.20	15.2	27.21	15.3	—	—
Education, training, and library occupations	39.08	3.3	42.12	2.8	22.37	1.3
Level 9	43.94	3.7	43.66	2.8	—	—
Primary, secondary, and special education school teachers	43.62	5.1	43.84	3.7	—	—
Level 9	44.31	4.3	43.84	3.7	—	—
Elementary and middle school teachers	43.38	5.7	43.43	3.9	—	—
Level 9	44.34	4.8	43.43	3.9	—	—
Secondary school teachers	44.28	5.0	44.75	4.0	—	—
Level 9	44.75	4.0	44.75	4.0	—	—
Secondary school teachers, except special and vocational education	44.28	5.0	44.75	4.0	—	—
Level 9	44.75	4.0	44.75	4.0	—	—
Healthcare practitioner and technical occupations	41.03	5.8	40.85	11.5	41.19	7.3
Level 9	46.03	2.6	—	—	48.76	2.1
Registered nurses	47.44	4.0	46.59	12.7	48.02	1.8
Level 9	45.83	2.7	—	—	48.72	2.2
Healthcare support occupations	15.53	7.4	14.51	11.4	—	—
Nursing, psychiatric, and home health aides	12.69	3.8	12.69	3.8	—	—
Nursing aides, orderlies, and attendants	12.69	3.8	12.69	3.8	—	—
Protective service occupations	32.66	5.9	33.20	6.0	—	—
Food preparation and serving related occupations	10.79	3.9	12.26	3.6	8.02	1.3
Level 1	8.18	3.9	8.76	3.8	7.79	.8
Level 2	8.07	2.5	8.23	4.2	7.82	.5
Level 3	11.64	8.7	12.18	9.4	9.25	7.2
Level 4	11.81	26.5	—	—	—	—
Level 5	17.03	11.8	17.03	11.8	—	—
First-line supervisors/managers, food preparation and serving workers	19.11	4.4	19.11	4.4	—	—
Cooks	14.95	11.9	15.04	12.3	—	—
Cooks, restaurant	12.95	7.2	12.98	7.7	—	—
Food service, tipped	7.88	1.1	8.21	1.8	7.68	1.6
Level 1	7.55	1.9	—	—	7.53	.6
Level 2	7.87	2.0	—	—	—	—
Level 3	8.26	.9	—	—	—	—
Waiters and waitresses	7.82	1.7	8.19	2.9	7.60	.9
Level 2	7.72	.5	—	—	—	—
Dining room and cafeteria attendants and bartender helpers	7.43	1.8	—	—	—	—
Fast food and counter workers	8.85	9.3	9.20	9.1	—	—
Level 3	10.58	6.4	—	—	—	—
Combined food preparation and serving workers, including fast food	8.85	9.3	9.20	9.1	—	—
Level 3	10.58	6.4	—	—	—	—
Dishwashers	8.93	4.8	9.00	6.1	—	—
Level 1	8.93	4.8	9.00	6.1	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Salinas, CA, November 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations	\$13.09	10.4	\$13.75	12.2	\$10.93	4.7
Level 1	10.09	7.3	9.40	6.2	—	—
Level 3	12.79	6.1	13.05	6.2	—	—
Level 4	14.92	3.7	—	—	—	—
Building cleaning workers	11.58	6.2	11.80	9.1	11.10	4.4
Level 1	10.09	7.3	9.40	6.2	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.89	7.1	12.29	12.4	11.36	3.7
Maids and housekeeping cleaners	10.00	2.6	10.14	3.3	—	—
Level 1	10.22	4.1	10.57	3.4	—	—
Grounds maintenance workers	13.76	6.3	—	—	—	—
Level 3	13.76	6.3	—	—	—	—
Landscaping and groundskeeping workers	13.76	6.3	—	—	—	—
Level 3	13.76	6.3	—	—	—	—
Personal care and service occupations	13.03	18.7	—	—	13.85	8.6
Sales and related occupations	19.01	16.8	22.58	10.6	12.25	6.8
Level 3	14.58	1.0	14.93	2.1	14.40	2.4
Level 4	16.49	1.2	—	—	—	—
Retail sales workers	13.81	10.8	15.40	11.6	12.04	5.2
Level 3	14.71	.0	14.84	2.3	14.64	.1
Cashiers, all workers	17.32	6.9	17.29	8.3	—	—
Level 3	17.76	6.5	—	—	—	—
Cashiers	17.32	6.9	17.29	8.3	—	—
Level 3	17.76	6.5	—	—	—	—
Retail salespersons	12.21	10.1	13.76	18.9	11.11	.4
Level 3	13.77	11.6	—	—	—	—
Office and administrative support occupations	18.01	2.6	18.52	2.2	14.79	11.6
Level 3	11.89	3.5	12.36	6.5	11.03	2.8
Level 4	15.77	3.6	15.72	3.5	—	—
Level 5	17.69	2.8	17.69	2.8	—	—
Level 6	22.61	7.5	22.87	8.3	—	—
Not able to be leveled	20.84	10.5	22.91	4.2	—	—
First-line supervisors/managers of office and administrative support workers	26.04	5.7	26.04	5.7	—	—
Financial clerks	15.97	5.4	16.43	6.1	—	—
Level 4	15.49	2.9	15.25	3.1	—	—
Bookkeeping, accounting, and auditing clerks	17.75	6.3	17.84	7.1	—	—
Receptionists and information clerks	14.48	12.7	—	—	—	—
Stock clerks and order fillers	14.77	11.0	—	—	—	—
Secretaries and administrative assistants	22.05	9.4	22.95	9.0	—	—
Executive secretaries and administrative assistants	23.20	9.2	24.56	7.7	—	—
Office clerks, general	15.65	8.0	16.35	7.3	—	—
Construction and extraction occupations	29.46	11.2	29.46	11.2	—	—
Installation, maintenance, and repair occupations	24.65	9.9	24.65	9.9	—	—
Production occupations	14.88	12.1	17.16	13.8	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Salinas, CA, November 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Level 2	\$10.90	15.6	\$11.34	21.0	—	—
Transportation and material moving occupations	14.06	7.3	14.92	8.3	\$10.32	8.4
Level 1	10.13	13.7	10.78	17.1	—	—
Level 2	12.70	6.1	—	—	10.41	8.3
Level 3	14.98	6.2	14.97	7.5	—	—
Level 4	18.31	8.2	—	—	—	—
Laborers and material movers, hand	11.35	8.1	12.07	9.8	9.15	7.2
Level 1	10.13	13.7	10.78	17.1	—	—
Level 2	11.79	9.0	—	—	—	—
Laborers and freight, stock, and material movers, hand	12.82	12.5	12.77	13.3	—	—
Level 2	11.94	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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Salinas, CA, November 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$18.81	5.1	\$20.26	5.3	\$13.60	7.3
Management occupations	38.16	8.1	38.16	8.1	–	–
Business and financial operations occupations	28.37	5.1	28.37	5.1	–	–
Healthcare practitioner and technical occupations	38.34	5.1	37.67	9.6	38.84	10.2
Level 9	44.92	3.4	–	–	–	–
Registered nurses	44.41	3.8	–	–	–	–
Level 9	44.53	3.6	–	–	–	–
Healthcare support occupations	13.27	5.3	12.38	3.1	–	–
Nursing, psychiatric, and home health aides	12.39	3.9	12.39	3.9	–	–
Nursing aides, orderlies, and attendants	12.39	3.9	12.39	3.9	–	–
Food preparation and serving related occupations	10.77	4.0	12.26	3.7	8.02	1.3
Level 1	8.18	3.9	8.76	3.8	7.79	.8
Level 2	8.07	2.5	8.23	4.2	7.82	.5
Level 3	11.60	9.1	12.16	9.8	9.25	7.2
Level 4	11.81	26.5	–	–	–	–
Level 5	17.03	11.8	17.03	11.8	–	–
First-line supervisors/managers, food preparation and serving workers	19.11	4.4	19.11	4.4	–	–
Cooks	14.95	11.9	15.04	12.3	–	–
Cooks, restaurant	12.95	7.2	12.98	7.7	–	–
Food service, tipped	7.88	1.1	8.21	1.8	7.68	1.6
Level 1	7.55	1.9	–	–	7.53	.6
Level 2	7.87	2.0	–	–	–	–
Level 3	8.26	.9	–	–	–	–
Waiters and waitresses	7.82	1.7	8.19	2.9	7.60	.9
Level 2	7.72	.5	–	–	–	–
Dining room and cafeteria attendants and bartender helpers	7.43	1.8	–	–	–	–
Fast food and counter workers	8.66	8.1	–	–	–	–
Level 3	10.17	6.2	–	–	–	–
Combined food preparation and serving workers, including fast food	8.66	8.1	–	–	–	–
Level 3	10.17	6.2	–	–	–	–
Dishwashers	8.93	4.8	9.00	6.1	–	–
Level 1	8.93	4.8	9.00	6.1	–	–
Building and grounds cleaning and maintenance occupations	12.82	11.6	13.53	13.3	10.30	8.0
Level 1	10.09	7.3	9.40	6.2	–	–
Level 3	12.58	6.4	12.84	6.4	–	–
Building cleaning workers	11.11	6.4	11.39	9.2	10.45	7.9
Level 1	10.09	7.3	9.40	6.2	–	–
Janitors and cleaners, except maids and housekeeping cleaners	11.18	6.7	11.55	12.1	10.67	8.0
Maids and housekeeping cleaners	10.00	2.6	10.14	3.3	–	–
Level 1	10.22	4.1	10.57	3.4	–	–
Personal care and service occupations	13.11	19.7	–	–	–	–
Sales and related occupations	19.01	16.8	22.58	10.6	12.25	6.8
Level 3	14.58	1.0	14.93	2.1	14.40	2.4
Level 4	16.49	1.2	–	–	–	–
Retail sales workers	13.81	10.8	15.40	11.6	12.04	5.2
Level 3	14.71	.0	14.84	2.3	14.64	.1
Cashiers, all workers	17.32	6.9	17.29	8.3	–	–
Level 3	17.76	6.5	–	–	–	–
Cashiers	17.32	6.9	17.29	8.3	–	–
Level 3	17.76	6.5	–	–	–	–
Retail salespersons	12.21	10.1	13.76	18.9	11.11	.4
Level 3	13.77	11.6	–	–	–	–
Office and administrative support occupations	17.61	3.4	18.29	2.9	14.14	12.8

