

Sacramento–Yolo, CA National Compensation Survey August 1999



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Preface

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

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

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

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

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

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

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Introduction

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

NCS products

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

About the tables

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

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

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

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

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

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

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

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

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

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$17.94	2.5	36.9	\$15.59	2.4	36.0	\$21.04	4.3	38.3
Worker characteristics:⁴									
White-collar occupations ⁵	19.57	3.0	37.4	17.91	2.7	36.4	21.20	5.0	38.4
Professional specialty and technical	24.49	3.2	37.5	22.76	2.7	37.7	25.89	5.3	37.3
Executive, administrative, and managerial	25.99	4.0	40.9	26.79	5.3	42.2	25.53	5.5	40.1
Sales	12.80	5.7	30.2	12.82	5.7	30.4	—	—	—
Administrative support	13.44	3.8	37.6	12.86	3.5	36.9	13.98	6.4	38.3
Blue-collar occupations ⁵	15.04	3.5	37.4	14.22	3.4	37.1	18.59	4.3	38.6
Precision production, craft, and repair	19.01	3.1	39.9	18.47	4.0	39.9	20.03	4.2	39.8
Machine operators, assemblers, and inspectors	11.91	5.3	39.4	11.91	5.3	39.4	—	—	—
Transportation and material moving	15.46	4.9	36.9	15.36	6.0	37.6	15.79	6.6	34.8
Handlers, equipment cleaners, helpers, and laborers	11.80	6.3	33.9	11.40	7.1	33.5	16.32	6.4	40.0
Service occupations ⁵	14.17	12.0	34.6	9.29	3.6	32.8	21.50	10.7	37.6
Full time	18.60	2.6	39.9	16.32	2.5	40.1	21.23	4.4	39.7
Part time	12.02	4.6	22.0	11.44	4.3	22.7	15.47	14.6	18.7
Union	19.00	3.7	37.1	16.37	2.7	34.8	20.26	5.0	38.3
Nonunion	16.95	3.8	36.8	15.29	3.1	36.4	23.40	6.8	38.2
Time	17.93	2.6	36.9	15.49	2.4	35.8	21.04	4.3	38.3
Incentive	18.21	7.8	40.1	18.21	7.8	40.1	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	14.75	2.6	34.9	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	13.06	6.5	34.4	12.89	6.6	34.3	—	—	—
100-499 workers	15.99	4.4	36.3	15.61	4.9	36.7	19.67	4.6	32.6
500 workers or more	19.66	3.4	37.7	16.98	2.8	36.1	21.12	4.5	38.7

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$17.94	2.5	\$15.59	2.4	\$21.04	4.3
All excluding sales	18.28	2.6	15.93	2.5	21.05	4.3
White collar	19.57	3.0	17.91	2.7	21.20	5.0
White collar excluding sales	20.27	3.2	19.09	2.9	21.21	5.0
Professional specialty and technical	24.49	3.2	22.76	2.7	25.89	5.3
Professional specialty	25.88	3.6	24.66	3.1	26.67	5.6
Engineers, architects, and surveyors	26.71	5.9	27.73	5.7	24.57	12.2
Civil engineers	21.78	8.4	—	—	—	—
Mathematical and computer scientists	25.26	11.6	25.64	4.6	—	—
Computer systems analysts and scientists	25.47	12.1	26.30	4.8	—	—
Natural scientists	19.84	13.7	23.87	5.4	—	—
Chemists, except biochemists	27.04	5.7	—	—	—	—
Health related	26.75	5.9	25.39	2.7	—	—
Registered nurses	25.90	3.1	26.72	3.1	—	—
Teachers, college and university	33.37	2.6	—	—	—	—
Teachers, except college and university	30.55	4.6	14.65	14.8	31.73	4.4
Elementary school teachers	31.74	5.1	—	—	31.88	5.1
Secondary school teachers	36.31	5.3	—	—	36.94	5.3
Teachers, n.e.c.	24.75	16.1	12.32	7.3	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	18.35	5.4	16.61	11.3	19.15	5.5
Social workers	18.92	5.5	17.27	13.8	19.50	5.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.15	15.7	22.64	26.6	20.25	17.5
Professional, n.e.c.	20.25	21.4	—	—	—	—
Technical	19.18	3.6	18.34	4.8	20.73	2.1
Radiological technicians	20.21	5.1	20.21	5.1	—	—
Licensed practical nurses	15.44	1.9	15.44	1.9	—	—
Health technologists and technicians, n.e.c.	17.76	6.6	16.94	8.0	—	—
Electrical and electronic technicians	21.31	9.6	20.73	10.9	—	—
Technical and related, n.e.c.	16.63	10.5	17.04	12.0	—	—
Executive, administrative, and managerial	25.99	4.0	26.79	5.3	25.53	5.5
Executives, administrators, and managers	28.84	3.6	29.67	6.2	28.18	4.1
Administrators and officials, public administration	28.39	4.4	—	—	28.39	4.4
Financial managers	25.46	9.5	26.74	13.0	—	—
Managers, service organizations, n.e.c.	22.08	29.5	22.08	29.5	—	—
Managers and administrators, n.e.c.	35.09	4.8	34.97	5.2	—	—
Management related	22.29	5.6	20.86	6.3	22.84	7.1
Accountants and auditors	23.41	9.8	—	—	—	—
Other financial officers	22.95	12.2	22.95	12.2	—	—
Management analysts	26.35	6.0	—	—	—	—
Personnel, training, and labor relations specialists	18.25	12.3	17.20	12.7	—	—
Management related, n.e.c.	21.36	8.9	21.38	9.8	—	—
Sales	12.80	5.7	12.82	5.7	—	—
Supervisors, sales	16.54	15.1	16.54	15.1	—	—
Sales workers, other commodities	9.82	9.8	9.81	10.1	—	—
Cashiers	11.37	5.8	11.37	5.8	—	—
Administrative support, including clerical	13.44	3.8	12.86	3.5	13.98	6.4
Supervisors, general office	17.58	2.1	17.62	10.5	—	—
Secretaries	15.42	6.4	13.25	7.6	16.75	7.7
Receptionists	9.78	7.0	9.76	7.7	—	—
Information clerks, n.e.c.	11.09	3.5	11.09	3.5	—	—
Order clerks	14.47	10.7	14.20	10.7	—	—
Records clerks, n.e.c.	13.02	2.0	11.82	5.2	—	—
Bookkeepers, accounting and auditing clerks	13.28	4.2	13.75	8.7	—	—
Billing clerks	11.43	10.2	—	—	—	—
Traffic, shipping and receiving clerks	12.62	15.2	12.62	15.2	—	—
Stock and inventory clerks	11.39	8.2	10.91	7.9	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Material recording, scheduling, and distribution clerks, n.e.c.	\$8.57	6.5	\$8.57	6.5	–	–
Insurance adjusters, examiners, and investigators	16.17	11.4	16.17	11.4	–	–
Investigators and adjusters, except insurance	13.48	9.2	13.48	9.2	–	–
General office clerks	12.51	3.9	12.30	5.7	\$12.81	4.7
Bank tellers	8.81	3.2	8.81	3.2	–	–
Data entry keyers	12.74	2.0	11.94	4.2	–	–
Teachers' aides	11.06	8.5	–	–	11.67	11.2
Administrative support, n.e.c.	13.58	4.7	12.10	4.3	14.14	6.5
Blue collar	15.04	3.5	14.22	3.4	18.59	4.3
Precision production, craft, and repair						
Automobile mechanics	19.01	3.1	18.47	4.0	20.03	4.2
Bus, truck, and stationary engine mechanics	18.27	1.8	18.27	1.8	–	–
Mechanics and repairers, n.e.c.	20.37	2.8	–	–	–	–
Construction trades, n.e.c.	15.67	10.2	14.28	17.0	–	–
Butchers and meat cutters	17.42	9.0	–	–	–	–
.....	16.57	3.0	16.57	3.0	–	–
Machine operators, assemblers, and inspectors						
Miscellaneous machine operators, n.e.c.	11.91	5.3	11.91	5.3	–	–
Assemblers	11.96	19.3	11.96	19.3	–	–
.....	12.05	10.1	12.05	10.1	–	–
Transportation and material moving						
Truck drivers	15.46	4.9	15.36	6.0	15.79	6.6
Bus drivers	16.25	4.6	16.28	5.1	–	–
.....	15.09	11.4	–	–	15.40	10.7
Handlers, equipment cleaners, helpers, and laborers						
Stock handlers and baggers	11.80	6.3	11.40	7.1	16.32	6.4
Freight, stock, and material handlers, n.e.c.	11.14	15.7	11.14	15.7	–	–
Vehicle washers and equipment cleaners	11.69	7.6	11.69	7.6	–	–
Laborers, except construction, n.e.c.	11.11	10.9	10.78	11.6	–	–
.....	10.64	8.3	9.98	7.7	–	–
Service						
Protective service	14.17	12.0	9.29	3.6	21.50	10.7
Firefighting	22.48	11.6	11.58	17.2	25.08	7.7
Police and detectives, public service	15.78	5.2	–	–	15.78	5.2
Guards and police, except public service	25.67	4.9	–	–	25.65	5.1
.....	10.77	16.4	–	–	–	–
Food service	7.93	4.3	7.71	3.9	–	–
Waiters, waitresses, and bartenders	5.82	1.1	5.82	1.1	–	–
Waiters and waitresses	5.77	.5	5.77	.5	–	–
Other food service	8.85	4.2	8.58	3.7	–	–
Supervisors, food preparation and service	12.20	4.5	12.20	4.5	–	–
Cooks	9.31	4.4	9.17	4.3	–	–
Kitchen workers, food preparation	11.53	11.9	9.80	6.9	–	–
Food preparation, n.e.c.	6.94	4.8	6.83	4.6	–	–
Health service	10.38	2.8	10.40	3.0	–	–
Health aides, except nursing	11.56	4.0	11.92	3.7	–	–
Nursing aides, orderlies and attendants	9.52	3.7	9.52	3.7	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$10.95	6.7	\$9.87	8.7	\$13.24	3.3
Maids and housemen	7.94	3.2	7.94	3.2	—	—
Janitors and cleaners	11.37	8.1	10.04	12.4	13.24	3.3
Personal service	8.75	5.5	8.53	8.4	9.17	3.8
Attendants, amusement, and recreation facilities	6.86	4.8	6.63	5.5	—	—
Early childhood teachers' assistants	10.17	1.0	—	—	10.22	.8
Child care workers, n.e.c.	8.34	6.7	—	—	—	—
Service, n.e.c.	8.86	3.4	—	—	—	—

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

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

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

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

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

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.60	2.6	\$16.32	2.5	\$21.23	4.4
All excluding sales	18.78	2.7	16.49	2.6	21.23	4.4
White collar	20.07	3.2	18.69	2.8	21.26	5.1
White collar excluding sales	20.45	3.3	19.36	3.1	21.26	5.1
Professional specialty and technical	24.62	3.5	22.70	3.1	26.01	5.5
Professional specialty	25.96	3.9	24.45	3.6	26.86	5.8
Engineers, architects, and surveyors	26.71	5.9	27.73	5.7	24.57	12.2
Civil engineers	21.78	8.4	—	—	—	—
Mathematical and computer scientists	25.26	11.6	25.64	4.6	—	—
Computer systems analysts and scientists	25.47	12.1	26.30	4.8	—	—
Natural scientists	19.84	13.7	23.87	5.4	—	—
Chemists, except biochemists	27.04	5.7	—	—	—	—
Health related	26.75	8.1	24.54	3.6	—	—
Registered nurses	24.87	3.8	25.76	4.4	—	—
Teachers, college and university	32.42	3.7	—	—	—	—
Teachers, except college and university	31.57	4.0	14.91	18.3	32.62	3.7
Elementary school teachers	31.90	5.2	—	—	32.05	5.2
Secondary school teachers	36.31	5.3	—	—	36.94	5.3
Teachers, n.e.c.	27.50	11.5	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.93	5.2	16.61	11.3	18.68	4.6
Social workers	18.27	5.3	17.27	13.8	18.68	4.6
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.26	15.7	22.86	26.7	—	—
Professional, n.e.c.	20.25	21.4	—	—	—	—
Technical	19.46	3.6	18.67	5.3	20.73	2.1
Licensed practical nurses	15.51	2.6	15.51	2.6	—	—
Health technologists and technicians, n.e.c.	17.58	7.0	—	—	—	—
Electrical and electronic technicians	21.31	9.6	20.73	10.9	—	—
Technical and related, n.e.c.	16.63	10.5	17.04	12.0	—	—
Executive, administrative, and managerial	25.99	4.0	26.79	5.3	25.53	5.5
Executives, administrators, and managers	28.84	3.6	29.67	6.2	28.18	4.1
Administrators and officials, public administration	28.39	4.4	—	—	28.39	4.4
Financial managers	25.46	9.5	26.74	13.0	—	—
Managers, service organizations, n.e.c.	22.08	29.5	22.08	29.5	—	—
Managers and administrators, n.e.c.	35.09	4.8	34.97	5.2	—	—
Management related	22.29	5.6	20.86	6.3	22.84	7.1
Accountants and auditors	23.41	9.8	—	—	—	—
Other financial officers	22.95	12.2	22.95	12.2	—	—
Management analysts	26.35	6.0	—	—	—	—
Personnel, training, and labor relations specialists	18.25	12.3	17.20	12.7	—	—
Management related, n.e.c.	21.36	8.9	21.38	9.8	—	—
Sales	14.47	7.1	14.47	7.1	—	—
Supervisors, sales	16.54	15.1	16.54	15.1	—	—
Sales workers, other commodities	10.69	11.3	10.69	11.3	—	—
Cashiers	11.79	10.9	11.79	10.9	—	—
Administrative support, including clerical	13.61	4.0	13.15	3.7	14.01	6.5
Supervisors, general office	17.72	2.1	—	—	—	—
Secretaries	16.00	6.0	14.36	6.4	16.75	7.7
Receptionists	9.51	6.9	9.45	7.6	—	—
Order clerks	14.02	10.9	13.69	10.9	—	—
Records clerks, n.e.c.	13.05	1.9	11.91	5.6	—	—
Bookkeepers, accounting and auditing clerks	13.29	4.2	13.76	8.7	—	—
Billing clerks	11.38	10.5	—	—	—	—
Traffic, shipping and receiving clerks	12.67	15.2	12.67	15.2	—	—
Stock and inventory clerks	12.39	7.3	11.85	6.7	—	—
Insurance adjusters, examiners, and investigators	16.17	11.4	16.17	11.4	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Investigators and adjusters, except insurance	\$13.70	9.7	\$13.70	9.7	–	–
General office clerks	12.51	4.0	12.31	5.8	\$12.80	4.9
Data entry keyers	12.85	1.6	12.27	4.8	–	–
Teachers' aides	10.66	8.2	–	–	10.66	8.2
Administrative support, n.e.c.	13.86	5.1	12.42	4.4	14.30	6.8
Blue collar	15.56	3.4	14.75	3.4	18.91	4.1
Precision production, craft, and repair						
Automobile mechanics	19.10	3.0	18.60	3.9	20.05	4.2
Bus, truck, and stationary engine mechanics	18.27	1.8	18.27	1.8	–	–
Bus, truck, and stationary engine mechanics	20.37	2.8	–	–	–	–
Mechanics and repairers, n.e.c.	16.90	7.5	–	–	–	–
Butchers and meat cutters	16.57	3.0	16.57	3.0	–	–
Machine operators, assemblers, and inspectors						
Miscellaneous machine operators, n.e.c.	11.99	5.3	11.99	5.3	–	–
Assemblers	11.96	19.3	11.96	19.3	–	–
Assemblers	12.05	10.1	12.05	10.1	–	–
Transportation and material moving						
Truck drivers	15.63	5.1	15.35	6.2	16.62	7.3
Truck drivers	16.11	4.7	16.13	5.2	–	–
Handlers, equipment cleaners, helpers, and laborers						
Stock handlers and baggers	12.84	6.6	12.44	7.6	16.40	6.6
Stock handlers and baggers	15.13	8.6	15.13	8.6	–	–
Freight, stock, and material handlers, n.e.c.	12.22	9.2	12.22	9.2	–	–
Vehicle washers and equipment cleaners	11.49	11.0	11.19	11.8	–	–
Laborers, except construction, n.e.c.	10.72	8.7	10.04	8.1	–	–
Service						
Protective service	15.39	12.4	9.63	4.0	22.45	10.1
Protective service	22.59	11.6	10.75	16.9	25.12	7.7
Firefighting	15.78	5.2	–	–	15.78	5.2
Police and detectives, public service	25.65	5.1	–	–	25.65	5.1
Guards and police, except public service	10.57	16.5	–	–	–	–
Food service						
Waiters, waitresses, and bartenders	8.36	6.6	8.32	6.6	–	–
Waiters, waitresses, and bartenders	5.85	1.1	5.85	1.1	–	–
Waiters and waitresses	5.79	.5	5.79	.5	–	–
Other food service	9.44	6.1	9.39	6.2	–	–
Supervisors, food preparation and service	12.20	4.5	12.20	4.5	–	–
Cooks	9.42	4.9	9.27	4.9	–	–
Food preparation, n.e.c.	7.13	7.7	7.13	7.7	–	–
Health service						
Health aides, except nursing	10.18	3.2	10.18	3.6	–	–
Health aides, except nursing	11.64	4.3	12.07	4.0	–	–
Nursing aides, orderlies and attendants	8.94	3.8	8.94	3.8	–	–
Cleaning and building service						
Maid and housemen	11.23	6.3	10.13	8.6	13.43	2.9
Janitors and cleaners	7.97	3.3	7.97	3.3	–	–
Janitors and cleaners	11.75	7.3	10.45	12.3	13.43	2.9
Personal service						
Attendants, amusement, and recreation facilities	9.14	7.0	9.21	8.8	–	–
Attendants, amusement, and recreation facilities	7.49	6.3	–	–	–	–

