



San Francisco–Oakland– San Jose, CA National Compensation Survey April 2004

U.S. Department of Labor
Elaine L. Chao, Secretary

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Kathleen P. Utgoff, Commissioner

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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the San Francisco–Oakland–San Jose, CA, metropolitan area. Data were collected between September 2003 and October 2004; the average reference month is April 2004. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

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

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

About the tables

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

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

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

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

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

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

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

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

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	\$26.23	2.6	36.6	\$25.20	3.2	37.0	\$30.50	2.2	35.3
Worker characteristics:⁴									
White-collar occupations ⁵	31.85	2.0	37.3	31.74	2.5	38.3	32.25	2.6	34.0
Professional specialty and technical	38.66	2.9	36.5	38.32	3.5	38.0	39.66	4.5	32.6
Executive, administrative, and managerial	40.17	3.2	40.9	41.50	3.7	41.4	33.78	3.7	39.0
Sales	22.32	10.6	35.6	22.33	10.6	35.6	—	—	—
Administrative support	19.17	1.7	36.8	18.32	2.5	38.0	21.37	1.3	34.1
Blue-collar occupations ⁵	19.93	2.4	37.1	19.09	2.4	36.8	26.76	4.1	39.2
Precision production, craft, and repair	26.32	2.3	37.9	25.65	2.3	37.6	30.60	3.7	40.0
Machine operators, assemblers, and inspectors	15.50	10.6	37.3	15.50	10.6	37.3	—	—	—
Transportation and material moving	18.59	8.0	35.8	17.51	9.7	35.1	23.27	5.0	38.8
Handlers, equipment cleaners, helpers, and laborers	13.99	6.8	36.4	13.03	5.9	36.2	22.47	3.7	38.1
Service occupations ⁵	14.73	3.1	34.3	11.38	2.0	33.4	26.83	3.4	37.9
Full time	27.35	3.6	39.8	26.36	4.4	40.0	31.40	3.4	39.0
Part time	17.17	6.0	22.3	16.04	6.8	23.1	22.40	8.4	19.2
Union	26.20	3.3	35.4	22.40	4.9	35.0	30.21	2.5	35.8
Nonunion	26.25	2.8	37.4	26.04	3.0	37.6	33.01	4.2	31.4
Time	26.30	2.7	36.7	25.23	3.3	37.0	30.50	2.2	35.3
Incentive	24.62	12.6	35.9	24.62	12.6	35.9	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	20.74	5.7	36.3	20.73	5.7	36.3	—	—	—
100-499 workers	21.33	7.9	36.3	20.99	8.3	36.3	30.83	6.2	35.3
500 workers or more	31.66	2.2	37.0	32.38	3.3	38.1	30.47	2.0	35.3