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Salinas, CA, November 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations —Continued						
Level 3	\$11.89	3.5	\$12.36	6.5	\$11.03	2.8
Level 4	15.41	3.9	15.64	4.2	—	—
Level 5	17.80	3.9	17.80	3.9	—	—
Level 6	22.76	10.2	23.19	12.2	—	—
Not able to be leveled	20.38	15.2	23.51	7.5	—	—
First-line supervisors/managers of office and administrative support workers	25.61	7.8	25.61	7.8	—	—
Financial clerks	15.48	5.6	15.91	6.5	—	—
Level 4	15.49	2.9	15.25	3.1	—	—
Bookkeeping, accounting, and auditing clerks	17.28	6.3	17.32	7.1	—	—
Stock clerks and order fillers	14.77	11.0	—	—	—	—
Secretaries and administrative assistants	22.22	11.8	—	—	—	—
Office clerks, general	15.34	11.5	16.36	11.7	—	—
Installation, maintenance, and repair occupations	24.88	10.4	24.88	10.4	—	—
Production occupations	14.00	10.5	16.04	12.3	—	—
Level 2	10.90	15.6	11.34	21.0	—	—
Transportation and material moving occupations	13.52	7.8	14.36	9.0	9.99	8.7
Level 1	8.64	.2	—	—	—	—
Level 2	12.70	6.1	—	—	10.41	8.3
Laborers and material movers, hand	10.66	7.4	11.23	9.0	9.15	7.2
Level 1	8.64	.2	—	—	—	—
Level 2	11.79	9.0	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.80	11.8	11.66	12.6	—	—
Level 2	11.94	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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Salinas, CA, November 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$31.41	3.0	\$31.90	3.0	\$27.11	8.0
Management occupations	50.17	12.5	50.17	12.5	–	–
Community and social services occupations	32.37	13.2	–	–	–	–
Education, training, and library occupations	39.26	3.9	43.12	3.1	22.37	1.3
Level 9	45.48	4.1	45.19	3.0	–	–
Primary, secondary, and special education school teachers	45.22	6.0	45.62	4.2	–	–
Level 9	46.17	4.8	45.62	4.2	–	–
Protective service occupations	33.30	6.1	33.30	6.1	–	–
Building and grounds cleaning and maintenance occupations	16.16	7.9	–	–	–	–
Office and administrative support occupations	19.31	2.6	19.21	2.6	–	–
Level 4	17.19	5.3	–	–	–	–
Level 5	17.45	2.9	17.45	2.9	–	–
Transportation and material moving occupations	18.85	6.6	19.36	5.0	–	–