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

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

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

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

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

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$12.02	4.6	\$11.44	4.3	\$15.47	14.6
All excluding sales	12.63	5.5	11.94	5.4	15.61	14.8
White collar	14.33	5.7	13.54	5.2	19.04	17.0
White collar excluding sales	17.30	6.1	16.64	5.3	19.46	17.1
Professional specialty and technical	23.17	6.1	23.11	3.7	23.31	19.0
Professional specialty	24.99	6.9	25.93	4.3	23.31	19.0
Health related	26.74	4.0	26.86	4.0	—	—
Registered nurses	27.88	3.7	28.05	3.7	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	15.09	19.1	13.64	10.8	—	—
Teachers, n.e.c.	11.66	7.9	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	16.24	3.3	16.24	3.3	—	—
Sales	10.11	6.0	10.12	6.1	—	—
Sales workers, other commodities	7.96	5.3	7.73	5.0	—	—
Cashiers	11.14	8.5	11.14	8.5	—	—
Administrative support, including clerical	10.88	5.8	10.47	5.5	12.77	16.1
Bank tellers	8.58	1.3	8.58	1.3	—	—
Administrative support, n.e.c.	10.71	7.7	11.00	10.4	—	—
Blue collar	9.30	7.2	8.97	8.2	12.11	3.9
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	14.02	11.3	15.42	14.5	11.79	3.5
Bus drivers	11.67	3.5	—	—	11.79	3.5
Handlers, equipment cleaners, helpers, and laborers	7.98	5.0	7.86	5.0	—	—
Stock handlers and baggers	6.77	2.3	6.77	2.3	—	—
Service	8.59	6.0	8.25	6.7	10.23	9.3
Protective service	—	—	—	—	—	—
Food service	7.30	7.2	6.75	3.3	—	—
Waiters, waitresses, and bartenders	5.78	1.6	5.78	1.6	—	—
Waiters and waitresses	5.72	.8	5.72	.8	—	—
Other food service	7.99	9.7	7.25	5.8	—	—
Food preparation, n.e.c.	6.80	5.6	6.59	4.8	—	—
Health service	11.55	7.9	11.55	7.9	—	—
Nursing aides, orderlies and attendants	11.82	10.0	11.82	10.0	—	—
Cleaning and building service	7.42	7.7	—	—	—	—
Personal service	8.33	5.1	7.44	7.6	9.31	4.8
Early childhood teachers' assistants	10.14	1.2	—	—	10.21	1.1
Service, n.e.c.	8.38	5.8	—	—	—	—