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

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	\$26.23	2.6	\$25.20	3.2	\$30.50	2.2
All excluding sales	26.51	2.7	25.45	3.3	30.51	2.2
White collar	31.85	2.0	31.74	2.5	32.25	2.6
White collar excluding sales	32.99	2.3	33.22	2.9	32.28	2.7
Professional specialty and technical	38.66	2.9	38.32	3.5	39.66	4.5
Professional specialty	41.32	2.6	41.21	3.2	41.61	4.2
Engineers, architects, and surveyors	42.21	3.4	42.44	3.7	39.65	9.5
Civil engineers	41.28	6.8	—	—	42.76	8.3
Electrical and electronic engineers	41.83	6.8	41.78	6.9	—	—
Industrial engineers	38.57	3.9	38.57	3.9	—	—
Engineers, n.e.c.	43.60	3.5	44.71	2.6	—	—
Mathematical and computer scientists	43.61	2.6	43.63	2.7	—	—
Computer systems analysts and scientists	43.34	2.5	43.35	2.5	—	—
Natural scientists	32.69	10.4	36.17	13.8	—	—
Health related	38.61	1.9	38.49	2.0	38.96	4.6
Physicians	41.54	8.5	—	—	60.83	13.2
Registered nurses	39.58	2.1	40.65	2.4	36.34	3.5
Teachers, college and university	50.27	9.2	52.43	11.3	47.56	16.9
Other post-secondary teachers	37.37	26.2	—	—	43.61	27.7
Teachers, except college and university	43.18	6.7	18.68	16.0	45.99	3.7
Elementary school teachers	46.59	2.9	29.65	4.9	47.05	2.6
Teachers, special education	44.00	11.8	—	—	49.11	3.9
Teachers, n.e.c.	43.80	1.7	—	—	44.07	1.5
Vocational and educational counselors	29.51	17.8	—	—	—	—
Librarians, archivists, and curators	32.42	5.8	—	—	31.98	6.5
Librarians	32.42	5.8	—	—	31.98	6.5
Social scientists and urban planners	36.16	10.7	37.69	12.3	29.43	5.2
Economists	37.69	12.3	37.69	12.3	—	—
Psychologists	29.43	5.2	—	—	29.43	5.2
Social, recreation, and religious workers	26.38	4.4	23.17	6.5	29.77	3.7
Social workers	28.05	9.3	—	—	31.76	7.5
Lawyers and judges	65.46	3.2	65.54	3.7	—	—
Lawyers	65.46	3.2	65.54	3.7	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	33.94	7.8	34.20	8.2	—	—
Professional, n.e.c.	28.17	10.6	—	—	—	—
Technical	27.07	5.5	27.46	6.6	24.99	5.2
Clinical laboratory technologists and technicians	27.28	9.8	26.75	10.0	—	—
Radiological technicians	32.87	4.4	33.04	4.9	—	—
Licensed practical nurses	25.41	1.8	25.18	1.5	—	—
Health technologists and technicians, n.e.c.	19.65	16.6	—	—	22.37	3.7
Electrical and electronic technicians	24.88	5.7	24.88	5.7	—	—
Airplane pilots and navigators	136.64	15.6	136.64	15.6	—	—
Computer programmers	35.28	6.7	34.23	7.1	—	—
Legal assistants	23.76	10.6	—	—	—	—
Technical and related, n.e.c.	28.01	7.9	29.75	8.5	23.14	5.8
Executive, administrative, and managerial	40.17	3.2	41.50	3.7	33.78	3.7
Executives, administrators, and managers	46.56	3.8	47.17	4.3	42.27	2.6
Administrators and officials, public administration	38.09	7.5	—	—	38.09	7.5
Financial managers	49.31	11.3	49.31	11.3	—	—
Personnel and labor relations managers	51.23	14.1	51.23	14.1	—	—
Managers, marketing, advertising, and public relations	53.05	8.9	53.05	8.9	—	—
Administrators, education and related fields	50.97	6.1	30.71	10.0	—	—
Managers, medicine and health	49.32	8.7	—	—	—	—
Managers and administrators, n.e.c.	46.48	4.7	46.66	4.7	—	—
Management related	32.02	3.2	33.24	3.6	28.01	4.9
Accountants and auditors	32.84	5.6	32.99	6.0	—	—
Other financial officers	35.99	14.4	36.14	14.9	—	—
Management analysts	37.65	10.0	38.08	11.7	—	—
Personnel, training, and labor relations specialists	28.73	7.5	—	—	—	—
Construction inspectors	35.82	1.3	—	—	35.82	1.3