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

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Salinas, CA, November 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$21.43	4.1	\$22.96	4.1	\$15.08	7.3
Management occupations	40.96	7.1	40.96	7.1	—	—
Group III	43.61	6.5	—	—	—	—
Financial managers	43.18	9.9	43.18	9.9	—	—
Business and financial operations occupations	28.72	3.9	28.72	3.9	—	—
Group II	25.04	4.9	—	—	—	—
Group III	34.69	4.7	—	—	—	—
Computer and mathematical science occupations	28.29	6.4	28.29	6.4	—	—
Architecture and engineering occupations	31.88	8.0	31.88	8.0	—	—
Community and social services occupations	27.20	15.2	27.21	15.3	—	—
Education, training, and library occupations	39.08	3.3	42.12	2.8	22.37	1.3
Group II	23.21	2.2	—	—	—	—
Group III	43.94	3.7	—	—	—	—
Primary, secondary, and special education school teachers	43.62	5.1	43.84	3.7	—	—
Group III	44.31	4.3	—	—	—	—
Elementary and middle school teachers	43.38	5.7	43.43	3.9	—	—
Group III	44.34	4.8	—	—	—	—
Secondary school teachers	44.28	5.0	44.75	4.0	—	—
Group III	44.75	4.0	—	—	—	—
Secondary school teachers, except special and vocational education	44.28	5.0	44.75	4.0	—	—
Group III	44.75	4.0	44.75	4.0	—	—
Healthcare practitioner and technical occupations	41.03	5.8	40.85	11.5	41.19	7.3
Group II	27.97	4.3	—	—	—	—
Group III	47.03	4.1	—	—	—	—
Registered nurses	47.44	4.0	46.59	12.7	48.02	1.8
Group III	47.98	4.4	—	—	48.72	2.2
Healthcare support occupations	15.53	7.4	14.51	11.4	—	—
Group I	13.50	7.7	—	—	—	—
Nursing, psychiatric, and home health aides	12.69	3.8	12.69	3.8	—	—
Group I	12.69	3.8	—	—	—	—
Nursing aides, orderlies, and attendants	12.69	3.8	12.69	3.8	—	—
Group I	12.69	3.8	12.69	3.8	—	—
Protective service occupations	32.66	5.9	33.20	6.0	—	—
Group II	33.64	5.8	—	—	—	—
Food preparation and serving related occupations	10.79	3.9	12.26	3.6	8.02	1.3
Group I	9.49	3.2	—	—	—	—
Group II	18.13	5.5	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	19.11	4.4	19.11	4.4	—	—
Group II	19.11	4.4	—	—	—	—
Cooks	14.95	11.9	15.04	12.3	—	—
Group I	13.23	11.1	—	—	—	—
Cooks, restaurant	12.95	7.2	12.98	7.7	—	—
Group I	13.23	11.1	—	—	—	—
Food service, tipped	7.88	1.1	8.21	1.8	7.68	1.6
Group I	7.76	.2	—	—	—	—
Waiters and waitresses	7.82	1.7	8.19	2.9	7.60	.9
Group I	7.64	.6	7.72	.1	7.60	.9
Dining room and cafeteria attendants and bartender helpers	7.43	1.8	—	—	—	—
Group I	7.43	1.8	—	—	—	—
Fast food and counter workers	8.85	9.3	9.20	9.1	—	—
Group I	8.85	9.3	—	—	—	—
Combined food preparation and serving workers, including fast food	8.85	9.3	9.20	9.1	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Salinas, CA, November 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
—Continued						
Combined food preparation and serving workers, including fast food —Continued						
Group I	\$8.85	9.3	\$9.20	9.1	—	—
Dishwashers	8.93	4.8	9.00	6.1	—	—
Group I	8.93	4.8	9.00	6.1	—	—
Building and grounds cleaning and maintenance occupations						
Group I	13.09	10.4	13.75	12.2	\$10.93	4.7
Group I	12.06	4.4	—	—	—	—
Building cleaning workers	11.58	6.2	11.80	9.1	11.10	4.4
Group I	11.66	5.3	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.89	7.1	12.29	12.4	11.36	3.7
Group I	12.08	5.6	12.08	12.1	12.09	7.1
Maids and housekeeping cleaners	10.00	2.6	10.14	3.3	—	—
Group I	10.00	2.6	10.14	3.3	—	—
Grounds maintenance workers	13.76	6.3	—	—	—	—
Group I	13.76	6.3	—	—	—	—
Landscaping and groundskeeping workers	13.76	6.3	—	—	—	—
Group I	13.76	6.3	—	—	—	—
Personal care and service occupations	13.03	18.7	—	—	13.85	8.6
Group I	11.26	3.9	—	—	—	—
Sales and related occupations	19.01	16.8	22.58	10.6	12.25	6.8
Group I	11.93	7.9	—	—	—	—
Group II	28.59	9.8	—	—	—	—
Retail sales workers	13.81	10.8	15.40	11.6	12.04	5.2
Group I	11.87	7.8	—	—	—	—
Cashiers, all workers	17.32	6.9	17.29	8.3	—	—
Group I	15.51	12.7	—	—	—	—
Cashiers	17.32	6.9	17.29	8.3	—	—
Group I	15.51	12.7	14.58	20.3	—	—
Retail salespersons	12.21	10.1	13.76	18.9	11.11	.4
Group I	10.65	7.3	9.82	13.7	11.11	.4
Office and administrative support occupations	18.01	2.6	18.52	2.2	14.79	11.6
Group I	14.70	2.8	—	—	—	—
Group II	20.08	3.6	—	—	—	—
First-line supervisors/managers of office and administrative support workers	26.04	5.7	26.04	5.7	—	—
Financial clerks	15.97	5.4	16.43	6.1	—	—
Group I	14.31	4.7	—	—	—	—
Group II	18.99	7.6	—	—	—	—
Bookkeeping, accounting, and auditing clerks	17.75	6.3	17.84	7.1	—	—
Group II	20.04	6.2	20.04	6.2	—	—
Receptionists and information clerks	14.48	12.7	—	—	—	—
Group I	14.48	12.7	—	—	—	—
Stock clerks and order fillers	14.77	11.0	—	—	—	—
Group I	12.79	3.8	—	—	—	—
Secretaries and administrative assistants	22.05	9.4	22.95	9.0	—	—
Executive secretaries and administrative assistants	23.20	9.2	24.56	7.7	—	—
Office clerks, general	15.65	8.0	16.35	7.3	—	—
Construction and extraction occupations	29.46	11.2	29.46	11.2	—	—
Group II	30.80	14.4	—	—	—	—
Installation, maintenance, and repair occupations	24.65	9.9	24.65	9.9	—	—
Group II	26.11	5.9	—	—	—	—
Production occupations	14.88	12.1	17.16	13.8	—	—
Group I	11.57	11.6	—	—	—	—
Group II	28.77	7.1	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Salinas, CA, November 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations	\$14.06	7.3	\$14.92	8.3	\$10.32	8.4
Group I	13.60	7.0	—	—	—	—
Laborers and material movers, hand	11.35	8.1	12.07	9.8	9.15	7.2
Group I	10.91	8.2	—	—	—	—
Laborers and freight, stock, and material movers, hand	12.82	12.5	12.77	13.3	—	—
Group I	12.13	12.5	12.03	13.4	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² 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. See appendix A 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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 6. Civilian workers: Hourly wage percentiles¹, Salinas, CA, November 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.50	\$11.50	\$17.77	\$28.82	\$37.99
Management occupations	24.88	30.53	36.47	48.65	61.82
Financial managers	33.33	35.63	39.92	56.40	56.40
Business and financial operations occupations	21.54	25.58	28.01	32.46	38.21
Computer and mathematical science occupations	16.08	23.13	25.93	34.13	43.05
Architecture and engineering occupations	17.31	28.76	32.87	32.90	44.48
Community and social services occupations	14.84	18.28	26.13	32.52	44.64
Education, training, and library occupations	17.91	29.53	38.70	49.87	56.29
Primary, secondary, and special education school teachers	28.39	34.15	42.23	51.44	58.66
Elementary and middle school teachers	27.56	32.66	42.23	51.69	60.91
Secondary school teachers	32.24	35.21	41.58	52.14	58.13
Secondary school teachers, except special and vocational education	32.24	35.21	41.58	52.14	58.13
Healthcare practitioner and technical occupations	24.43	31.00	42.73	50.00	57.04
Registered nurses	34.00	40.72	47.15	54.32	62.80
Healthcare support occupations	9.50	12.00	12.60	19.62	24.55
Nursing, psychiatric, and home health aides	9.42	12.00	12.45	13.15	14.25
Nursing aides, orderlies, and attendants	9.42	12.00	12.45	13.15	14.25
Protective service occupations	21.88	26.55	34.77	37.21	44.29
Food preparation and serving related occupations	7.50	7.50	8.50	12.20	16.57
First-line supervisors/managers, food preparation and serving workers	12.25	12.25	17.46	24.14	29.05
Cooks	10.00	11.00	13.26	17.81	24.37
Cooks, restaurant	9.50	11.00	12.00	15.45	17.81
Food service, tipped	7.36	7.50	7.50	7.75	9.40
Waiters and waitresses	7.42	7.50	7.50	7.75	8.00
Dining room and cafeteria attendants and bartender helpers	7.11	7.11	7.50	7.50	7.57
Fast food and counter workers	7.52	7.65	8.00	9.50	12.00
Combined food preparation and serving workers, including fast food	7.52	7.65	8.00	9.50	12.00
Dishwashers	7.50	7.50	8.86	9.00	11.94
Building and grounds cleaning and maintenance occupations	8.40	9.74	12.50	15.38	18.18
Building cleaning workers	8.40	8.55	11.70	14.00	15.50
Janitors and cleaners, except maids and housekeeping cleaners	8.40	8.55	11.87	14.00	17.04
Maids and housekeeping cleaners	7.50	8.75	9.80	11.85	11.94
Grounds maintenance workers	9.00	12.70	13.91	15.22	17.05
Landscaping and groundskeeping workers	9.00	12.70	13.91	15.22	17.05
Personal care and service occupations	7.50	8.25	10.67	13.81	25.00
Sales and related occupations	8.00	9.00	17.79	26.52	30.53
Retail sales workers	7.50	8.25	11.59	19.33	22.14
Cashiers, all workers	9.00	11.59	19.33	22.14	22.14
Cashiers	9.00	11.59	19.33	22.14	22.14
Retail salespersons	7.50	8.00	9.50	13.36	20.00
Office and administrative support occupations	12.02	14.24	17.31	20.49	25.89
First-line supervisors/managers of office and administrative support workers	20.02	22.85	25.55	27.73	29.39
Financial clerks	11.25	14.00	15.50	17.00	20.41
Bookkeeping, accounting, and auditing clerks	14.00	16.21	17.00	20.41	22.00
Receptionists and information clerks	10.00	10.00	14.45	14.45	21.60
Stock clerks and order fillers	8.90	13.50	13.55	14.47	21.51
Secretaries and administrative assistants	14.24	18.17	22.32	27.40	28.82
Executive secretaries and administrative assistants	14.24	19.87	24.58	27.40	28.82
Office clerks, general	11.81	12.50	15.22	17.61	18.30