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

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

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

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

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

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$743	2.7	39.9	\$655	2.7	40.1	\$844	4.4	39.7
All excluding sales	750	2.7	39.9	662	2.8	40.1	844	4.4	39.7
White collar	802	3.2	39.9	757	3.1	40.5	839	5.0	39.5
White collar excluding sales	817	3.3	39.9	786	3.3	40.6	839	5.0	39.5
Professional specialty and technical	976	3.3	39.7	927	3.2	40.8	1,011	5.1	38.9
Professional specialty	1,028	3.7	39.6	1,008	3.6	41.2	1,039	5.4	38.7
Engineers, architects, and surveyors	1,114	6.4	41.7	1,181	5.8	42.6	983	12.2	40.0
Civil engineers	871	8.4	40.0	-	-	-	-	-	-
Mathematical and computer scientists	1,031	11.7	40.8	1,084	3.8	42.3	-	-	-
Computer systems analysts and scientists	1,040	12.2	40.8	1,118	3.8	42.5	-	-	-
Natural scientists	863	9.2	43.5	1,004	5.2	42.1	-	-	-
Chemists, except biochemists	1,082	5.7	40.0	-	-	-	-	-	-
Health related	1,052	8.2	39.3	959	3.9	39.1	-	-	-
Registered nurses	971	3.9	39.1	996	5.0	38.7	-	-	-
Teachers, college and university	1,297	3.7	40.0	-	-	-	-	-	-
Teachers, except college and university	1,124	4.1	35.6	607	18.2	40.7	1,152	4.1	35.3
Elementary school teachers	1,145	5.5	35.9	-	-	-	1,151	5.6	35.9
Secondary school teachers	1,304	4.9	35.9	-	-	-	1,325	4.8	35.9
Teachers, n.e.c.	963	10.0	35.0	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	715	5.3	39.9	686	13.1	41.3	731	4.1	39.1
Social workers	728	5.4	39.9	722	16.5	41.8	731	4.1	39.1
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	897	13.4	42.2	934	26.0	40.9	-	-	-
Professional, n.e.c.	901	15.5	44.5	-	-	-	-	-	-
Technical	779	3.6	40.0	747	5.3	40.0	829	2.1	40.0
Licensed practical nurses	619	2.6	39.9	619	2.6	39.9	-	-	-
Health technologists and technicians, n.e.c.	703	7.0	40.0	-	-	-	-	-	-
Electrical and electronic technicians	853	9.6	40.0	830	10.9	40.0	-	-	-
Technical and related, n.e.c.	672	10.5	40.4	690	12.0	40.5	-	-	-
Executive, administrative, and managerial	1,062	4.3	40.9	1,131	6.3	42.2	1,023	5.5	40.1
Executives, administrators, and managers	1,189	4.3	41.2	1,267	7.4	42.7	1,132	4.2	40.2
Administrators and officials, public administration	1,142	4.4	40.2	-	-	-	1,142	4.4	40.2
Financial managers	1,066	10.1	41.8	1,154	13.3	43.2	-	-	-
Managers, service organizations, n.e.c.	905	30.5	41.0	905	30.5	41.0	-	-	-
Managers and administrators, n.e.c.	1,523	6.5	43.4	1,527	6.9	43.7	-	-	-
Management related	899	5.6	40.3	861	6.6	41.3	914	7.1	40.0
Accountants and auditors	982	12.5	41.9	-	-	-	-	-	-
Other financial officers	935	12.6	40.7	935	12.6	40.7	-	-	-
Management analysts	1,088	5.9	41.3	-	-	-	-	-	-
Personnel, training, and labor relations specialists	748	12.9	41.0	707	13.6	41.1	-	-	-
Management related, n.e.c.	858	8.8	40.1	888	7.7	41.5	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Sales	\$578	8.0	39.9	\$578	8.0	39.9	—	—	—
Supervisors, sales	691	18.6	41.8	691	18.6	41.8	—	—	—
Sales workers, other commodities	409	11.5	38.2	409	11.5	38.2	—	—	—
Cashiers	458	11.9	38.8	458	11.9	38.8	—	—	—
Administrative support, including clerical	539	4.0	39.6	521	3.6	39.6	\$554	6.5	39.6
Supervisors, general office	708	2.1	40.0	—	—	—	—	—	—
Secretaries	634	6.4	39.6	557	8.6	38.8	670	7.7	40.0
Receptionists	376	6.8	39.6	373	7.5	39.5	—	—	—
Order clerks	561	10.9	40.0	547	10.9	40.0	—	—	—
Records clerks, n.e.c.	522	1.9	40.0	476	5.6	40.0	—	—	—
Bookkeepers, accounting and auditing clerks	531	4.2	40.0	550	8.7	40.0	—	—	—
Billing clerks	455	10.5	40.0	—	—	—	—	—	—
Traffic, shipping and receiving clerks	507	15.2	40.0	507	15.2	40.0	—	—	—
Stock and inventory clerks	496	7.3	40.0	474	6.7	40.0	—	—	—
Insurance adjusters, examiners, and investigators	626	10.3	38.7	626	10.3	38.7	—	—	—
Investigators and adjusters, except insurance	548	9.7	40.0	548	9.7	40.0	—	—	—
General office clerks	493	4.3	39.4	490	5.8	39.8	498	6.3	38.9
Data entry keyers	512	1.8	39.9	485	4.9	39.5	—	—	—
Teachers' aides	364	7.2	34.2	—	—	—	364	7.2	34.2
Administrative support, n.e.c.	554	5.1	40.0	494	4.6	39.8	572	6.8	40.0
Blue collar	622	3.4	40.0	591	3.4	40.0	753	4.2	39.8
Precision production, craft, and repair	764	3.0	40.0	744	3.9	40.0	802	4.2	40.0
Automobile mechanics	731	1.8	40.0	731	1.8	40.0	—	—	—
Bus, truck, and stationary engine mechanics	815	2.8	40.0	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	676	7.5	40.0	—	—	—	—	—	—
Butchers and meat cutters	663	3.0	40.0	663	3.0	40.0	—	—	—
Machine operators, assemblers, and inspectors	476	5.1	39.7	476	5.1	39.7	—	—	—
Miscellaneous machine operators, n.e.c.	459	16.2	38.4	459	16.2	38.4	—	—	—
Assemblers	482	10.1	40.0	482	10.1	40.0	—	—	—
Transportation and material moving	631	5.1	40.4	625	6.1	40.7	652	8.0	39.2
Truck drivers	657	4.6	40.8	659	5.1	40.8	—	—	—
Handlers, equipment cleaners, helpers, and laborers	512	6.6	39.9	496	7.6	39.9	656	6.6	40.0
Stock handlers and baggers	604	8.7	39.9	604	8.7	39.9	—	—	—
Freight, stock, and material handlers, n.e.c.	485	9.2	39.7	485	9.2	39.7	—	—	—
Vehicle washers and equipment cleaners	456	10.6	39.7	444	11.4	39.7	—	—	—
Laborers, except construction, n.e.c.	429	8.7	40.0	402	8.1	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service	\$613	12.6	39.8	\$373	4.3	38.8	\$925	9.3	41.2
Protective service	935	11.0	41.4	427	16.8	39.8	1,049	6.2	41.8
Firefighting	836	5.2	53.0	—	—	—	836	5.2	53.0
Police and detectives, public service	1,026	5.1	40.0	—	—	—	1,026	5.1	40.0
Guards and police, except public service	420	16.4	39.8	—	—	—	—	—	—
Food service	315	7.3	37.7	313	7.4	37.7	—	—	—
Waiters, waitresses, and bartenders	204	4.1	34.8	204	4.1	34.8	—	—	—
Waiters and waitresses	203	4.4	35.1	203	4.4	35.1	—	—	—
Other food service	369	7.4	39.1	367	7.5	39.1	—	—	—
Supervisors, food preparation and service	514	3.0	42.1	514	3.0	42.1	—	—	—
Cooks	367	4.6	39.0	361	4.4	39.0	—	—	—
Food preparation, n.e.c.	267	8.6	37.5	267	8.6	37.5	—	—	—
Health service	399	3.4	39.2	398	3.7	39.1	—	—	—
Health aides, except nursing ..	452	4.2	38.9	465	4.5	38.5	—	—	—
Nursing aides, orderlies and attendants	353	4.4	39.4	353	4.4	39.4	—	—	—
Cleaning and building service	445	6.6	39.6	399	8.9	39.4	537	2.9	40.0
Maids and housemen	302	6.9	37.9	302	6.9	37.9	—	—	—
Janitors and cleaners	466	7.9	39.7	412	13.0	39.4	537	2.9	40.0
Personal service	343	8.0	37.6	353	9.8	38.4	—	—	—
Attendants, amusement, and recreation facilities	292	7.1	39.0	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$37,660	2.7	2,025	\$33,713	2.7	2,065	\$42,052	4.4	1,980
All excluding sales	38,027	2.7	2,025	34,088	2.8	2,068	42,052	4.4	1,980
White collar	40,414	3.2	2,014	39,049	3.1	2,090	41,506	5.0	1,953
White collar excluding sales	41,147	3.3	2,012	40,625	3.3	2,099	41,506	5.0	1,953
Professional specialty and technical	46,794	3.3	1,901	47,688	3.2	2,101	46,241	5.1	1,778
Professional specialty	48,367	3.7	1,863	51,909	3.6	2,123	46,657	5.4	1,737
Engineers, architects, and surveyors	57,950	6.4	2,170	61,419	5.8	2,215	51,100	12.2	2,080
Civil engineers	45,299	8.4	2,080	-	-	-	-	-	-
Mathematical and computer scientists	53,612	11.7	2,123	56,354	3.8	2,198	-	-	-
Computer systems analysts and scientists	54,059	12.2	2,123	58,124	3.8	2,210	-	-	-
Natural scientists	44,861	9.2	2,261	52,206	5.2	2,187	-	-	-
Chemists, except biochemists	56,243	5.7	2,080	-	-	-	-	-	-
Health related	54,332	8.2	2,031	49,869	3.9	2,033	-	-	-
Registered nurses	50,512	3.9	2,031	51,790	5.0	2,011	-	-	-
Teachers, college and university	56,462	3.7	1,742	-	-	-	-	-	-
Teachers, except college and university	42,625	4.1	1,350	25,492	18.2	1,710	43,461	4.1	1,332
Elementary school teachers	41,898	5.5	1,313	-	-	-	42,046	5.6	1,312
Secondary school teachers	48,843	4.9	1,345	-	-	-	49,599	4.8	1,343
Teachers, n.e.c.	38,808	10.0	1,411	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	35,421	5.3	1,975	35,668	13.1	2,148	35,299	4.1	1,890
Social workers	35,890	5.4	1,965	37,543	16.5	2,174	35,299	4.1	1,890
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	46,660	13.4	2,195	48,561	26.0	2,124	-	-	-
Professional, n.e.c.	46,846	15.5	2,313	-	-	-	-	-	-
Technical	40,131	3.6	2,062	38,297	5.3	2,051	43,121	2.1	2,080
Licensed practical nurses	32,179	2.6	2,074	32,179	2.6	2,074	-	-	-
Health technologists and technicians, n.e.c.	35,960	7.0	2,045	-	-	-	-	-	-
Electrical and electronic technicians	44,354	9.6	2,082	43,157	10.9	2,082	-	-	-
Technical and related, n.e.c.	32,025	10.5	1,925	32,266	12.0	1,894	-	-	-
Executive, administrative, and managerial	55,172	4.3	2,123	58,728	6.3	2,192	53,193	5.5	2,084
Executives, administrators, and managers	61,796	4.3	2,143	65,824	7.4	2,218	58,827	4.2	2,088
Administrators and officials, public administration	59,371	4.4	2,091	-	-	-	59,371	4.4	2,091
Financial managers	55,409	10.1	2,176	60,015	13.3	2,244	-	-	-
Managers, service organizations, n.e.c.	47,036	30.5	2,130	47,036	30.5	2,130	-	-	-
Managers and administrators, n.e.c.	79,172	6.5	2,256	79,405	6.9	2,271	-	-	-
Management related	46,723	5.6	2,096	44,635	6.6	2,140	47,506	7.1	2,080
Accountants and auditors	50,039	12.5	2,138	-	-	-	-	-	-
Other financial officers	48,619	12.6	2,118	48,619	12.6	2,118	-	-	-
Management analysts	56,570	5.9	2,147	-	-	-	-	-	-
Personnel, training, and labor relations specialists	38,890	12.9	2,131	36,786	13.6	2,139	-	-	-
Management related, n.e.c.	44,602	8.8	2,088	46,160	7.7	2,159	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Sales	\$29,472	8.0	2,036	\$29,472	8.0	2,036	—	—	—
Supervisors, sales	35,933	18.6	2,172	35,933	18.6	2,172	—	—	—
Sales workers, other commodities	21,247	11.5	1,988	21,247	11.5	1,988	—	—	—
Cashiers	23,160	11.9	1,964	23,160	11.9	1,964	—	—	—
Administrative support, including clerical	27,751	4.0	2,039	26,996	3.6	2,053	\$28,393	6.5	2,027
Supervisors, general office	36,840	2.1	2,080	—	—	—	—	—	—
Secretaries	32,162	6.4	2,010	28,346	8.6	1,974	33,944	7.7	2,026
Receptionists	18,939	6.8	1,992	18,730	7.5	1,982	—	—	—
Order clerks	29,148	10.9	2,080	28,469	10.9	2,080	—	—	—
Records clerks, n.e.c.	27,049	1.9	2,073	24,776	5.6	2,080	—	—	—
Bookkeepers, accounting and auditing clerks	27,633	4.2	2,080	28,620	8.7	2,080	—	—	—
Billing clerks	23,677	10.5	2,080	—	—	—	—	—	—
Traffic, shipping and receiving clerks	26,350	15.2	2,080	26,350	15.2	2,080	—	—	—
Stock and inventory clerks	25,406	7.3	2,050	24,259	6.7	2,047	—	—	—
Insurance adjusters, examiners, and investigators	32,534	10.3	2,012	32,534	10.3	2,012	—	—	—
Investigators and adjusters, except insurance	28,498	9.7	2,080	28,498	9.7	2,080	—	—	—
General office clerks	25,540	4.3	2,042	25,464	5.8	2,068	25,653	6.3	2,004
Data entry keyers	26,568	1.8	2,068	24,844	4.9	2,024	—	—	—
Teachers' aides	15,354	7.2	1,440	—	—	—	15,354	7.2	1,440
Administrative support, n.e.c.	28,787	5.1	2,077	25,696	4.6	2,069	29,745	6.8	2,080
Blue collar	32,071	3.4	2,061	30,405	3.4	2,061	38,958	4.2	2,060
Precision production, craft, and repair	39,629	3.0	2,075	38,538	3.9	2,072	41,713	4.2	2,080
Automobile mechanics	37,992	1.8	2,080	37,992	1.8	2,080	—	—	—
Bus, truck, and stationary engine mechanics	42,367	2.8	2,080	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	35,166	7.5	2,081	—	—	—	—	—	—
Butchers and meat cutters	34,459	3.0	2,080	34,459	3.0	2,080	—	—	—
Machine operators, assemblers, and inspectors	24,712	5.1	2,062	24,712	5.1	2,062	—	—	—
Miscellaneous machine operators, n.e.c.	23,866	16.2	1,996	23,866	16.2	1,996	—	—	—
Assemblers	25,065	10.1	2,080	25,065	10.1	2,080	—	—	—
Transportation and material moving	32,422	5.1	2,075	32,251	6.1	2,101	33,003	8.0	1,986
Truck drivers	34,140	4.6	2,120	34,257	5.1	2,124	—	—	—
Handlers, equipment cleaners, helpers, and laborers	26,026	6.6	2,028	25,155	7.6	2,022	34,115	6.6	2,080
Stock handlers and baggers	31,406	8.7	2,076	31,406	8.7	2,076	—	—	—
Freight, stock, and material handlers, n.e.c.	25,237	9.2	2,066	25,237	9.2	2,066	—	—	—
Vehicle washers and equipment cleaners	23,732	10.6	2,065	23,077	11.4	2,063	—	—	—
Laborers, except construction, n.e.c.	22,306	8.7	2,080	20,888	8.1	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service	\$31,330	12.6	2,035	\$19,034	4.3	1,977	\$47,401	9.3	2,111
Protective service	48,311	11.0	2,138	21,826	16.8	2,031	54,315	6.2	2,163
Firefighting	43,488	5.2	2,756	—	—	—	43,488	5.2	2,756
Police and detectives, public service	52,764	5.1	2,057	—	—	—	52,764	5.1	2,057
Guards and police, except public service	21,862	16.4	2,068	—	—	—	—	—	—
Food service	16,157	7.3	1,932	16,051	7.4	1,930	—	—	—
Waiters, waitresses, and bartenders	10,407	4.1	1,779	10,407	4.1	1,779	—	—	—
Waiters and waitresses	10,562	4.4	1,823	10,562	4.4	1,823	—	—	—
Other food service	18,939	7.4	2,006	18,826	7.5	2,005	—	—	—
Supervisors, food preparation and service	26,503	3.0	2,172	26,503	3.0	2,172	—	—	—
Cooks	18,514	4.6	1,965	18,175	4.4	1,960	—	—	—
Food preparation, n.e.c.	13,896	8.6	1,950	13,896	8.6	1,950	—	—	—
Health service	20,749	3.4	2,038	20,692	3.7	2,033	—	—	—
Health aides, except nursing ..	23,523	4.2	2,020	24,176	4.5	2,003	—	—	—
Nursing aides, orderlies and attendants	18,333	4.4	2,051	18,333	4.4	2,051	—	—	—
Cleaning and building service	22,951	6.6	2,044	20,532	8.9	2,026	27,925	2.9	2,080
Maids and housemen	15,722	6.9	1,973	15,722	6.9	1,973	—	—	—
Janitors and cleaners	24,027	7.9	2,044	21,071	13.0	2,017	27,925	2.9	2,080
Personal service	15,146	8.0	1,657	16,346	9.8	1,775	—	—	—
Attendants, amusement, and recreation facilities	8,120	7.1	1,085	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$17.94	2.5	\$15.59	2.4	\$21.04	4.3
All excluding sales	18.28	2.6	15.93	2.5	21.05	4.3
White collar	19.57	3.0	17.91	2.7	21.20	5.0
1	8.14	7.4	8.43	11.7	—	—
2	11.87	6.6	12.07	7.7	10.97	6.5
3	11.40	3.8	10.89	4.0	12.58	4.3
4	12.19	2.4	11.45	3.2	12.87	1.9
5	14.42	3.0	14.63	3.4	13.97	4.5
6	20.09	6.7	16.36	3.6	26.12	11.1
7	21.06	3.5	19.56	4.5	21.49	4.6
8	22.44	4.2	21.29	3.5	24.59	8.5
9	24.64	1.4	24.55	1.7	24.74	2.2
10	27.61	5.4	26.47	12.1	27.82	5.9
11	30.21	4.3	30.58	6.3	29.65	4.3
12	32.96	4.6	34.85	3.9	29.64	6.3
14	50.00	11.5	50.00	11.5	—	—
Not able to be leveled	20.30	6.8	19.73	6.9	21.18	14.0
White collar excluding sales	20.27	3.2	19.09	2.9	21.21	5.0
1	7.66	1.0	7.56	7.2	—	—
2	10.00	3.6	9.47	3.1	10.97	6.5
3	11.48	4.3	10.86	4.8	12.58	4.3
4	12.39	2.1	11.72	3.1	12.87	1.9
5	14.38	3.0	14.60	3.4	13.97	4.5
6	19.98	7.0	15.93	3.6	26.12	11.1
7	21.07	3.6	19.42	4.9	21.49	4.6
8	22.56	4.3	21.42	3.5	24.59	8.5
9	24.75	1.4	24.75	1.7	24.74	2.2
10	27.61	5.4	26.47	12.1	27.82	5.9
11	30.24	4.4	30.64	6.6	29.65	4.3
12	32.96	4.6	34.85	3.9	29.64	6.3
14	50.00	11.5	50.00	11.5	—	—
Not able to be leveled	20.41	6.8	19.90	6.9	21.18	14.0
Professional specialty and technical	24.49	3.2	22.76	2.7	25.89	5.3
Professional specialty	25.88	3.6	24.66	3.1	26.67	5.6
5	15.38	10.1	15.29	14.5	—	—
6	28.63	9.1	16.55	9.5	32.33	8.3
7	25.13	9.3	20.69	14.6	25.81	10.9
8	23.34	7.3	20.42	3.5	—	—
9	25.04	2.6	25.26	2.0	24.50	7.4
10	26.77	12.4	26.97	6.0	26.72	15.2
11	30.91	8.2	30.79	15.2	31.03	5.9
12	31.47	5.5	34.64	.9	—	—
Not able to be leveled	21.93	15.0	—	—	—	—
Engineers, architects, and surveyors	26.71	5.9	27.73	5.7	24.57	12.2
Civil engineers	21.78	8.4	—	—	—	—
Mathematical and computer scientists	25.26	11.6	25.64	4.6	—	—
9	23.36	3.4	23.36	3.4	—	—
Computer systems analysts and scientists	25.47	12.1	26.30	4.8	—	—
9	24.04	3.3	24.04	3.3	—	—
Natural scientists	19.84	13.7	23.87	5.4	—	—
Chemists, except biochemists	27.04	5.7	—	—	—	—
Health related	26.75	5.9	25.39	2.7	—	—
8	21.19	4.7	19.90	3.7	—	—
9	26.34	3.7	26.59	2.9	—	—
Registered nurses	25.90	3.1	26.72	3.1	—	—
8	22.73	3.6	21.60	5.3	—	—
9	25.89	3.3	26.59	2.9	—	—
Teachers, college and university	33.37	2.6	—	—	—	—
Teachers, except college and university	30.55	4.6	14.65	14.8	31.73	4.4
6	32.47	8.0	—	—	33.48	7.7
7	31.07	5.0	14.92	6.9	31.66	5.0
Elementary school teachers	31.74	5.1	—	—	31.88	5.1
6	32.19	5.8	—	—	32.19	5.8
7	31.65	7.4	—	—	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
Secondary school teachers	\$36.31	5.3	–	–	\$36.94	5.3
6	37.19	7.5	–	–	37.79	7.5
Teachers, n.e.c.	24.75	16.1	\$12.32	7.3	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	18.35	5.4	16.61	11.3	19.15	5.5
7	16.13	10.7	–	–	–	–
Social workers	18.92	5.5	17.27	13.8	19.50	5.3
7	16.13	10.7	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.15	15.7	22.64	26.6	20.25	17.5
Not able to be leveled	21.59	17.5	–	–	–	–
Professional, n.e.c.	20.25	21.4	–	–	–	–
Technical	19.18	3.6	18.34	4.8	20.73	2.1
4	12.02	11.3	12.02	11.3	–	–
5	16.05	6.6	16.22	8.9	–	–
6	16.62	4.5	16.62	4.5	–	–
7	20.33	1.6	19.74	4.3	–	–
8	24.61	10.5	–	–	–	–
9	22.70	6.6	–	–	–	–
Radiological technicians	20.21	5.1	20.21	5.1	–	–
Licensed practical nurses	15.44	1.9	15.44	1.9	–	–
6	15.32	1.7	15.32	1.7	–	–
Health technologists and technicians, n.e.c.	17.76	6.6	16.94	8.0	–	–
Electrical and electronic technicians	21.31	9.6	20.73	10.9	–	–
Technical and related, n.e.c.	16.63	10.5	17.04	12.0	–	–
Executive, administrative, and managerial	25.99	4.0	26.79	5.3	25.53	5.5
5	14.77	9.3	14.29	10.8	–	–
6	13.75	7.7	13.34	7.7	–	–
7	18.63	3.4	19.43	10.7	–	–
8	21.49	3.8	21.75	4.4	–	–
9	24.63	1.5	24.03	4.4	–	–
10	28.13	4.9	26.03	21.9	–	–
11	29.84	5.1	30.57	6.7	28.51	2.4
12	34.97	6.0	35.03	7.0	–	–
Not able to be leveled	26.26	11.1	–	–	–	–
Executives, administrators, and managers	28.84	3.6	29.67	6.2	28.18	4.1
8	20.82	3.9	21.42	4.4	–	–
9	24.83	5.2	24.83	5.2	–	–
10	28.11	5.1	25.76	25.3	–	–
11	30.31	6.0	31.05	7.2	–	–
12	36.10	6.2	36.47	7.3	–	–
Administrators and officials, public administration	28.39	4.4	–	–	28.39	4.4
Financial managers	25.46	9.5	26.74	13.0	–	–
11	27.55	3.1	–	–	–	–
Managers, service organizations, n.e.c.	22.08	29.5	22.08	29.5	–	–
Managers and administrators, n.e.c.	35.09	4.8	34.97	5.2	–	–
11	33.51	5.2	–	–	–	–
12	40.37	9.2	40.07	11.0	–	–
Management related	22.29	5.6	20.86	6.3	22.84	7.1
5	14.49	10.3	–	–	–	–
6	13.49	8.1	–	–	–	–
7	18.64	3.7	20.07	16.9	–	–
8	22.42	6.1	22.25	8.3	–	–
9	24.59	1.5	22.52	4.2	–	–
Accountants and auditors	23.41	9.8	–	–	–	–
Other financial officers	22.95	12.2	22.95	12.2	–	–
Management analysts	26.35	6.0	–	–	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Personnel, training, and labor relations specialists						
	\$18.25	12.3	\$17.20	12.7	–	–
Management related, n.e.c.	21.36	8.9	21.38	9.8	–	–
Sales						
1	12.80	5.7	12.82	5.7	–	–
2	8.59	12.5	8.55	12.9	–	–
3	13.81	11.2	13.81	11.2	–	–
4	10.97	5.8	10.97	5.8	–	–
5	10.52	9.1	10.52	9.1	–	–
Supervisors, sales	14.93	13.0	14.93	13.0	–	–
Supervisors, sales	16.54	15.1	16.54	15.1	–	–
Sales workers, other commodities	9.82	9.8	9.81	10.1	–	–
1	7.54	9.3	7.13	8.1	–	–
3	10.79	18.7	10.79	18.7	–	–
5	13.08	8.2	13.08	8.2	–	–
Cashiers	11.37	5.8	11.37	5.8	–	–
1	7.48	7.2	7.48	7.2	–	–
2	14.68	6.8	14.68	6.8	–	–
3	12.89	9.3	12.89	9.3	–	–
Administrative support, including clerical						
1	13.44	3.8	12.86	3.5	\$13.98	6.4
2	7.66	1.0	7.58	7.6	–	–
3	10.00	3.6	9.47	3.1	10.97	6.5
4	11.53	4.3	10.92	4.9	12.58	4.3
5	12.44	2.1	11.79	3.1	12.87	1.9
6	14.00	2.9	14.35	3.6	13.35	.9
7	15.58	4.3	15.66	6.4	15.43	3.3
Not able to be leveled	18.65	3.8	18.41	6.0	18.72	4.5
Supervisors, general office	15.98	6.1	15.96	8.9	–	–
Secretaries	17.58	2.1	17.62	10.5	–	–
5	15.42	6.4	13.25	7.6	16.75	7.7
Receptionists	13.60	5.4	–	–	–	–
Information clerks, n.e.c.	9.78	7.0	9.76	7.7	–	–
Order clerks	11.09	3.5	11.09	3.5	–	–
Records clerks, n.e.c.	14.47	10.7	14.20	10.7	–	–
4	13.02	2.0	11.82	5.2	–	–
Bookkeepers, accounting and auditing clerks	13.20	1.0	–	–	–	–
4	13.28	4.2	13.75	8.7	–	–
5	12.51	3.1	9.99	3.4	–	–
6	11.95	7.8	–	–	–	–
Billing clerks	16.81	10.1	16.81	10.1	–	–
Traffic, shipping and receiving clerks	11.43	10.2	–	–	–	–
Stock and inventory clerks	12.62	15.2	12.62	15.2	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	11.39	8.2	10.91	7.9	–	–
Insurance adjusters, examiners, and investigators	8.57	6.5	8.57	6.5	–	–
Investigators and adjusters, except insurance	16.17	11.4	16.17	11.4	–	–
General office clerks	13.48	9.2	13.48	9.2	–	–
3	12.51	3.9	12.30	5.7	12.81	4.7
5	11.94	6.5	11.96	9.2	–	–
Bank tellers	12.06	4.5	11.83	5.0	–	–
Data entry keyers	8.81	3.2	8.81	3.2	–	–
Teachers' aides	12.74	2.0	11.94	4.2	–	–
3	11.06	8.5	–	–	11.67	11.2
Administrative support, n.e.c.	11.90	12.3	–	–	11.90	12.3
3	13.58	4.7	12.10	4.3	14.14	6.5
5	9.10	4.6	8.96	6.8	–	–
Blue collar	13.00	1.6	–	–	–	–
Blue collar	15.04	3.5	14.22	3.4	18.59	4.3

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
1	\$8.13	4.1	\$8.12	4.1	—	—
2	10.09	4.2	9.98	4.3	—	—
3	12.85	5.1	12.64	6.0	\$14.05	3.1
4	14.66	7.4	14.51	8.2	—	—
5	16.76	3.1	16.35	4.0	17.97	2.1
6	18.69	4.6	18.27	5.7	—	—
7	20.27	2.5	20.48	3.6	19.90	1.1
8	24.85	9.1	—	—	—	—
Precision production, craft, and repair	19.01	3.1	18.47	4.0	20.03	4.2
3	13.70	10.6	13.74	12.2	—	—
4	12.96	7.4	11.80	6.8	—	—
5	17.34	4.3	17.26	5.7	—	—
6	18.22	7.1	17.32	9.9	—	—
7	20.50	2.8	20.86	4.2	—	—
Automobile mechanics	18.27	1.8	18.27	1.8	—	—
Bus, truck, and stationary engine mechanics	20.37	2.8	—	—	—	—
7	21.70	5.2	—	—	—	—
Mechanics and repairers, n.e.c.	15.67	10.2	14.28	17.0	—	—
Construction trades, n.e.c.	17.42	9.0	—	—	—	—
Butchers and meat cutters	16.57	3.0	16.57	3.0	—	—
Machine operators, assemblers, and inspectors	11.91	5.3	11.91	5.3	—	—
1	8.13	5.7	8.13	5.7	—	—
3	12.05	10.0	12.05	10.0	—	—
Miscellaneous machine operators, n.e.c.	11.96	19.3	11.96	19.3	—	—
Assemblers	12.05	10.1	12.05	10.1	—	—
Transportation and material moving	15.46	4.9	15.36	6.0	15.79	6.6
1	8.17	10.0	8.14	10.6	—	—
2	10.64	17.0	10.34	19.0	—	—
3	13.20	5.6	12.55	8.4	13.80	4.9
4	16.96	5.8	17.17	6.7	—	—
5	16.66	5.0	16.00	5.4	—	—
Truck drivers	16.25	4.6	16.28	5.1	—	—
4	17.11	6.1	17.39	7.1	—	—
5	16.20	5.4	16.20	5.4	—	—
Bus drivers	15.09	11.4	—	—	15.40	10.7
Handlers, equipment cleaners, helpers, and laborers	11.80	6.3	11.40	7.1	16.32	6.4
1	8.12	5.1	8.12	5.1	—	—
2	10.34	5.4	10.19	5.8	—	—
3	13.54	7.6	13.34	9.0	—	—
4	15.54	9.2	15.54	9.2	—	—
5	15.37	7.6	—	—	—	—
Stock handlers and baggers	11.14	15.7	11.14	15.7	—	—
1	6.72	2.3	6.72	2.3	—	—
Freight, stock, and material handlers, n.e.c.	11.69	7.6	11.69	7.6	—	—
3	14.50	9.2	14.50	9.2	—	—
Vehicle washers and equipment cleaners	11.11	10.9	10.78	11.6	—	—
Laborers, except construction, n.e.c.	10.64	8.3	9.98	7.7	—	—
1	8.01	10.5	8.01	10.5	—	—
Service	14.17	12.0	9.29	3.6	21.50	10.7
1	7.00	3.6	6.76	3.8	9.79	10.9
2	9.34	5.2	8.35	3.5	12.38	8.1
3	9.46	5.3	8.67	5.8	11.42	4.4
4	11.02	3.8	10.84	3.6	—	—
5	12.87	3.1	12.53	4.6	13.64	3.0
6	14.61	6.6	13.45	3.2	—	—
7	19.74	5.2	—	—	20.01	5.2
9	27.14	3.8	—	—	27.15	3.8
Protective service	22.48	11.6	11.58	17.2	25.08	7.7
7	20.28	5.0	—	—	20.01	5.2

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Protective service—Continued						
9	\$27.15	3.8	—	—	\$27.15	3.8
Firefighting	15.78	5.2	—	—	15.78	5.2
Police and detectives, public service	25.67	4.9	—	—	25.65	5.1
Guards and police, except public service	10.77	16.4	—	—	—	—
Food service						
1	7.93	4.3	\$7.71	3.9	—	—
2	5.93	1.5	5.93	1.5	—	—
3	9.60	9.9	8.77	7.1	—	—
4	7.16	2.9	7.07	2.6	—	—
Waiters, waitresses, and bartenders						
1	5.82	1.1	5.82	1.1	—	—
2	5.71	1.4	5.71	1.4	—	—
3	5.90	1.9	5.90	1.9	—	—
Waiters and waitresses						
1	5.77	.5	5.77	.5	—	—
Other food service						
1	8.85	4.2	8.58	3.7	—	—
2	6.01	1.8	6.01	1.8	—	—
3	10.57	9.0	9.69	6.0	—	—
4	9.02	4.5	8.97	5.0	—	—
Supervisors, food preparation and service						
1	12.20	4.5	12.20	4.5	—	—
Cooks						
1	9.31	4.4	9.17	4.3	—	—
Kitchen workers, food preparation						
1	11.53	11.9	9.80	6.9	—	—
Food preparation, n.e.c.						
1	6.94	4.8	6.83	4.6	—	—
2	5.95	1.5	5.95	1.5	—	—
Health service						
1	10.38	2.8	10.40	3.0	—	—
2	8.46	4.4	8.46	4.4	—	—
3	9.41	5.7	9.11	6.9	—	—
4	11.79	3.0	11.79	3.0	—	—
Health aides, except nursing						
1	11.56	4.0	11.92	3.7	—	—
2	12.08	3.7	12.08	3.7	—	—
Nursing aides, orderlies and attendants						
1	9.52	3.7	9.52	3.7	—	—
2	8.44	4.6	8.44	4.6	—	—
3	9.04	7.4	9.04	7.4	—	—
Cleaning and building service						
1	10.95	6.7	9.87	8.7	13.24	3.3
2	7.79	5.0	7.28	1.7	—	—
3	10.37	10.9	8.02	6.2	—	—
Maids and housemen						
1	12.07	4.3	—	—	—	—
2	7.94	3.2	7.94	3.2	—	—
3	7.43	2.3	7.43	2.3	—	—
Janitors and cleaners						
1	11.37	8.1	10.04	12.4	13.24	3.3
2	10.96	12.4	—	—	—	—
3	12.30	4.1	—	—	—	—
Personal service						
1	8.75	5.5	8.53	8.4	9.17	3.8
2	7.50	5.2	6.99	6.2	8.35	9.9
3	7.99	7.7	6.31	4.0	9.07	7.0
Attendants, amusement, and recreation facilities						
1	9.96	12.5	10.15	19.2	9.64	3.4
2	6.86	4.8	6.63	5.5	—	—
3	10.17	1.0	—	—	10.22	.8
Child care workers, n.e.c.						
1	8.34	6.7	—	—	—	—
2	8.86	3.4	—	—	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.60	2.6	\$16.32	2.5	\$21.23	4.4
All excluding sales	18.78	2.7	16.49	2.6	21.23	4.4
White collar	20.07	3.2	18.69	2.8	21.26	5.1
1	8.40	11.1	9.63	20.9	—	—
2	12.03	9.9	12.44	12.8	—	—
3	11.47	4.0	11.05	4.5	12.43	4.3
4	12.36	2.1	11.65	2.9	12.90	1.8
5	14.52	3.1	14.68	3.5	14.18	5.2
6	20.53	7.2	16.41	4.1	26.53	11.3
7	20.99	3.5	19.27	4.4	21.47	4.6
8	22.49	4.3	21.31	3.6	24.59	8.5
9	24.40	1.6	23.99	1.9	24.76	2.3
10	27.63	5.4	26.47	12.1	27.84	5.9
11	30.16	4.4	31.00	6.4	28.78	2.8
12	32.95	4.6	34.85	3.9	—	—
14	50.00	11.5	50.00	11.5	—	—
Not able to be leveled	21.02	7.3	20.82	7.2	—	—
White collar excluding sales	20.45	3.3	19.36	3.1	21.26	5.1
2	10.22	4.2	9.69	4.0	—	—
3	11.51	4.5	11.00	5.2	12.43	4.3
4	12.44	2.1	11.68	2.9	12.90	1.8
5	14.47	3.1	14.62	3.4	14.18	5.2
6	20.43	7.5	15.92	4.2	26.53	11.3
7	20.99	3.6	19.09	4.9	21.47	4.6
8	22.61	4.4	21.45	3.7	24.59	8.5
9	24.51	1.6	24.20	1.9	24.76	2.3
10	27.63	5.4	26.47	12.1	27.84	5.9
11	30.18	4.6	31.09	6.7	28.78	2.8
12	32.95	4.6	34.85	3.9	—	—
14	50.00	11.5	50.00	11.5	—	—
Not able to be leveled	21.02	7.3	20.82	7.2	—	—
Professional specialty and technical	24.62	3.5	22.70	3.1	26.01	5.5
Professional specialty	25.96	3.9	24.45	3.6	26.86	5.8
5	16.49	9.4	15.28	15.1	—	—
6	29.36	8.9	16.50	9.8	33.42	7.9
7	25.00	9.4	19.03	18.2	25.77	11.0
8	23.50	7.5	20.39	3.8	—	—
9	24.54	3.1	24.52	2.2	24.57	8.4
10	26.81	12.4	26.97	6.0	—	—
11	30.93	9.9	32.46	17.9	29.23	5.4
12	31.43	5.7	34.64	.9	—	—
Engineers, architects, and surveyors	26.71	5.9	27.73	5.7	24.57	12.2
Civil engineers	21.78	8.4	—	—	—	—
Mathematical and computer scientists	25.26	11.6	25.64	4.6	—	—
9	23.36	3.4	23.36	3.4	—	—
Computer systems analysts and scientists	25.47	12.1	26.30	4.8	—	—
9	24.04	3.3	24.04	3.3	—	—
Natural scientists	19.84	13.7	23.87	5.4	—	—
Chemists, except biochemists	27.04	5.7	—	—	—	—
Health related	26.75	8.1	24.54	3.6	—	—
8	21.26	5.2	19.71	4.3	—	—
9	25.57	5.7	25.62	4.4	—	—
Registered nurses	24.87	3.8	25.76	4.4	—	—
8	22.56	4.1	—	—	—	—
9	24.70	4.7	25.62	4.4	—	—
Teachers, college and university	32.42	3.7	—	—	—	—
Teachers, except college and university	31.57	4.0	14.91	18.3	32.62	3.7
6	33.26	7.8	—	—	34.22	7.5
7	31.26	5.0	—	—	31.66	5.0
Elementary school teachers	31.90	5.2	—	—	32.05	5.2
6	32.38	6.2	—	—	32.38	6.2
7	31.65	7.4	—	—	—	—
Secondary school teachers	36.31	5.3	—	—	36.94	5.3
6	37.19	7.5	—	—	37.79	7.5