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Salinas, CA, November 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Construction and extraction occupations	\$18.50	\$22.00	\$32.09	\$36.49	\$37.75
Installation, maintenance, and repair occupations	15.74	21.91	26.81	28.83	29.80
Production occupations	8.75	9.89	10.49	17.17	31.24
Transportation and material moving occupations	8.40	9.63	13.90	17.77	19.89
Laborers and material movers, hand	8.05	8.40	8.83	12.90	19.89
Laborers and freight, stock, and material movers, hand	8.40	8.79	12.90	13.03	20.89

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 7. Private industry workers: Hourly wage percentiles¹, Salinas, CA, November 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.05	\$10.00	\$15.00	\$25.58	\$35.63
Management occupations	24.88	32.45	36.47	48.45	56.40
Business and financial operations occupations	21.54	25.58	28.01	32.46	37.06
Healthcare practitioner and technical occupations	23.34	30.75	38.65	49.27	51.39
Registered nurses	34.00	38.65	44.91	49.51	54.32
Healthcare support occupations	9.50	12.00	12.40	13.35	16.50
Nursing, psychiatric, and home health aides	9.42	12.00	12.40	13.05	13.95
Nursing aides, orderlies, and attendants	9.42	12.00	12.40	13.05	13.95
Food preparation and serving related occupations	7.50	7.50	8.50	12.20	16.57
First-line supervisors/managers, food preparation and serving workers	12.25	12.25	17.46	24.14	29.05
Cooks	10.00	11.00	13.26	17.81	24.37
Cooks, restaurant	9.50	11.00	12.00	15.45	17.81
Food service, tipped	7.36	7.50	7.50	7.75	9.40
Waiters and waitresses	7.42	7.50	7.50	7.75	8.00
Dining room and cafeteria attendants and bartender helpers	7.11	7.11	7.50	7.50	7.57
Fast food and counter workers	7.52	7.65	8.00	9.00	10.51
Combined food preparation and serving workers, including fast food	7.52	7.65	8.00	9.00	10.51
Dishwashers	7.50	7.50	8.86	9.00	11.94
Building and grounds cleaning and maintenance occupations	8.40	9.00	12.50	15.00	17.81
Building cleaning workers	8.40	8.55	10.50	12.50	15.00
Janitors and cleaners, except maids and housekeeping cleaners	8.40	8.55	9.74	12.50	15.00
Maids and housekeeping cleaners	7.50	8.75	9.80	11.85	11.94
Personal care and service occupations	7.50	7.88	10.67	13.81	25.00
Sales and related occupations	8.00	9.00	17.79	26.52	30.53
Retail sales workers	7.50	8.25	11.59	19.33	22.14
Cashiers, all workers	9.00	11.59	19.33	22.14	22.14
Cashiers	9.00	11.59	19.33	22.14	22.14
Retail salespersons	7.50	8.00	9.50	13.36	20.00
Office and administrative support occupations	11.81	13.50	16.50	20.02	25.89
First-line supervisors/managers of office and administrative support workers	20.02	22.85	22.85	29.36	29.39
Financial clerks	10.59	14.00	15.20	17.00	20.41
Bookkeeping, accounting, and auditing clerks	14.00	16.21	16.21	20.41	20.41
Stock clerks and order fillers	8.90	13.50	13.55	14.47	21.51
Secretaries and administrative assistants	14.24	18.00	19.87	27.40	28.82
Office clerks, general	11.81	12.50	12.50	18.13	18.13
Installation, maintenance, and repair occupations	14.98	22.45	27.97	29.80	29.80
Production occupations	8.75	9.89	10.19	15.54	27.46
Transportation and material moving occupations	8.40	9.54	13.90	14.99	18.35
Laborers and material movers, hand	8.05	8.40	8.75	12.90	13.03
Laborers and freight, stock, and material movers, hand	8.40	8.40	10.29	12.90	13.03