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
Teachers, n.e.c.	\$27.50	11.5	–	–	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	17.93	5.2	\$16.61	11.3	\$18.68	4.6
7	16.13	10.7	–	–	–	–
Social workers	18.27	5.3	17.27	13.8	18.68	4.6
7	16.13	10.7	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.26	15.7	22.86	26.7	–	–
Professional, n.e.c.	20.25	21.4	–	–	–	–
Technical	19.46	3.6	18.67	5.3	20.73	2.1
5	15.89	6.3	–	–	–	–
6	16.81	6.5	16.81	6.5	–	–
7	20.38	1.6	19.85	4.3	–	–
8	24.61	10.5	–	–	–	–
9	22.70	6.6	–	–	–	–
Licensed practical nurses	15.51	2.6	15.51	2.6	–	–
Health technologists and technicians, n.e.c.	17.58	7.0	–	–	–	–
Electrical and electronic technicians	21.31	9.6	20.73	10.9	–	–
Technical and related, n.e.c.	16.63	10.5	17.04	12.0	–	–
Executive, administrative, and managerial	25.99	4.0	26.79	5.3	25.53	5.5
5	14.77	9.3	14.29	10.8	–	–
6	13.75	7.7	13.34	7.7	–	–
7	18.63	3.4	19.43	10.7	–	–
8	21.49	3.8	21.75	4.4	–	–
9	24.63	1.5	24.03	4.4	–	–
10	28.13	4.9	26.03	21.9	–	–
11	29.84	5.1	30.57	6.7	28.51	2.4
12	34.97	6.0	35.03	7.0	–	–
Not able to be leveled	26.26	11.1	–	–	–	–
Executives, administrators, and managers	28.84	3.6	29.67	6.2	28.18	4.1
8	20.82	3.9	21.42	4.4	–	–
9	24.83	5.2	24.83	5.2	–	–
10	28.11	5.1	25.76	25.3	–	–
11	30.31	6.0	31.05	7.2	–	–
12	36.10	6.2	36.47	7.3	–	–
Administrators and officials, public administration	28.39	4.4	–	–	28.39	4.4
Financial managers	25.46	9.5	26.74	13.0	–	–
11	27.55	3.1	–	–	–	–
Managers, service organizations, n.e.c.	22.08	29.5	22.08	29.5	–	–
Managers and administrators, n.e.c.	35.09	4.8	34.97	5.2	–	–
11	33.51	5.2	–	–	–	–
12	40.37	9.2	40.07	11.0	–	–
Management related	22.29	5.6	20.86	6.3	22.84	7.1
5	14.49	10.3	–	–	–	–
6	13.49	8.1	–	–	–	–
7	18.64	3.7	20.07	16.9	–	–
8	22.42	6.1	22.25	8.3	–	–
9	24.59	1.5	22.52	4.2	–	–
Accountants and auditors	23.41	9.8	–	–	–	–
Other financial officers	22.95	12.2	22.95	12.2	–	–
Management analysts	26.35	6.0	–	–	–	–
Personnel, training, and labor relations specialists	18.25	12.3	17.20	12.7	–	–
Management related, n.e.c.	21.36	8.9	21.38	9.8	–	–
Sales	14.47	7.1	14.47	7.1	–	–
1	9.92	23.3	9.92	23.3	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
2	\$15.81	20.4	\$15.81	20.4	—	—
3	11.22	7.8	11.22	7.8	—	—
4	11.53	9.2	11.53	9.2	—	—
5	15.24	14.0	15.24	14.0	—	—
Supervisors, sales	16.54	15.1	16.54	15.1	—	—
Sales workers, other commodities	10.69	11.3	10.69	11.3	—	—
3	10.79	18.7	10.79	18.7	—	—
Cashiers	11.79	10.9	11.79	10.9	—	—
1	7.44	11.6	7.44	11.6	—	—
Administrative support, including clerical						
2	13.61	4.0	13.15	3.7	\$14.01	6.5
3	10.22	4.2	9.69	4.0	—	—
4	11.56	4.5	11.06	5.3	12.43	4.3
5	12.50	2.0	11.76	2.8	12.90	1.8
6	14.04	3.0	14.42	3.6	13.35	.9
7	15.63	4.3	15.76	6.5	15.43	3.3
Not able to be leveled	18.65	3.8	18.41	6.0	18.72	4.5
Supervisors, general office	16.35	7.4	—	—	—	—
Secretaries	17.72	2.1	—	—	—	—
5	16.00	6.0	14.36	6.4	16.75	7.7
Receptionists	13.60	5.4	—	—	—	—
Order clerks	9.51	6.9	9.45	7.6	—	—
Records clerks, n.e.c.	14.02	10.9	13.69	10.9	—	—
4	13.05	1.9	11.91	5.6	—	—
Bookkeepers, accounting and auditing clerks	13.20	1.0	—	—	—	—
4	13.29	4.2	13.76	8.7	—	—
5	12.52	3.1	9.99	3.4	—	—
6	11.95	7.8	—	—	—	—
Billing clerks	16.81	10.1	16.81	10.1	—	—
Traffic, shipping and receiving clerks	11.38	10.5	—	—	—	—
Stock and inventory clerks	12.67	15.2	12.67	15.2	—	—
Insurance adjusters, examiners, and investigators	12.39	7.3	11.85	6.7	—	—
Investigators and adjusters, except insurance	16.17	11.4	16.17	11.4	—	—
General office clerks	13.70	9.7	13.70	9.7	—	—
3	12.51	4.0	12.31	5.8	12.80	4.9
5	11.94	6.5	11.96	9.2	—	—
Data entry keyers	12.00	4.7	11.83	5.0	—	—
Teachers' aides	12.85	1.6	12.27	4.8	—	—
3	10.66	8.2	—	—	10.66	8.2
Administrative support, n.e.c.	10.73	8.9	—	—	10.73	8.9
13.86	5.1	12.42	4.4	14.30	6.8	
Blue collar						
1	15.56	3.4	14.75	3.4	18.91	4.1
2	8.60	5.0	8.60	5.0	—	—
3	10.14	4.0	10.04	4.1	—	—
4	12.94	5.4	12.73	6.2	14.44	2.7
5	14.52	7.3	14.34	8.1	—	—
6	16.81	3.3	16.34	4.0	18.22	2.9
7	18.65	4.7	18.21	5.8	—	—
8	20.27	2.5	20.48	3.6	19.90	1.1
24.85	9.1	—	—	—	—	—
Precision production, craft, and repair						
3	19.10	3.0	18.60	3.9	20.05	4.2
4	13.70	10.6	13.74	12.2	—	—
5	12.98	7.4	11.80	6.8	—	—
6	17.34	4.3	17.26	5.7	—	—
7	18.22	7.1	17.32	9.9	—	—
Automobile mechanics	20.50	2.8	20.86	4.2	—	—
Bus, truck, and stationary engine mechanics	18.27	1.8	18.27	1.8	—	—
7	20.37	2.8	—	—	—	—
21.70	5.2	—	—	—	—	—

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Mechanics and repairers, n.e.c.	\$16.90	7.5	—	—	—	—
Butchers and meat cutters	16.57	3.0	\$16.57	3.0	—	—
Machine operators, assemblers, and inspectors						
3	11.99	5.3	11.99	5.3	—	—
Miscellaneous machine operators, n.e.c.	12.05	10.0	12.05	10.0	—	—
Assemblers	11.96	19.3	11.96	19.3	—	—
	12.05	10.1	12.05	10.1	—	—
Transportation and material moving						
3	15.63	5.1	15.35	6.2	\$16.62	7.3
4	13.36	6.2	12.55	8.4	—	—
5	16.76	5.8	16.95	6.9	—	—
Truck drivers	16.82	5.8	15.96	5.7	—	—
4	16.11	4.7	16.13	5.2	—	—
5	16.91	6.2	17.17	7.5	—	—
	16.17	5.7	16.17	5.7	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	12.84	6.6	12.44	7.6	16.40	6.6
2	8.74	7.4	8.74	7.4	—	—
3	10.52	5.9	10.36	6.4	—	—
4	13.88	8.2	13.73	9.5	—	—
5	15.54	9.2	15.54	9.2	—	—
Stock handlers and baggers	15.37	7.6	—	—	—	—
Freight, stock, and material handlers, n.e.c.	15.13	8.6	15.13	8.6	—	—
Vehicle washers and equipment cleaners	12.22	9.2	12.22	9.2	—	—
Laborers, except construction, n.e.c.	11.49	11.0	11.19	11.8	—	—
1	10.72	8.7	10.04	8.1	—	—
	8.04	10.6	8.04	10.6	—	—
Service						
1	15.39	12.4	9.63	4.0	22.45	10.1
2	7.38	3.8	7.14	3.9	—	—
3	9.21	5.8	8.27	3.4	—	—
4	9.80	5.6	8.93	6.4	11.56	4.7
5	11.08	4.0	10.87	3.9	—	—
6	12.69	3.2	12.21	5.1	13.64	3.0
7	14.68	8.1	13.14	4.6	—	—
9	19.49	5.4	—	—	20.01	5.2
Protective service	27.14	3.8	—	—	27.15	3.8
7	22.59	11.6	10.75	16.9	25.12	7.7
9	20.01	5.2	—	—	20.01	5.2
Firefighting	27.15	3.8	—	—	27.15	3.8
Police and detectives, public service	15.78	5.2	—	—	15.78	5.2
Guards and police, except public service	25.65	5.1	—	—	25.65	5.1
Food service	10.57	16.5	—	—	—	—
1	8.36	6.6	8.32	6.6	—	—
3	5.88	.9	5.88	.9	—	—
Waiters, waitresses, and bartenders	7.28	3.1	7.28	3.1	—	—
Waiters and waitresses	5.85	1.1	5.85	1.1	—	—
Other food service	5.79	.5	5.79	.5	—	—
1	9.44	6.1	9.39	6.2	—	—
Supervisors, food preparation and service	5.91	1.1	5.91	1.1	—	—
Cooks	12.20	4.5	12.20	4.5	—	—
Food preparation, n.e.c.	9.42	4.9	9.27	4.9	—	—
1	7.13	7.7	7.13	7.7	—	—
Health service	5.90	1.2	5.90	1.2	—	—
2	10.18	3.2	10.18	3.6	—	—
3	8.49	4.3	8.49	4.3	—	—
Health aides, except nursing	9.43	7.1	9.05	9.2	—	—
4	11.64	4.3	12.07	4.0	—	—
Nursing aides, orderlies and attendants	12.14	4.1	12.14	4.1	—	—
2	8.94	3.8	8.94	3.8	—	—
	8.47	4.4	8.47	4.4	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Health service—Continued						
Nursing aides, orderlies and attendants—Continued						
3	\$8.94	10.2	\$8.94	10.2	—	—
Cleaning and building service	11.23	6.3	10.13	8.6	\$13.43	2.9
1	8.00	5.6	7.42	1.9	—	—
2	10.49	11.8	7.73	5.9	—	—
3	12.07	4.3	—	—	—	—
Maids and housemen	7.97	3.3	7.97	3.3	—	—
Janitors and cleaners	11.75	7.3	10.45	12.3	13.43	2.9
2	11.21	13.4	—	—	—	—
3	12.30	4.1	—	—	—	—
Personal service	9.14	7.0	9.21	8.8	—	—
3	10.93	12.2	—	—	—	—
Attendants, amusement, and recreation facilities	7.49	6.3	—	—	—	—

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

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

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

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

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

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

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$12.02	4.6	\$11.44	4.3	\$15.47	14.6
All excluding sales	12.63	5.5	11.94	5.4	15.61	14.8
White collar	14.33	5.7	13.54	5.2	19.04	17.0
1	7.64	5.7	7.54	6.0	—	—
2	11.65	7.1	11.66	7.3	—	—
3	10.80	9.4	9.80	5.4	—	—
4	10.58	10.5	10.60	11.1	—	—
5	12.19	7.8	13.15	11.8	—	—
6	16.06	5.5	16.01	3.5	—	—
7	28.58	16.9	—	—	—	—
9	26.92	3.2	27.53	3.4	—	—
Not able to be leveled	13.87	3.8	14.01	3.6	—	—
White collar excluding sales	17.30	6.1	16.64	5.3	19.46	17.1
2	9.16	3.9	8.92	3.9	—	—
3	11.14	12.6	9.41	2.0	—	—
4	11.75	10.5	11.89	11.1	—	—
5	12.35	8.9	—	—	—	—
6	16.06	5.5	16.01	3.5	—	—
7	28.58	16.9	—	—	—	—
9	26.92	3.2	27.53	3.4	—	—
Not able to be leveled	14.12	3.7	14.30	3.4	—	—
Professional specialty and technical	23.17	6.1	23.11	3.7	23.31	19.0
Professional specialty	24.99	6.9	25.93	4.3	23.31	19.0
9	26.92	3.2	27.53	3.4	—	—
Health related	26.74	4.0	26.86	4.0	—	—
9	27.34	3.4	27.53	3.4	—	—
Registered nurses	27.88	3.7	28.05	3.7	—	—
9	27.34	3.4	27.53	3.4	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	15.09	19.1	13.64	10.8	—	—
Teachers, n.e.c.	11.66	7.9	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	16.24	3.3	16.24	3.3	—	—
Sales	10.11	6.0	10.12	6.1	—	—
1	7.69	6.3	7.58	6.5	—	—
2	12.52	9.1	12.52	9.1	—	—
3	10.22	11.5	10.22	11.5	—	—
4	7.34	4.9	7.34	4.9	—	—
Sales workers, other commodities	7.96	5.3	7.73	5.0	—	—
1	8.10	10.3	—	—	—	—
Cashiers	11.14	8.5	11.14	8.5	—	—
1	7.50	9.3	7.50	9.3	—	—
Administrative support, including clerical	10.88	5.8	10.47	5.5	12.77	16.1
2	9.16	3.9	8.92	3.9	—	—
3	11.20	12.8	9.43	2.0	—	—
4	11.78	10.6	11.92	11.2	—	—
Bank tellers	8.58	1.3	8.58	1.3	—	—
Administrative support, n.e.c.	10.71	7.7	11.00	10.4	—	—
Blue collar	9.30	7.2	8.97	8.2	12.11	3.9
1	7.31	6.3	7.29	6.5	—	—
2	9.77	12.4	9.56	13.1	—	—
3	11.43	4.7	—	—	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	14.02	11.3	15.42	14.5	11.79	3.5