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 8. State and local government workers: Hourly wage percentiles¹, Salinas, CA, November 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$15.93	\$20.02	\$28.44	\$38.39	\$51.94
Management occupations	28.81	30.53	56.45	69.62	69.62
Community and social services occupations	19.60	26.13	32.52	38.81	44.67
Education, training, and library occupations	17.32	26.91	40.46	50.45	57.86
Primary, secondary, and special education school teachers	27.97	35.21	44.55	53.18	62.19
Protective service occupations	23.16	27.33	35.52	37.21	44.29
Building and grounds cleaning and maintenance occupations	12.32	14.05	16.05	17.42	20.02
Office and administrative support occupations	14.32	16.14	19.22	22.09	25.66
Transportation and material moving occupations	14.02	16.87	19.89	21.64	21.64

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Salinas, CA, November 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.42	\$13.36	\$19.62	\$30.53	\$38.39
Management occupations	24.88	30.53	36.47	48.65	61.82
Financial managers	33.33	35.63	39.92	56.40	56.40
Business and financial operations occupations	21.54	25.58	28.01	32.46	38.21
Computer and mathematical science occupations	16.08	23.13	25.93	34.13	43.05
Architecture and engineering occupations	17.31	28.76	32.87	32.90	44.48
Community and social services occupations	14.84	18.28	26.13	32.52	44.64
Education, training, and library occupations	27.32	33.56	41.43	50.59	57.31
Primary, secondary, and special education school teachers	30.08	34.63	42.26	51.42	58.19
Elementary and middle school teachers	28.17	33.47	42.44	51.12	59.80
Secondary school teachers	32.64	35.26	41.58	52.14	58.13
Secondary school teachers, except special and vocational education	32.64	35.26	41.58	52.14	58.13
Healthcare practitioner and technical occupations	27.87	33.65	37.53	50.00	62.80
Registered nurses	33.00	36.50	42.76	62.80	62.80
Healthcare support occupations	9.50	12.00	12.45	13.95	29.14
Nursing, psychiatric, and home health aides	9.42	12.00	12.45	13.15	14.25
Nursing aides, orderlies, and attendants	9.42	12.00	12.45	13.15	14.25
Protective service occupations	22.85	26.97	35.41	37.21	44.29
Food preparation and serving related occupations	7.50	8.20	10.50	16.22	20.07
First-line supervisors/managers, food preparation and serving workers	12.25	12.25	17.46	24.14	29.05
Cooks	10.00	11.00	14.50	17.81	24.37
Cooks, restaurant	9.50	11.00	12.00	15.45	17.81
Food service, tipped	7.11	7.42	7.50	8.00	10.11
Waiters and waitresses	7.42	7.50	7.50	7.75	10.11
Fast food and counter workers	7.50	7.52	8.20	10.51	12.00
Combined food preparation and serving workers, including fast food	7.50	7.52	8.20	10.51	12.00
Dishwashers	7.50	8.32	8.86	9.00	11.94
Building and grounds cleaning and maintenance occupations	8.55	9.80	13.91	16.54	20.02
Building cleaning workers	8.40	8.55	11.85	15.00	15.92
Janitors and cleaners, except maids and housekeeping cleaners	8.55	8.55	11.87	15.00	18.12
Maids and housekeeping cleaners	7.50	8.73	10.20	11.85	11.94
Sales and related occupations	7.50	12.01	23.13	30.53	37.62
Retail sales workers	7.50	9.00	13.36	22.14	23.13
Cashiers, all workers	9.00	11.59	19.33	22.14	22.14
Cashiers	9.00	11.59	19.33	22.14	22.14
Retail salespersons	7.50	7.50	10.29	13.36	23.13
Office and administrative support occupations	13.00	14.66	18.00	21.13	27.39
First-line supervisors/managers of office and administrative support workers	20.02	22.85	25.55	27.73	29.39
Financial clerks	14.00	14.50	15.50	20.00	20.41
Bookkeeping, accounting, and auditing clerks	14.00	16.21	16.21	20.41	22.00
Secretaries and administrative assistants	18.00	19.87	22.32	27.40	28.82
Executive secretaries and administrative assistants	19.87	19.87	27.40	27.40	28.82
Office clerks, general	12.50	12.86	17.00	18.13	19.22
Construction and extraction occupations	18.50	22.00	32.09	36.49	37.75
Installation, maintenance, and repair occupations	15.74	21.91	26.81	28.83	29.80
Production occupations	8.75	10.19	14.00	21.96	31.24

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Salinas, CA, November 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Transportation and material moving occupations	\$8.55	\$12.90	\$13.90	\$17.77	\$20.89
Laborers and material movers, hand	8.40	8.55	10.29	12.90	20.89
Laborers and freight, stock, and material movers, hand	8.40	8.79	12.90	13.03	20.89

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

² 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.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Salinas, CA, November 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$7.57	\$8.16	\$9.89	\$15.40	\$27.67
Education, training, and library occupations	10.93	14.45	16.37	20.00	42.08
Healthcare practitioner and technical occupations	22.00	30.75	44.91	49.51	54.54
Registered nurses	36.85	44.69	49.27	51.94	57.04
Food preparation and serving related occupations	7.50	7.50	7.69	8.00	8.50
Food service, tipped	7.50	7.50	7.50	7.75	8.00
Waiters and waitresses	7.36	7.50	7.50	7.75	8.00
Building and grounds cleaning and maintenance occupations	8.00	9.00	9.74	12.50	12.50
Building cleaning workers	8.00	9.74	10.00	12.50	14.05
Janitors and cleaners, except maids and housekeeping cleaners	8.00	9.74	12.32	12.50	14.05
Personal care and service occupations	8.79	10.31	11.56	12.75	30.00
Sales and related occupations	8.00	8.25	10.00	15.00	20.00
Retail sales workers	8.00	8.25	9.50	15.00	20.00
Retail salespersons	8.00	8.25	9.00	14.40	17.80
Office and administrative support occupations	9.50	11.81	13.25	17.00	25.89
Transportation and material moving occupations	8.05	8.66	9.63	10.00	15.03
Laborers and material movers, hand	8.05	8.05	8.66	8.83	9.85

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

² 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.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Salinas, CA, November 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.96	\$19.62	\$911	\$775	39.7	\$46,046	\$40,292	2,006
Management occupations	40.96	36.47	1,689	1,500	41.2	86,873	75,849	2,121
Financial managers	43.18	39.92	1,866	1,796	43.2	95,242	93,408	2,206
Business and financial operations occupations	28.72	28.01	1,176	1,154	40.9	61,147	60,000	2,129
Computer and mathematical science occupations	28.29	25.93	1,163	1,041	41.1	58,078	53,934	2,053
Architecture and engineering occupations	31.88	32.87	1,275	1,315	40.0	66,320	68,378	2,080
Community and social services occupations	27.21	26.13	1,073	1,045	39.4	55,796	54,350	2,051
Education, training, and library occupations	42.12	41.43	1,492	1,469	35.4	54,886	54,391	1,303
Primary, secondary, and special education school teachers	43.84	42.26	1,589	1,540	36.2	58,261	57,559	1,329
Elementary and middle school teachers	43.43	42.44	1,627	1,630	37.5	60,198	60,366	1,386
Secondary school teachers	44.75	41.58	1,552	1,487	34.7	56,346	55,671	1,259
Secondary school teachers, except special and vocational education	44.75	41.58	1,552	1,487	34.7	56,346	55,671	1,259
Healthcare practitioner and technical occupations	40.85	37.53	1,623	1,501	39.7	84,379	78,062	2,066
Registered nurses	46.59	42.76	1,838	1,710	39.5	95,587	88,941	2,052
Healthcare support occupations	14.51	12.45	578	498	39.9	30,077	25,896	2,073
Nursing, psychiatric, and home health aides	12.69	12.45	505	498	39.8	26,276	25,896	2,070
Nursing aides, orderlies, and attendants	12.69	12.45	505	498	39.8	26,276	25,896	2,070
Protective service occupations	33.20	35.41	1,362	1,473	41.0	70,840	76,606	2,134
Food preparation and serving related occupations	12.26	10.50	474	380	38.7	24,673	19,760	2,012
First-line supervisors/managers, food preparation and serving workers ..	19.11	17.46	799	803	41.8	41,534	41,766	2,174
Cooks	15.04	14.50	595	530	39.6	30,942	27,581	2,057
Cooks, restaurant	12.98	12.00	512	480	39.5	26,625	24,960	2,052
Food service, tipped	8.21	7.50	301	284	36.7	15,663	14,783	1,908
Waiters and waitresses	8.19	7.50	292	263	35.7	15,198	13,650	1,855
Fast food and counter workers	9.20	8.20	350	328	38.0	18,185	17,056	1,976
Combined food preparation and serving workers, including fast food	9.20	8.20	350	328	38.0	18,185	17,056	1,976
Dishwashers	9.00	8.86	351	333	39.0	18,277	17,312	2,030
Building and grounds cleaning and maintenance occupations	13.75	13.91	525	544	38.2	27,118	27,893	1,973
Building cleaning workers	11.80	11.85	439	392	37.2	22,570	19,712	1,913
Janitors and cleaners, except maids and housekeeping cleaners	12.29	11.87	492	475	40.0	25,047	18,517	2,038
Maids and housekeeping cleaners	10.14	10.20	335	379	33.0	17,408	19,712	1,717
Sales and related occupations	22.58	23.13	917	886	40.6	47,679	46,057	2,111
Retail sales workers	15.40	13.36	603	534	39.2	31,378	27,789	2,037
Cashiers, all workers	17.29	19.33	663	773	38.3	34,453	40,206	1,993
Cashiers	17.29	19.33	663	773	38.3	34,453	40,206	1,993

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Salinas, CA, November 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations								
–Continued								
Retail salespersons	\$13.76	\$10.29	\$548	\$412	39.8	\$28,494	\$21,399	2,070
Office and administrative support occupations								
First-line supervisors/managers of office and administrative support workers	18.52	18.00	741	720	40.0	38,396	37,440	2,073
Financial clerks	26.04	25.55	1,039	1,022	39.9	54,038	53,140	2,075
Bookkeeping, accounting, and auditing clerks	16.43	15.50	657	620	40.0	34,147	32,240	2,078
Secretaries and administrative assistants	17.84	16.21	712	648	39.9	37,044	33,717	2,077
Executive secretaries and administrative assistants	22.95	22.32	932	893	40.6	48,284	46,426	2,104
Office clerks, general	24.56	27.40	1,002	1,096	40.8	51,869	56,998	2,112
	16.35	17.00	654	680	40.0	34,005	35,360	2,080
Construction and extraction occupations								
	29.46	32.09	1,179	1,284	40.0	61,285	66,747	2,080
Installation, maintenance, and repair occupations								
	24.65	26.81	986	1,073	40.0	49,915	55,472	2,025
Production occupations								
	17.16	14.00	683	560	39.8	35,096	25,480	2,045
Transportation and material moving occupations								
Laborers and material movers, hand ..	14.92	13.90	595	556	39.9	30,627	28,912	2,053
Laborers and freight, stock, and material movers, hand	12.07	10.29	483	411	40.0	24,944	21,397	2,066
	12.77	12.90	511	516	40.0	26,310	26,832	2,061