See footnotes at end of table.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar –Continued						
Transportation and material moving –Continued						
Bus drivers	\$11.67	3.5	–	–	\$11.79	3.5
Handlers, equipment cleaners, helpers, and laborers						
1	7.98	5.0	\$7.86	5.0	–	–
Stock handlers and baggers	7.37	6.8	7.37	6.8	–	–
1	6.77	2.3	6.77	2.3	–	–
1	6.76	2.3	6.76	2.3	–	–
Service						
1	8.59	6.0	8.25	6.7	10.23	9.3
2	6.42	3.4	6.11	2.3	8.43	9.9
3	9.66	9.2	8.58	7.5	11.34	13.0
Protective service	8.17	5.1	7.93	5.3	–	–
Food service	–	–	–	–	–	–
1	7.30	7.2	6.75	3.3	–	–
2	5.96	2.4	5.96	2.4	–	–
3	10.37	11.9	8.99	7.0	–	–
Waiters, waitresses, and bartenders	6.81	6.0	6.39	3.2	–	–
Waiters and waitresses	5.78	1.6	5.78	1.6	–	–
Other food service	5.72	.8	5.72	.8	–	–
1	7.99	9.7	7.25	5.8	–	–
Food preparation, n.e.c.	6.08	2.7	6.08	2.7	–	–
1	6.80	5.6	6.59	4.8	–	–
Health service	5.98	2.3	5.98	2.3	–	–
Nursing aides, orderlies and attendants	11.55	7.9	11.55	7.9	–	–
Cleaning and building service	11.82	10.0	11.82	10.0	–	–
Personal service	7.42	7.7	–	–	–	–
1	8.33	5.1	7.44	7.6	9.31	4.8
2	7.50	7.4	–	–	8.35	9.9
Early childhood teachers' assistants	8.48	9.9	–	–	–	–
Service, n.e.c.	10.14	1.2	–	–	10.21	1.1
Service, n.e.c.	8.38	5.8	–	–	–	–

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Sacramento-Yolo, CA, August 1999**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$18.60	\$12.02	\$19.00	\$16.95	\$17.93	\$18.21
All excluding sales	18.78	12.63	19.24	17.35	18.29	17.03
White collar	20.07	14.33	19.54	19.60	19.58	19.19
White-collar excluding sales	20.45	17.30	19.95	20.57	20.27	—
Professional specialty and technical	24.62	23.17	25.90	22.72	24.49	—
Professional specialty	25.96	24.99	27.34	23.99	25.88	—
Technical	19.46	16.24	20.04	18.20	19.18	—
Executive, administrative, and managerial	25.99	—	22.76	27.48	25.96	—
Sales	14.47	10.11	12.98	12.73	11.13	18.85
Administrative support, including clerical	13.61	10.88	13.84	13.00	13.43	—
Blue collar	15.56	9.30	17.28	12.63	15.00	16.00
Precision production, craft, and repair	19.10	—	19.92	17.26	19.03	—
Machine operators, assemblers, and inspectors	11.99	—	12.70	11.68	11.47	—
Transportation and material moving	15.63	14.02	16.99	13.19	15.33	—
Handlers, equipment cleaners, helpers, and laborers	12.84	7.98	14.41	9.43	11.80	—
Service	15.39	8.59	18.91	9.43	14.17	—
	Relative error ⁶ (percent)					
All occupations	2.6	4.6	3.7	3.8	2.6	7.8
All excluding sales	2.7	5.5	3.8	3.9	2.6	8.5
White collar	3.2	5.7	4.7	3.8	3.1	9.5
White-collar excluding sales	3.3	6.1	4.9	3.8	3.2	—
Professional specialty and technical	3.5	6.1	4.6	4.5	3.2	—
Professional specialty	3.9	6.9	5.0	5.3	3.6	—
Technical	3.6	3.3	2.6	6.4	3.6	—
Executive, administrative, and managerial	4.0	—	7.1	3.5	4.0	—
Sales	7.1	6.0	4.9	7.8	4.6	8.3
Administrative support, including clerical	4.0	5.8	5.9	4.7	3.8	—
Blue collar	3.4	7.2	3.3	4.4	3.6	3.0
Precision production, craft, and repair	3.0	—	2.2	7.8	3.1	—
Machine operators, assemblers, and inspectors	5.3	—	8.6	6.5	4.3	—
Transportation and material moving	5.1	11.3	3.3	8.6	5.3	—
Handlers, equipment cleaners, helpers, and laborers	6.6	5.0	6.5	5.1	6.3	—
Service	12.4	6.0	12.3	7.3	12.0	—

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$15.59	-	-	-	-	\$14.75	-	\$12.28	-	\$15.35
All excluding sales	15.93	-	-	-	-	15.06	-	11.95	-	15.64
White collar	17.91	-	-	-	-	16.86	-	13.61	-	18.72
White-collar excluding sales	19.09	-	-	-	-	17.99	-	14.54	-	19.45
Professional specialty and technical	22.76	-	-	-	-	22.27	-	14.18	-	21.93
Professional specialty	24.66	-	-	-	-	23.79	-	12.54	-	23.55
Technical	18.34	-	-	-	-	18.59	-	-	-	18.19
Executive, administrative, and managerial	26.79	-	-	-	-	25.79	-	27.04	-	26.67
Sales	12.82	-	-	-	-	12.81	-	12.96	-	8.79
Administrative support, including clerical	12.86	-	-	-	-	12.78	-	11.50	-	11.38
Blue collar	14.22	-	-	-	-	13.57	-	12.46	-	11.26
Precision production, craft, and repair	18.47	-	-	-	-	18.22	-	16.87	-	17.17
Machine operators, assemblers, and inspectors	11.91	-	-	-	-	10.71	-	-	-	9.62
Transportation and material moving	15.36	-	-	-	-	15.46	-	13.04	-	11.70
Handlers, equipment cleaners, helpers, and laborers	11.40	-	-	-	-	10.86	-	11.15	-	8.39
Service	9.29	-	-	-	-	9.09	-	7.91	-	9.56
	Relative error ⁵ (percent)									
All occupations	2.4	-	-	-	-	2.6	-	4.7	-	4.0
All excluding sales	2.5	-	-	-	-	2.8	-	5.6	-	4.0
White collar	2.7	-	-	-	-	2.8	-	5.1	-	4.0
White-collar excluding sales	2.9	-	-	-	-	3.0	-	7.7	-	3.9
Professional specialty and technical	2.7	-	-	-	-	3.2	-	11.0	-	2.7
Professional specialty	3.1	-	-	-	-	3.9	-	11.6	-	3.1
Technical	4.8	-	-	-	-	5.8	-	-	-	6.9
Executive, administrative, and managerial	5.3	-	-	-	-	6.4	-	16.1	-	9.8
Sales	5.7	-	-	-	-	5.8	-	6.2	-	8.7
Administrative support, including clerical	3.5	-	-	-	-	3.6	-	4.5	-	3.2
Blue collar	3.4	-	-	-	-	4.2	-	6.0	-	7.2
Precision production, craft, and repair	4.0	-	-	-	-	4.1	-	5.4	-	8.2
Machine operators, assemblers, and inspectors	5.3	-	-	-	-	10.0	-	-	-	10.2
Transportation and material moving	6.0	-	-	-	-	6.6	-	10.0	-	14.4
Handlers, equipment cleaners, helpers, and laborers	7.1	-	-	-	-	7.9	-	9.8	-	10.3
Service	3.6	-	-	-	-	3.4	-	4.6	-	4.2

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$15.59	\$12.89	\$16.28	\$15.61	\$16.98
All excluding sales	15.93	13.16	16.65	15.89	17.39
White collar	17.91	16.16	18.18	17.52	18.70
White-collar excluding sales	19.09	18.23	19.21	18.80	19.48
Professional specialty and technical	22.76	18.49	22.99	21.38	23.63
Professional specialty	24.66	20.95	24.83	23.36	25.27
Technical	18.34	—	18.59	18.70	18.52
Executive, administrative, and managerial	26.79	27.35	26.66	27.02	26.28
Sales	12.82	10.42	13.37	13.98	12.18
Administrative support, including clerical	12.86	12.33	12.94	13.25	12.71
Blue collar	14.22	14.11	14.25	14.34	13.98
Precision production, craft, and repair	18.47	18.62	18.42	19.15	16.87
Machine operators, assemblers, and inspectors	11.91	—	12.29	12.12	—
Transportation and material moving	15.36	14.55	15.69	15.05	18.18
Handlers, equipment cleaners, helpers, and laborers	11.40	11.39	11.40	11.94	9.96
Service	9.29	8.17	10.14	8.70	11.02
Relative error ⁴ (percent)					
All occupations	2.4	6.6	2.7	4.9	2.8
All excluding sales	2.5	6.8	2.8	5.4	2.7
White collar	2.7	8.4	2.9	5.8	3.0
White-collar excluding sales	2.9	8.3	3.1	6.6	2.9
Professional specialty and technical	2.7	11.6	2.8	8.1	2.6
Professional specialty	3.1	13.8	3.2	11.8	2.7
Technical	4.8	—	4.9	9.9	4.5
Executive, administrative, and managerial	5.3	17.1	5.2	8.8	4.8
Sales	5.7	13.6	6.4	8.3	7.0
Administrative support, including clerical	3.5	6.8	3.8	7.5	3.4
Blue collar	3.4	8.2	4.2	5.3	4.7
Precision production, craft, and repair	4.0	5.8	5.3	6.7	6.7
Machine operators, assemblers, and inspectors	5.3	—	5.0	6.2	—
Transportation and material moving	6.0	12.0	7.3	9.8	6.2
Handlers, equipment cleaners, helpers, and laborers	7.1	16.3	8.1	10.0	6.6
Service	3.6	7.2	4.0	5.1	5.6

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupation ³	10	25	Median 50	75	90
All	\$8.04	\$11.23	\$16.53	\$23.49	\$30.12
All excluding sales	8.50	12.00	17.00	23.82	31.05
White collar	9.41	12.93	18.12	25.20	31.55
White collar excluding sales	10.02	13.06	18.69	25.33	31.61
Professional specialty and technical	14.83	18.54	23.37	31.55	34.74
Professional specialty	15.65	18.69	24.52	31.61	35.61
Engineers, architects, and surveyors	18.69	23.72	26.76	29.05	34.51
Civil engineers	18.69	18.69	18.69	27.52	27.80
Mathematical and computer scientists	18.54	18.54	24.79	31.55	31.55
Computer systems analysts and scientists	18.54	18.54	25.85	31.55	31.55
Natural scientists	12.27	12.27	21.19	22.58	27.66
Chemists, except biochemists	25.88	25.88	25.88	27.66	32.83
Health related	19.00	22.65	23.72	30.77	38.47
Registered nurses	21.47	23.37	23.72	30.77	36.00
Teachers, college and university	31.05	31.05	31.61	33.41	39.30
Teachers, except college and university	12.86	31.10	32.61	34.74	40.30
Elementary school teachers	28.22	31.22	33.11	34.74	35.19
Secondary school teachers	28.82	34.74	35.57	41.15	41.15
Teachers, n.e.c.	10.63	13.43	31.10	32.61	32.61
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	11.66	16.31	19.36	21.41	23.48
Social workers	12.55	16.31	19.36	21.41	23.48
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.44	12.44	19.29	26.16	26.16
Professional, n.e.c.	12.44	12.44	14.94	26.16	26.16
Technical	14.75	16.00	19.36	20.62	25.79
Radiological technicians	17.17	17.44	18.81	21.12	26.57
Licensed practical nurses	13.85	14.75	15.57	16.00	16.64
Health technologists and technicians, n.e.c.	7.92	19.00	19.00	19.36	23.79
Electrical and electronic technicians	15.03	15.79	20.46	25.79	33.50
Technical and related, n.e.c.	9.25	14.83	15.91	16.51	25.08
Executive, administrative, and managerial	18.12	20.00	25.33	29.61	33.47
Executives, administrators, and managers	18.88	25.20	29.61	30.05	35.74
Administrators and officials, public administration	25.20	25.20	29.61	30.05	30.05
Financial managers	18.46	18.88	23.66	27.59	32.03
Managers, service organizations, n.e.c.	12.75	12.75	12.75	25.44	57.69
Managers and administrators, n.e.c.	26.15	28.44	35.45	38.40	46.50
Management related	17.09	18.12	24.39	25.33	26.41
Accountants and auditors	16.75	17.99	27.61	27.61	29.09
Other financial officers	13.67	16.30	19.19	32.37	34.28
Management analysts	19.72	26.00	28.37	28.37	28.37
Personnel, training, and labor relations specialists	10.35	12.29	17.00	24.33	24.70
Management related, n.e.c.	18.12	18.12	20.00	24.39	24.39
Sales	6.22	7.30	11.47	16.85	21.50
Supervisors, sales	7.30	9.90	15.96	23.19	28.00
Sales workers, other commodities	5.95	6.83	8.91	12.51	15.35
Cashiers	5.98	6.60	11.73	16.53	16.88
Administrative support, including clerical	8.76	10.43	13.06	15.70	19.89
Supervisors, general office	17.40	17.40	17.40	17.46	19.14
Secretaries	10.02	12.79	15.11	16.34	18.81
Receptionists	7.50	7.86	8.98	9.93	14.65
Information clerks, n.e.c.	10.00	10.09	11.62	11.62	11.62
Order clerks	9.60	10.47	12.86	20.52	22.71
Records clerks, n.e.c.	11.79	13.30	13.30	13.30	13.30
Bookkeepers, accounting and auditing clerks	10.50	12.93	12.93	13.45	15.05
Billing clerks	9.34	9.34	12.20	12.56	13.07
Traffic, shipping and receiving clerks	7.00	8.60	9.55	19.04	19.04
Stock and inventory clerks	6.87	9.60	11.21	12.75	16.88
Material recording, scheduling, and distribution clerks, n.e.c.	6.83	7.50	8.15	10.08	10.96
Insurance adjusters, examiners, and investigators	10.93	13.52	14.44	19.08	22.89