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Salinas, CA, November 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$20.26	\$17.17	\$808	\$670	39.9	\$41,689	\$35,048	2,058
Management occupations	38.16	36.47	1,593	1,459	41.8	82,858	75,849	2,172
Business and financial operations occupations	28.37	28.01	1,170	1,154	41.2	60,817	60,000	2,144
Healthcare practitioner and technical occupations	37.67	34.00	1,504	1,360	39.9	78,200	70,720	2,076
Healthcare support occupations	12.38	12.40	494	496	39.9	25,703	25,792	2,076
Nursing, psychiatric, and home health aides	12.39	12.40	494	496	39.9	25,694	25,792	2,074
Nursing aides, orderlies, and attendants	12.39	12.40	494	496	39.9	25,694	25,792	2,074
Food preparation and serving related occupations	12.26	10.11	474	380	38.7	24,650	19,760	2,011
First-line supervisors/managers, food preparation and serving workers ..	19.11	17.46	799	803	41.8	41,534	41,766	2,174
Cooks	15.04	14.50	595	530	39.6	30,942	27,581	2,057
Cooks, restaurant	12.98	12.00	512	480	39.5	26,625	24,960	2,052
Food service, tipped	8.21	7.50	301	284	36.7	15,663	14,783	1,908
Waiters and waitresses	8.19	7.50	292	263	35.7	15,198	13,650	1,855
Dishwashers	9.00	8.86	351	333	39.0	18,277	17,312	2,030
Building and grounds cleaning and maintenance occupations	13.53	13.60	515	522	38.1	26,599	27,127	1,966
Building cleaning workers	11.39	11.65	421	379	37.0	21,662	19,712	1,902
Janitors and cleaners, except maids and housekeeping cleaners	11.55	8.55	462	342	40.0	23,467	18,517	2,032
Maids and housekeeping cleaners	10.14	10.20	335	379	33.0	17,408	19,712	1,717
Sales and related occupations	22.58	23.13	917	886	40.6	47,679	46,057	2,111
Retail sales workers	15.40	13.36	603	534	39.2	31,378	27,789	2,037
Cashiers, all workers	17.29	19.33	663	773	38.3	34,453	40,206	1,993
Cashiers	17.29	19.33	663	773	38.3	34,453	40,206	1,993
Retail salespersons	13.76	10.29	548	412	39.8	28,494	21,399	2,070
Office and administrative support occupations	18.29	17.31	732	692	40.0	38,076	36,001	2,082
First-line supervisors/managers of office and administrative support workers	25.61	22.85	1,021	914	39.9	53,106	47,536	2,073
Financial clerks	15.91	15.20	636	608	40.0	33,056	31,622	2,078
Bookkeeping, accounting, and auditing clerks	17.32	16.21	692	648	39.9	35,960	33,717	2,076
Office clerks, general	16.36	17.00	654	680	40.0	34,033	35,360	2,080
Installation, maintenance, and repair occupations	24.88	27.97	995	1,119	40.0	50,301	58,178	2,022
Production occupations	16.04	12.25	638	490	39.8	32,768	23,608	2,043
Transportation and material moving occupations	14.36	13.90	574	556	40.0	29,755	28,912	2,072

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Salinas, CA, November 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations –Continued								
Laborers and material movers, hand ..	\$11.23	\$9.31	\$449	\$372	40.0	\$23,350	\$19,365	2,080
Laborers and freight, stock, and material movers, hand	11.66	10.29	466	411	40.0	24,253	21,397	2,080

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Salinas, CA, November 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$31.90	\$29.14	\$1,245	\$1,166	39.0	\$59,065	\$55,723	1,851
Management occupations	50.17	56.45	1,988	2,258	39.6	98,829	88,665	1,970
Education, training, and library occupations	43.12	42.86	1,484	1,455	34.4	53,916	54,126	1,250
Primary, secondary, and special education school teachers	45.62	44.84	1,605	1,579	35.2	57,912	57,306	1,269
Protective service occupations	33.30	35.52	1,367	1,473	41.0	71,065	76,606	2,134
Office and administrative support occupations	19.21	18.82	766	752	39.9	39,306	39,087	2,046
Transportation and material moving occupations	19.36	20.25	761	796	39.3	37,081	41,371	1,915

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Salinas, CA, November 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$18.81	\$18.12	\$17.93	\$23.55
Management, professional, and related	34.22	29.84	36.98	38.58
Management, business, and financial	33.32	30.31	38.26	—
Professional and related	35.27	28.94	36.48	41.22
Service	11.78	11.19	12.33	—
Sales and office	18.25	18.34	17.91	—
Sales and related	19.01	18.80	20.50	—
Office and administrative support	17.61	17.82	16.10	—
Natural resources, construction, and maintenance	27.81	27.66	—	—
Installation, maintenance, and repair	24.88	21.83	—	—
Production, transportation, and material moving	13.75	15.68	13.01	—
Production	14.00	17.06	—	—
Transportation and material moving	13.52	14.50	13.59	—
	Relative error ³ (percent)			
All workers	5.1	5.5	10.3	8.8
Management, professional, and related	4.0	4.7	3.6	10.8
Management, business, and financial	7.8	5.8	8.9	—
Professional and related	2.4	9.3	4.3	7.0
Service	4.9	7.9	3.3	—
Sales and office	7.2	9.6	7.3	—
Sales and related	16.8	20.3	13.7	—
Office and administrative support	3.4	4.2	8.3	—
Natural resources, construction, and maintenance	9.0	11.5	—	—
Installation, maintenance, and repair	10.4	14.0	—	—
Production, transportation, and material moving	7.2	8.6	10.4	—
Production	10.5	15.7	—	—
Transportation and material moving	7.8	8.5	12.6	—

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Salinas, CA, November 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$20.09	\$17.77	\$796	\$711	39.6	\$41,180	\$36,962	2,050
Management occupations	33.24	35.63	1,353	1,425	40.7	70,334	74,110	2,116
Business and financial operations occupations ...	27.79	27.39	1,111	1,096	40.0	57,794	56,980	2,080
Healthcare practitioner and technical occupations	36.54	33.65	1,462	1,346	40.0	76,001	70,000	2,080
Food preparation and serving related occupations	10.85	9.00	413	360	38.1	21,480	18,720	1,979
Food service, tipped	8.20	7.50	293	284	35.7	15,242	14,783	1,858
Dishwashers	8.45	8.86	328	333	38.9	17,073	17,312	2,021
Building and grounds cleaning and maintenance occupations	13.55	13.91	513	556	37.9	26,408	28,931	1,949
Building cleaning workers	10.55	8.55	386	342	36.6	19,736	17,790	1,870
Sales and related occupations	22.97	26.52	937	925	40.8	48,747	48,100	2,122
Retail sales workers	14.43	13.36	563	534	39.0	29,261	27,789	2,028
Office and administrative support occupations	18.39	17.31	738	680	40.1	38,382	35,360	2,087
Financial clerks	14.99	15.20	600	608	40.0	31,175	31,622	2,080
Installation, maintenance, and repair occupations	21.83	22.45	873	898	40.0	43,035	46,702	1,971
Production occupations	18.60	14.00	744	560	40.0	37,684	29,120	2,026
Transportation and material moving occupations	16.37	17.77	655	711	40.0	33,706	36,962	2,060

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Salinas, CA, November 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$20.51	\$16.50	\$825	\$656	40.2	\$42,419	\$34,110	2,069
Management occupations	43.21	39.92	1,855	1,796	42.9	96,438	93,408	2,232
Business and financial operations occupations ...	29.25	28.01	1,264	1,261	43.2	65,702	65,548	2,247
Food preparation and serving related occupations	15.37	16.00	616	530	40.1	32,056	27,581	2,086
Building and grounds cleaning and maintenance occupations	13.48	13.04	519	514	38.5	27,002	26,707	2,003
Building cleaning workers	12.94	11.94	489	468	37.8	25,431	24,336	1,965
Maids and housekeeping cleaners	11.20	11.85	410	379	36.6	21,310	19,712	1,902
Sales and related occupations	20.84	17.75	827	710	39.7	43,026	36,920	2,065
Retail sales workers	17.99	13.00	713	520	39.6	37,081	27,040	2,061
Office and administrative support occupations	18.09	17.70	722	708	39.9	37,544	36,816	2,075
Production occupations	13.80	11.20	546	430	39.6	28,393	22,360	2,058
Transportation and material moving occupations	13.17	12.92	527	517	40.0	27,388	26,874	2,079
Laborers and material movers, hand	10.42	8.73	417	349	40.0	21,665	18,158	2,080