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Investigators and adjusters, except insurance	\$9.50	\$9.73	\$13.94	\$17.43	\$18.30
General office clerks	9.48	10.78	12.20	14.59	15.70
Bank tellers	8.31	8.39	8.63	8.76	10.02
Data entry keyers	10.87	12.55	13.06	13.06	13.06
Teachers' aides	9.16	9.41	9.41	11.46	13.60
Administrative support, n.e.c.	11.17	12.32	13.24	14.07	16.09
Blue collar	8.11	10.53	15.00	18.95	21.45
Precision production, craft, and repair					
Automobile mechanics	12.01	15.86	19.42	21.59	27.00
Bus, truck, and stationary engine mechanics	17.50	17.92	18.00	18.50	20.00
Bus, truck, and stationary engine mechanics	18.92	19.94	19.94	20.10	22.20
Mechanics and repairers, n.e.c.	6.00	12.04	15.86	18.80	22.44
Construction trades, n.e.c.	13.44	14.30	16.42	19.04	22.77
Butchers and meat cutters	13.50	15.43	16.97	18.27	18.47
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	8.58	9.75	10.98	14.66	16.51
Miscellaneous machine operators, n.e.c.	8.58	8.58	8.58	16.60	18.71
Assemblers	8.91	10.63	10.82	14.66	16.87
Transportation and material moving					
Truck drivers	9.53	12.59	15.90	19.09	19.89
Truck drivers	11.72	14.25	16.92	19.09	19.14
Bus drivers	10.98	12.16	13.19	19.23	19.23
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	6.50	8.00	10.76	16.00	17.72
Stock handlers and baggers	6.20	6.85	7.20	16.00	17.50
Freight, stock, and material handlers, n.e.c.	6.33	9.92	11.35	13.10	16.96
Vehicle washers and equipment cleaners	7.00	8.00	11.87	14.56	17.12
Laborers, except construction, n.e.c.	5.75	8.11	10.00	12.51	17.08
Service					
Protective service	5.92	7.68	10.92	19.54	27.24
Protective service	9.36	15.51	23.57	27.24	31.89
Firefighting	13.20	14.34	15.51	17.81	17.81
Police and detectives, public service	20.01	26.53	27.24	27.24	27.24
Guards and police, except public service	7.96	7.96	8.50	13.32	13.32
Food service	5.75	5.75	6.26	10.10	12.00
Waiters, waitresses, and bartenders	5.50	5.75	5.75	5.80	6.16
Waiters and waitresses	5.75	5.75	5.75	5.75	5.80
Other food service	5.75	5.92	8.75	11.21	12.46
Supervisors, food preparation and service	10.58	10.58	12.00	13.46	13.46
Cooks	7.00	8.33	9.00	10.10	11.21
Kitchen workers, food preparation	7.08	8.81	11.34	15.56	15.56
Food preparation, n.e.c.	5.75	5.77	5.92	6.67	10.82
Health service	6.91	8.64	10.34	11.02	14.45
Health aides, except nursing	9.92	10.22	10.92	12.20	15.02
Nursing aides, orderlies and attendants	6.91	7.29	8.70	10.86	12.77
Cleaning and building service	6.91	7.54	10.10	13.54	15.20
Maids and housemen	6.92	7.50	7.50	8.31	9.42
Janitors and cleaners	6.82	7.54	12.06	14.38	15.53
Personal service	6.38	7.40	7.89	9.51	12.20
Attendants, amusement, and recreation facilities	5.75	6.00	6.80	7.06	8.50
Early childhood teachers' assistants	9.05	10.00	10.26	10.78	10.86
Child care workers, n.e.c.	7.40	7.40	7.89	8.89	12.20
Service, n.e.c.	6.50	7.70	9.51	9.51	9.51

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

nonproduction bonuses, and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.12	\$9.50	\$13.36	\$19.08	\$26.53
All excluding sales	7.50	9.75	13.75	19.43	26.76
White collar	8.65	11.00	16.02	23.28	30.63
White collar excluding sales	9.25	12.07	16.98	23.77	32.03
Professional specialty and technical	13.85	17.29	22.65	26.38	32.97
Professional specialty	14.94	19.00	23.72	27.88	34.29
Engineers, architects, and surveyors	23.72	23.72	26.76	32.57	34.29
Mathematical and computer scientists	18.69	23.77	24.79	27.88	33.54
Computer systems analysts and scientists	18.69	23.77	25.85	29.39	33.54
Natural scientists	22.00	22.00	22.58	23.87	32.97
Health related	18.27	22.65	23.43	30.77	32.31
Registered nurses	22.57	23.37	24.19	30.77	36.00
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	8.93	10.90	12.98	17.61	28.82
Teachers, n.e.c.	10.90	10.90	10.90	13.43	15.68
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.18	11.66	17.79	23.48	23.48
Social workers	9.24	11.66	17.99	23.48	23.48
Writers, authors, entertainers, athletes, and professionals, n.e.c.	7.87	12.50	16.87	23.28	39.38
Technical	12.95	15.57	17.51	20.46	25.79
Radiological technicians	17.17	17.44	18.81	21.12	26.57
Licensed practical nurses	13.85	14.75	15.57	16.00	16.64
Health technologists and technicians, n.e.c.	7.92	19.00	19.00	19.36	19.36
Electrical and electronic technicians	15.03	15.79	18.80	25.79	33.50
Technical and related, n.e.c.	9.25	14.60	16.51	20.69	25.08
Executive, administrative, and managerial	13.67	18.79	25.69	33.20	39.58
Executives, administrators, and managers	17.51	20.76	27.75	35.74	43.19
Financial managers	18.46	19.03	23.29	26.04	36.06
Managers, service organizations, n.e.c.	12.75	12.75	12.75	25.44	57.69
Managers and administrators, n.e.c.	26.15	27.88	35.45	35.74	46.50
Management related	12.29	16.30	19.72	24.70	30.63
Other financial officers	13.67	16.30	19.19	32.37	34.28
Personnel, training, and labor relations specialists	10.35	12.29	16.34	24.00	24.70
Management related, n.e.c.	16.79	17.09	23.68	23.68	30.63
Sales	6.22	7.30	11.54	16.85	21.50
Supervisors, sales	7.30	9.90	15.96	23.19	28.00
Sales workers, other commodities	5.95	6.83	8.63	12.51	15.35
Cashiers	5.98	6.60	11.73	16.53	16.88
Administrative support, including clerical	8.72	9.55	12.20	14.70	19.04
Supervisors, general office	10.50	13.50	16.02	21.12	25.89
Secretaries	9.55	10.02	15.00	16.09	16.34
Receptionists	7.50	7.86	8.98	10.30	14.65
Information clerks, n.e.c.	10.00	10.09	11.62	11.62	11.62
Order clerks	9.60	10.47	11.26	20.52	22.71
Records clerks, n.e.c.	10.00	10.43	11.23	13.84	13.88
Bookkeepers, accounting and auditing clerks	9.16	10.50	14.04	15.05	22.50
Traffic, shipping and receiving clerks	7.00	8.60	9.55	19.04	19.04
Stock and inventory clerks	6.87	8.81	11.07	12.75	14.75
Material recording, scheduling, and distribution clerks, n.e.c.	6.83	7.50	8.15	10.08	10.96
Insurance adjusters, examiners, and investigators	10.93	13.52	14.44	19.08	22.89
Investigators and adjusters, except insurance	9.50	9.73	13.94	17.43	18.30
General office clerks	9.45	9.84	12.32	14.34	16.42
Bank tellers	8.31	8.39	8.63	8.76	10.02
Data entry keyers	10.09	10.75	12.07	12.07	15.00
Administrative support, n.e.c.	8.21	10.27	12.52	12.95	16.09
Blue collar	7.57	9.87	13.36	17.71	22.01

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair	\$10.53	\$13.50	\$17.88	\$22.38	\$27.82
Automobile mechanics	17.50	17.92	18.00	18.50	20.00
Mechanics and repairers, n.e.c.	6.00	12.04	14.24	20.44	22.44
Butchers and meat cutters	13.50	15.43	16.97	18.27	18.47
Machine operators, assemblers, and inspectors	8.58	9.75	10.98	14.66	16.51
Miscellaneous machine operators, n.e.c.	8.58	8.58	8.58	16.60	18.71
Assemblers	8.91	10.63	10.82	14.66	16.87
Transportation and material moving	9.52	12.36	16.37	19.09	21.45
Truck drivers	11.72	13.50	17.71	19.09	19.14
Handlers, equipment cleaners, helpers, and laborers	6.33	7.75	10.25	15.92	17.50
Stock handlers and baggers	6.20	6.85	7.20	16.00	17.50
Freight, stock, and material handlers, n.e.c.	6.33	9.92	11.35	13.10	16.96
Vehicle washers and equipment cleaners	7.00	8.00	10.00	12.12	17.12
Laborers, except construction, n.e.c.	5.75	8.11	9.08	12.25	12.51
Service	5.75	6.66	8.19	10.92	13.46
Protective service	7.96	7.96	9.36	13.32	19.79
Food service	5.75	5.75	6.26	10.10	11.34
Waiters, waitresses, and bartenders	5.50	5.75	5.75	5.80	6.16
Waiters and waitresses	5.75	5.75	5.75	5.75	5.80
Other food service	5.75	5.92	8.33	10.82	12.00
Supervisors, food preparation and service	10.58	10.58	12.00	13.46	13.46
Cooks	7.00	8.33	9.00	10.10	11.21
Kitchen workers, food preparation	6.00	7.89	11.34	11.34	11.34
Food preparation, n.e.c.	5.75	5.75	5.92	6.26	10.82
Health service	6.91	8.64	10.38	11.66	15.02
Health aides, except nursing	9.92	10.38	11.66	15.02	15.25
Nursing aides, orderlies and attendants	6.91	7.29	8.70	10.86	12.77
Cleaning and building service	6.82	7.25	7.75	11.00	15.20
Maids and housemen	6.92	7.50	7.50	8.31	9.42
Janitors and cleaners	6.66	6.91	7.54	11.00	15.20
Personal service	6.00	6.89	7.88	9.51	13.13
Attendants, amusement, and recreation facilities	5.75	6.00	6.37	6.89	8.50

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

nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.32	\$13.43	\$19.88	\$27.24	\$31.89
All excluding sales	12.32	13.43	19.88	27.24	31.89
White collar	12.32	13.30	20.11	27.59	31.61
White collar excluding sales	12.32	13.30	20.11	27.59	31.61
Professional specialty and technical	16.28	19.29	25.00	32.52	35.19
Professional specialty	15.73	18.69	28.75	32.61	36.75
Engineers, architects, and surveyors	18.69	18.69	23.29	28.41	34.51
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	-	-	-	-	-
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	19.74	31.10	32.92	34.74	40.30
Elementary school teachers	28.22	31.22	33.11	34.74	35.19
Secondary school teachers	31.75	34.74	39.83	41.15	41.15
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	15.73	16.31	19.36	20.32	25.00
Social workers	16.31	16.31	19.36	21.41	25.00
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.44	12.44	19.29	26.16	26.16
Technical	19.26	20.62	20.62	20.62	23.79
Executive, administrative, and managerial	18.12	24.39	25.33	29.61	30.05
Executives, administrators, and managers	25.20	25.20	29.61	30.05	30.05
Administrators and officials, public administration	25.20	25.20	29.61	30.05	30.05
Management related	18.12	18.12	24.39	25.33	25.33
Sales	-	-	-	-	-
Administrative support, including clerical	9.16	12.55	13.24	17.40	20.11
Secretaries	12.79	14.79	16.05	18.23	23.34
General office clerks	11.00	11.58	12.20	14.59	14.59
Teachers' aides	9.16	9.16	10.13	13.60	20.36
Administrative support, n.e.c.	12.32	13.24	13.24	14.07	16.36
Blue collar	13.90	15.90	19.23	19.88	19.94
Precision production, craft, and repair	17.06	18.92	19.88	19.88	21.34
Transportation and material moving	12.16	14.06	15.90	19.23	19.23
Bus drivers	11.82	12.16	13.19	19.23	19.23
Handlers, equipment cleaners, helpers, and laborers	12.19	13.90	17.33	17.72	20.27
Service	10.22	13.54	21.31	27.24	31.89
Protective service	15.51	20.01	27.24	31.89	31.89
Firefighting	13.20	14.34	15.51	17.81	17.81
Police and detectives, public service	20.01	27.24	27.24	27.24	27.24
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	-	-	-	-	-
Cleaning and building service	12.06	12.43	12.79	14.77	15.58
Janitors and cleaners	12.06	12.43	12.79	14.77	15.58
Personal service	7.06	7.70	9.08	10.26	10.86
Early childhood teachers' assistants	9.05	10.00	10.26	10.78	10.86