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Salinas, CA, November 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$24.95	\$19.64	\$30.15	\$19.36	\$18.56	\$42.61
Management, professional, and related	36.05	31.10	37.15	36.00	34.74	47.90
Management, business, and financial	27.45	—	—	36.68	34.22	54.16
Professional and related	37.79	34.64	38.37	34.98	35.45	26.80
Service	20.58	12.41	28.44	12.78	11.61	—
Sales and office	18.97	18.49	19.37	18.21	18.22	—
Sales and related	18.67	18.67	—	19.09	19.09	—
Office and administrative support	19.08	18.24	19.37	17.56	17.55	—
Natural resources, construction, and maintenance	29.06	29.99	—	23.23	23.23	—
Construction and extraction	—	—	—	—	—	—
Installation, maintenance, and repair	—	—	—	24.59	24.59	—
Production, transportation, and material moving	16.79	15.05	22.98	13.20	13.21	—
Production	19.29	16.87	—	12.96	12.96	—
Transportation and material moving	15.02	13.61	19.08	13.45	13.47	—
	Relative error ⁴ (percent)					
All workers	3.1	9.6	3.2	5.7	5.5	11.1
Management, professional, and related	3.8	10.3	3.7	4.9	4.8	11.8
Management, business, and financial	4.8	—	—	8.2	8.4	9.6
Professional and related	3.7	12.8	3.6	3.1	3.2	19.1
Service	7.7	3.0	4.4	9.1	6.4	—
Sales and office	1.5	1.0	2.6	8.4	8.4	—
Sales and related	5.0	5.0	—	19.4	19.4	—
Office and administrative support	3.3	9.8	2.6	3.8	3.8	—
Natural resources, construction, and maintenance	7.7	6.9	—	7.1	7.1	—
Construction and extraction	—	—	—	—	—	—
Installation, maintenance, and repair	—	—	—	7.1	7.1	—
Production, transportation, and material moving	10.0	13.6	16.9	6.5	6.5	—
Production	20.2	23.3	—	9.5	9.5	—
Transportation and material moving	9.6	13.9	5.3	7.9	8.0	—

¹ Union workers are those whose wages are determined through collective bargaining.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Salinas, CA, November 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$21.25	\$18.42	\$25.22	\$25.22
Management, professional, and related	36.00	34.14	—	—
Management, business, and financial	34.86	33.13	—	—
Professional and related	36.76	35.27	—	—
Service	15.48	11.69	—	—
Sales and office	17.16	16.72	25.39	25.39
Sales and related	15.52	15.52	30.66	30.66
Office and administrative support	18.05	17.61	—	—
Natural resources, construction, and maintenance	27.34	27.81	—	—
Construction and extraction	—	—	—	—
Installation, maintenance, and repair	24.65	24.88	—	—
Production, transportation, and material moving	14.49	13.79	—	—
Production	14.97	14.08	—	—
Transportation and material moving	14.06	13.52	—	—
	Relative error ⁴ (percent)			
All workers	4.2	5.2	5.9	5.9
Management, professional, and related	2.9	4.1	—	—
Management, business, and financial	7.4	8.2	—	—
Professional and related	2.3	2.4	—	—
Service	3.9	4.8	—	—
Sales and office	3.5	4.0	10.1	10.1
Sales and related	6.8	6.8	6.8	6.8
Office and administrative support	2.9	4.0	—	—
Natural resources, construction, and maintenance	8.7	9.0	—	—
Construction and extraction	—	—	—	—
Installation, maintenance, and repair	9.9	10.4	—	—
Production, transportation, and material moving	7.3	7.3	—	—
Production	12.3	10.7	—	—
Transportation and material moving	7.3	7.8	—	—

¹ 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.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Salinas, CA, November 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	-	\$14.39	-	-	-	-	\$23.08	-	-
Management, professional, and related	-	-	-	-	-	-	35.27	-	-
Management, business, and financial	-	-	-	-	-	-	-	-	-
Professional and related	-	-	-	-	-	-	35.42	-	-
Service	-	-	-	-	-	-	13.48	-	-
Sales and office	-	-	-	-	-	-	18.77	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	-	-	-	18.77	-	-
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	12.61	-	-	-	-	-	-	-
Production	-	13.55	-	-	-	-	-	-	-
Transportation and material moving ...	-	10.10	-	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	16.9	-	-	-	-	2.7	-	-
Management, professional, and related	-	-	-	-	-	-	2.5	-	-
Management, business, and financial	-	-	-	-	-	-	-	-	-
Professional and related	-	-	-	-	-	-	2.8	-	-
Service	-	-	-	-	-	-	7.7	-	-
Sales and office	-	-	-	-	-	-	10.9	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	-	-	-	10.9	-	-
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	5.4	-	-	-	-	-	-	-
Production	-	5.8	-	-	-	-	-	-	-
Transportation and material moving ...	-	8.1	-	-	-	-	-	-	-

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, 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 agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Salinas, CA, Metropolitan Statistical Area (MSA) consists of Monterey County, CA.

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. 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 Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify 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 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria

identified in the last three steps. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. 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. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group 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 a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1-4
Group II	Levels 5-8
Group III	Levels 9-12
Group IV	Levels 13-15

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 or subsidized room and board
- Payments made by third parties (for example, tips)
- 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 who are 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 whom the employer considers to be full time.

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

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

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.

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

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

Level. A ranking within an occupation based on the requirements of the position.

Processing and analyzing the data

Data were processed and analyzed at the BLS 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 during the initial interview, 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.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteris-

tics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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 through 10 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 \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). 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, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, Salinas, CA, November 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	121,300	95,400	25,900
Management, professional, and related	28,600	14,800	13,800
Management, business, and financial	9,000	6,900	2,200
Professional and related	19,500	7,900	11,600
Service	33,500	27,300	6,200
Sales and office	29,700	26,100	3,700
Sales and related	13,200	13,200	–
Office and administrative support	16,500	12,900	3,700
Natural resources, construction, and maintenance	6,200	5,600	–
Construction and extraction	3,400	–	–
Installation, maintenance, and repair	2,800	2,600	–
Production, transportation, and material moving	23,300	21,700	1,600
Production	11,900	11,500	–
Transportation and material moving	11,400	10,200	1,100

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.

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Salinas, CA, November 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	6,662	6,267	396
Total in sample	200	174	26
Responding	111	88	23
Refused or unable to provide data	54	51	3
Out of business or not in survey scope	35	35	0

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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