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

nonproduction bonuses, and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupation ³	10	25	Median 50	75	90
All	\$8.91	\$12.36	\$17.40	\$24.33	\$31.10
All excluding sales	9.00	12.51	17.43	24.39	31.22
White collar	9.93	13.06	18.54	25.33	31.55
White collar excluding sales	10.47	13.24	18.79	25.33	31.61
Professional specialty and technical	15.03	18.54	23.31	31.55	34.74
Professional specialty	15.73	18.69	24.79	31.61	35.57
Engineers, architects, and surveyors	18.69	23.72	26.76	29.05	34.51
Civil engineers	18.69	18.69	18.69	27.52	27.80
Mathematical and computer scientists	18.54	18.54	24.79	31.55	31.55
Computer systems analysts and scientists	18.54	18.54	25.85	31.55	31.55
Natural scientists	12.27	12.27	21.19	22.58	27.66
Chemists, except biochemists	25.88	25.88	25.88	27.66	32.83
Health related	19.00	22.57	23.72	30.77	44.04
Registered nurses	21.47	22.57	23.72	24.52	32.31
Teachers, college and university	31.05	31.05	31.61	31.61	31.61
Teachers, except college and university	17.90	31.10	32.92	34.74	40.30
Elementary school teachers	28.22	31.22	33.11	34.74	35.19
Secondary school teachers	28.82	34.74	35.57	41.15	41.15
Teachers, n.e.c.	10.90	31.10	31.10	32.61	32.61
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	11.66	16.31	19.36	20.32	23.48
Social workers	12.55	16.31	19.36	20.32	23.48
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.44	12.44	19.29	26.16	26.16
Professional, n.e.c.	12.44	12.44	14.94	26.16	26.16
Technical	14.83	16.28	20.62	20.62	25.79
Licensed practical nurses	13.80	15.57	15.57	15.68	17.51
Health technologists and technicians, n.e.c.	7.92	19.00	19.00	19.36	23.79
Electrical and electronic technicians	15.03	15.79	20.46	25.79	33.50
Technical and related, n.e.c.	9.25	14.83	15.91	16.51	25.08
Executive, administrative, and managerial	18.12	20.00	25.33	29.61	33.47
Executives, administrators, and managers	18.88	25.20	29.61	30.05	35.74
Administrators and officials, public administration	25.20	25.20	29.61	30.05	30.05
Financial managers	18.46	18.88	23.66	27.59	32.03
Managers, service organizations, n.e.c.	12.75	12.75	12.75	25.44	57.69
Managers and administrators, n.e.c.	26.15	28.44	35.45	38.40	46.50
Management related	17.09	18.12	24.39	25.33	26.41
Accountants and auditors	16.75	17.99	27.61	27.61	29.09
Other financial officers	13.67	16.30	19.19	32.37	34.28
Management analysts	19.72	26.00	28.37	28.37	28.37
Personnel, training, and labor relations specialists	10.35	12.29	17.00	24.33	24.70
Management related, n.e.c.	18.12	18.12	20.00	24.39	24.39
Sales	6.84	8.65	13.11	18.40	23.19
Supervisors, sales	7.30	9.90	15.96	23.19	28.00
Sales workers, other commodities	6.83	6.84	10.96	13.08	16.85
Cashiers	5.98	8.10	11.00	16.53	16.53
Administrative support, including clerical	8.84	10.87	13.06	15.99	19.89
Supervisors, general office	17.40	17.40	17.40	17.46	19.14
Secretaries	12.32	14.79	15.85	17.94	23.34
Receptionists	7.50	7.86	8.98	9.93	10.53
Order clerks	10.47	10.47	11.26	14.17	22.71
Records clerks, n.e.c.	11.79	13.30	13.30	13.30	13.30
Bookkeepers, accounting and auditing clerks	10.50	12.93	12.93	13.45	15.05
Billing clerks	9.34	9.34	9.34	12.56	13.07
Traffic, shipping and receiving clerks	8.23	8.60	9.55	19.04	19.04
Stock and inventory clerks	9.60	9.78	12.00	12.75	16.88
Insurance adjusters, examiners, and investigators	10.93	13.52	14.44	19.08	22.89
Investigators and adjusters, except insurance	8.72	11.10	13.94	17.43	18.30
General office clerks	9.48	10.50	12.20	14.59	15.70
Data entry keyers	12.07	12.55	13.06	13.06	13.06
Teachers' aides	9.16	9.16	9.84	11.46	13.60

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, August 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Administrative support, n.e.c.	\$12.32	\$12.52	\$13.24	\$14.07	\$16.09
Blue collar					
Precision production, craft, and repair	12.04	16.02	19.42	22.01	27.00
Automobile mechanics	17.50	17.92	18.00	18.50	20.00
Bus, truck, and stationary engine mechanics	18.92	19.94	19.94	20.10	22.20
Mechanics and repairers, n.e.c.	12.04	14.24	16.20	18.80	22.44
Butchers and meat cutters	13.50	15.43	16.97	18.27	18.47
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	8.58	9.75	10.98	14.66	16.51
Assemblers	8.58	8.58	8.58	16.60	18.71
Assemblers	8.91	10.63	10.82	14.66	16.87
Transportation and material moving					
Truck drivers	9.53	13.06	15.90	18.95	19.89
Truck drivers	11.72	13.50	16.92	18.95	19.14
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	7.20	9.00	12.29	16.96	18.23
Stock handlers and baggers	8.10	15.92	16.00	17.50	17.50
Freight, stock, and material handlers, n.e.c.	6.33	10.20	12.29	13.13	18.23
Vehicle washers and equipment cleaners	7.00	8.50	12.12	14.56	17.12
Laborers, except construction, n.e.c.	5.75	8.11	10.00	12.51	17.08
Service					
Protective service	6.82	8.33	12.46	21.04	31.89
Protective service	9.36	15.57	23.57	27.24	31.89
Firefighting	13.20	14.34	15.51	17.81	17.81
Police and detectives, public service	20.01	27.24	27.24	27.24	27.24
Guards and police, except public service	7.96	7.96	7.96	13.32	13.32
Food service					
Waiters, waitresses, and bartenders	5.75	5.77	7.00	10.82	12.00
Waiters and waitresses	5.75	5.75	5.75	5.80	6.16
Waiters and waitresses	5.75	5.75	5.75	5.80	5.80
Other food service	5.81	6.67	10.10	11.21	12.69
Supervisors, food preparation and service	10.58	10.58	12.00	13.46	13.46
Cooks	7.00	8.33	9.00	11.21	11.21
Food preparation, n.e.c.	5.77	5.77	5.92	6.67	10.82
Health service					
Health aides, except nursing	6.91	8.64	10.34	10.92	13.03
Health aides, except nursing	10.15	10.22	10.38	12.20	15.02
Nursing aides, orderlies and attendants	6.91	7.00	8.64	10.86	10.86
Cleaning and building service					
Maids and housemen	6.92	7.54	11.11	14.38	15.53
Maids and housemen	6.92	7.50	7.50	8.31	9.42
Janitors and cleaners	7.12	7.54	12.43	14.38	15.58
Personal service					
Attendants, amusement, and recreation facilities	6.80	7.88	9.00	9.51	14.94
Attendants, amusement, and recreation facilities	6.37	6.38	6.89	8.50	9.62

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

² Employees are classified as working either a full-time or a part-time

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, August 1999

Occupation ³	10	25	Median 50	75	90
All	\$5.92	\$6.91	\$9.50	\$14.65	\$23.43
All excluding sales	5.75	7.05	9.68	15.56	23.43
White collar	6.60	8.75	11.21	17.75	25.00
White collar excluding sales	8.63	9.41	14.75	23.43	30.77
Professional specialty and technical	12.52	16.00	23.43	30.77	36.00
Professional specialty	11.72	23.24	23.43	30.77	36.00
Health related	23.24	23.43	23.43	30.77	36.00
Registered nurses	23.43	23.43	24.35	30.77	36.00
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	10.63	10.63	11.72	15.68	28.75
Teachers, n.e.c.	10.63	10.63	10.63	12.98	15.68
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	14.75	14.75	16.00	18.81	18.81
Sales	6.00	6.60	9.50	12.26	16.88
Sales workers, other commodities	5.81	6.05	7.34	10.00	10.96
Cashiers	6.00	6.60	11.95	16.53	16.88
Administrative support, including clerical	7.66	8.76	9.41	11.21	20.36
Bank tellers	8.31	8.39	8.43	8.75	8.76
Administrative support, n.e.c.	8.04	8.89	10.00	11.88	15.38
Blue collar	6.00	6.60	7.20	10.98	16.10
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	5.75	10.98	12.59	19.09	19.09
Bus drivers	8.85	10.98	12.16	12.59	12.59
Handlers, equipment cleaners, helpers, and laborers	6.00	6.58	7.20	9.10	11.06
Stock handlers and baggers	5.75	6.58	7.05	7.20	7.20
Service	5.75	5.75	7.09	10.40	13.32
Protective service	—	—	—	—	—
Food service	5.75	5.75	6.00	8.81	11.34
Waiters, waitresses, and bartenders	5.50	5.50	5.75	5.75	6.00
Waiters and waitresses	5.50	5.75	5.75	5.75	5.75
Other food service	5.75	5.75	6.26	9.68	11.34
Food preparation, n.e.c.	5.75	5.75	6.26	6.26	9.68
Health service	7.95	8.19	10.43	14.45	14.45
Nursing aides, orderlies and attendants	7.95	8.00	10.43	14.45	18.00
Cleaning and building service	5.75	6.91	6.91	8.09	10.96
Personal service	6.00	6.99	7.68	9.76	12.20
Early childhood teachers' assistants	9.05	9.76	10.40	10.78	10.86
Service, n.e.c.	6.50	6.99	7.78	8.49	13.35

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

² Employees are classified as working either a full-time or a part-time

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

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

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The Sacramento–Yolo, CA, Metropolitan Statistical Area includes El Dorado, Placer, Sacramento, and Yolo Counties.

Sampling frame

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

Sample design

The sample for this survey area was selected using a two-

stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. See appendix table 2 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

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

Occupational selection and classification

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

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

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

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

establishment.

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

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

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

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

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

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

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

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of Terms" section on the following page for more detail.

Generic leveling through point factor analysis

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

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

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

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents median work levels for published occupational groups and selected occupations. A description of the levels for each factor is shown in appendix C.

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

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. For additional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

Survey response

	<i>Establish- ments</i>
Total in sample	331
Responding	211
Out of business or not in survey scope	28
Unable or refused to pro- vide data	92

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

Estimation

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

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Sacramento-Yolo, CA, August 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	340,900	194,400	146,500
All excluding sales	315,100	169,100	146,100
White collar	226,800	111,900	114,900
White-collar excluding sales	201,100	86,600	114,500
Professional specialty and technical	73,900	30,000	43,900
Professional specialty	60,400	21,000	39,400
Technical	13,500	9,000	—
Executive, administrative, and managerial	44,600	16,000	28,600
Sales	25,800	25,400	—
Administrative support, including clerical	82,600	40,600	42,000
Blue collar	59,700	48,600	11,100
Precision production, craft, and repair	19,500	12,800	—
Machine operators, assemblers, and inspectors	10,200	10,200	—
Transportation and material moving	11,400	8,400	3,000
Handlers, equipment cleaners, helpers, and laborers	18,600	17,200	1,300
Service	54,300	33,900	20,500

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

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

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

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Sacramento-Yolo, CA, August 1999**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	1,400	211	50	161	84	77
Private industry	1,300	185	49	136	77	59
Goods-producing industries	200	23	5	18	13	5
Construction	100	6	3	3	3	-
Manufacturing	100	17	2	15	10	5
Service-producing industries	1,100	162	44	118	64	54
Transportation and public utilities	100	17	5	12	5	7
Wholesale and retail trade	500	53	17	36	26	10
Finance, insurance and real estate	100	13	1	12	7	5
Services	400	79	21	58	26	32
State and local government	100	26	1	25	7	18

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

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

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

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, August 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	5	6	2
All excluding sales	6	6	3
White collar	7	7	3
White collar excluding sales	7	7	5
Professional specialty and technical	7	7	9
Professional specialty	8	8	9
Engineers, architects, and surveyors	9	9	—
Civil engineers	5	5	—
Mathematical and computer scientists	9	9	—
Computer systems analysts and scientists	9	9	—
Natural scientists	10	10	—
Chemists, except biochemists	9	9	—
Health related	9	9	9
Registered nurses	9	9	9
Teachers, college and university	11	11	—
Teachers, except college and university	7	7	6
Elementary school teachers	7	7	—
Secondary school teachers	6	6	—
Teachers, n.e.c.	7	7	5
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	8	8	—
Social workers	9	8	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	8	9	—
Professional, n.e.c.	10	10	—
Technical	7	7	6
Radiological technicians	6	—	—
Licensed practical nurses	6	6	—
Health technologists and technicians, n.e.c.	5	3	—
Electrical and electronic technicians	7	7	—
Technical and related, n.e.c.	5	5	—
Executive, administrative, and managerial	9	9	—
Executives, administrators, and managers	10	10	—
Administrators and officials, public administration	10	10	—
Financial managers	9	9	—
Managers, service organizations, n.e.c.	10	10	—
Managers and administrators, n.e.c.	11	11	—
Management related	9	9	—
Accountants and auditors	11	11	—
Other financial officers	7	7	—
Management analysts	11	11	—
Personnel, training, and labor relations specialists	6	6	—
Management related, n.e.c.	7	7	—
Sales	2	3	2
Supervisors, sales	5	5	—
Sales workers, other commodities	3	3	1
Cashiers	2	2	2
Administrative support, including clerical	4	4	3
Supervisors, general office	7	7	—
Secretaries	5	5	—
Receptionists	3	3	—
Information clerks, n.e.c.	4	—	—
Order clerks	4	3	—
Records clerks, n.e.c.	4	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Billing clerks	4	2	—
Traffic, shipping and receiving clerks	3	3	—
Stock and inventory clerks	3	3	—
Material recording, scheduling, and distribution clerks, n.e.c.	3	—	—
Insurance adjusters, examiners, and investigators	5	5	—
Investigators and adjusters, except insurance	5	5	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, August 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
White collar —Continued			
Administrative support, including clerical —Continued			
General office clerks	3	4	—
Bank tellers	3	—	3
Data entry keyers	3	3	—
Teachers' aides	3	3	—
Administrative support, n.e.c.	5	5	3
Blue collar	4	4	1
Precision production, craft, and repair			
Automobile mechanics	7	7	—
Bus, truck, and stationary engine mechanics	7	7	—
Bus, truck, and stationary engine mechanics	6	6	—
Mechanics and repairers, n.e.c.	5	6	—
Construction trades, n.e.c.	4	—	—
Butchers and meat cutters	4	—	—
Butchers and meat cutters	7	7	—
Machine operators, assemblers, and inspectors			
Miscellaneous machine operators, n.e.c.	3	3	—
Assemblers	3	3	—
Transportation and material moving			
Truck drivers	4	4	3
Truck drivers	4	4	—
Bus drivers	3	—	3
Handlers, equipment cleaners, helpers, and laborers			
Stock handlers and baggers	2	2	1
Stock handlers and baggers	1	3	1
Freight, stock, and material handlers, n.e.c.	2	2	—
Vehicle washers and equipment cleaners	2	2	—
Laborers, except construction, n.e.c.	3	3	—
Service			
Protective service	3	4	2
Protective service	9	9	—
Firefighting	7	7	—
Police and detectives, public service	9	9	—
Guards and police, except public service	2	1	—
Food service	2	3	1
Waiters, waitresses, and bartenders	2	3	1
Waiters and waitresses	3	3	1
Other food service	2	2	1
Supervisors, food preparation and service	5	5	—
Cooks	3	3	—
Kitchen workers, food preparation	2	—	—
Food preparation, n.e.c.	1	1	1
Health service	3	3	3
Health aides, except nursing	4	4	—
Nursing aides, orderlies and attendants	3	2	3
Cleaning and building service	2	3	1
Maids and housemen	1	1	—
Janitors and cleaners	2	3	—
Personal service	2	3	2
Attendants, amusement, and recreation facilities	2	2	—
Early childhood teachers' assistants	2	—	2
Child care workers, n.e.c.	1	—	—
Service, n.e.c.	1	—	1

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

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

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

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