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Inspectors and compliance officers, except construction	\$28.70	15.8	–	–	–	–
Management related, n.e.c.	29.83	7.1	\$32.83	7.8	\$23.73	6.3
Sales						
Supervisors, sales	22.32	10.6	22.33	10.6	–	–
Sales, other business services	22.62	21.6	22.62	21.6	–	–
Sales workers, apparel	31.75	9.4	31.75	9.4	–	–
Sales workers, shoes	13.41	18.5	13.41	18.5	–	–
Sales workers, other commodities	12.82	5.1	12.82	5.1	–	–
Cashiers	16.49	11.8	16.45	12.0	–	–
	13.19	5.2	13.08	5.2	–	–
Administrative support, including clerical						
Supervisors, general office	19.17	1.7	18.32	2.5	21.37	1.3
Secretaries	26.35	6.5	–	–	28.41	4.2
Typists	21.93	3.0	21.77	3.5	22.47	7.2
Transportation ticket and reservation agents	18.45	11.6	–	–	–	–
Receptionists	14.37	2.9	14.37	2.9	–	–
Order clerks	13.66	7.0	13.66	7.0	–	–
Library clerks	16.21	7.7	16.17	8.2	–	–
Records clerks, n.e.c.	19.03	8.6	–	–	20.00	9.7
Bookkeepers, accounting and auditing clerks	18.97	3.8	18.93	4.3	19.12	8.0
Dispatchers	17.82	7.9	16.50	5.8	23.94	9.4
Traffic, shipping and receiving clerks	23.20	8.6	–	–	28.76	4.9
Stock and inventory clerks	16.86	18.7	16.66	20.2	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	15.05	7.9	13.39	8.5	–	–
Insurance adjusters, examiners, and investigators	18.00	19.3	18.00	19.3	–	–
Investigators and adjusters, except insurance	21.39	7.3	21.39	7.3	–	–
Eligibility clerks, social welfare	20.12	8.9	19.95	9.8	–	–
General office clerks	22.33	6.5	–	–	24.38	5.0
Bank tellers	17.61	3.7	17.06	6.5	18.25	3.2
Teachers' aides	12.46	.5	12.46	.5	–	–
Administrative support, n.e.c.	16.50	3.6	–	–	16.89	1.2
	18.30	4.5	17.60	5.7	20.50	9.0
Blue collar						
	19.93	2.4	19.09	2.4	26.76	4.1
Precision production, craft, and repair						
Industrial machinery repairers	26.32	2.3	25.65	2.3	30.60	3.7
Electronic repairers, communications and industrial equipment	23.05	6.5	–	–	–	–
Mechanics and repairers, n.e.c.	23.56	9.9	22.40	9.1	–	–
Supervisors, construction trades, n.e.c.	23.01	4.8	21.62	4.8	29.84	.5
Electricians	33.64	7.8	–	–	–	–
Electrical and electronic equipment assemblers ..	33.03	15.2	34.88	17.3	–	–
Inspectors, testers, and graders	17.42	.6	17.42	.6	–	–
Stationary engineers	21.48	8.4	21.48	8.4	–	–
	30.40	2.3	29.77	2.2	–	–
Machine operators, assemblers, and inspectors						
Miscellaneous machine operators, n.e.c.	15.50	10.6	15.50	10.6	–	–
Assemblers	14.42	6.6	14.42	6.6	–	–
	15.58	21.1	15.58	21.1	–	–
Transportation and material moving						
Truck drivers	18.59	8.0	17.51	9.7	23.27	5.0
Industrial truck and tractor equipment operators ..	18.91	6.4	18.68	6.8	–	–
	14.19	17.7	14.19	17.7	–	–
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	13.99	6.8	13.03	5.9	22.47	3.7
Stock handlers and baggers	21.15	10.6	–	–	–	–
Freight, stock, and material handlers, n.e.c.	12.54	5.4	12.54	5.4	–	–
	16.69	10.1	16.69	10.1	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Vehicle washers and equipment cleaners	\$8.55	12.6	\$8.55	12.6	—	—
Hand packers and packagers	9.09	1.1	9.09	1.1	—	—
Laborers, except construction, n.e.c.	16.00	10.8	14.84	13.8	—	—
Service						
.....	14.73	3.1	11.38	2.0	\$26.83	3.4
Protective service	18.47	3.8	10.90	2.5	32.87	4.5
Supervisors, firefighters and fire prevention	37.04	3.2	—	—	37.04	3.2
Firefighting	29.02	4.6	—	—	29.02	4.6
Police and detectives, public service	37.05	3.9	—	—	37.05	3.9
Sheriffs, bailiffs, and other law enforcement officers	28.73	14.0	—	—	28.73	14.0
Correctional institution officers	27.63	1.0	—	—	27.63	1.0
Guards and police, except public service	10.86	2.9	10.86	2.9	—	—
Food service	10.56	3.1	10.36	3.4	15.41	7.2
Waiters, waitresses, and bartenders	8.98	4.1	8.98	4.1	—	—
Waiters and waitresses	8.27	4.1	8.27	4.1	—	—
Waiters'/Waitresses' assistants	10.01	1.2	10.01	1.2	—	—
Other food service	11.32	4.4	11.07	4.7	15.41	7.2
Cooks	12.39	5.2	11.99	4.9	—	—
Kitchen workers, food preparation	10.16	13.5	9.95	13.9	—	—
Food preparation, n.e.c.	10.25	10.7	9.95	12.5	—	—
Health service	16.00	7.4	15.21	7.2	20.96	11.9
Health aides, except nursing	19.27	4.1	18.55	1.8	—	—
Nursing aides, orderlies and attendants	14.55	8.7	13.79	9.1	19.82	9.2
Cleaning and building service	13.28	7.3	11.37	4.7	20.11	.9
Maids and housemen	11.40	14.4	11.40	14.4	—	—
Janitors and cleaners	13.13	10.7	—	—	20.14	.9
Personal service	13.86	9.0	12.14	9.9	19.74	11.5
Attendants, amusement, and recreation facilities	10.41	13.4	—	—	—	—
Welfare service aides	9.29	10.5	—	—	—	—
Child care workers, n.e.c.	18.62	22.9	—	—	—	—
Service, n.e.c.	13.46	11.0	12.21	8.9	—	—

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

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	\$27.35	3.6	\$26.36	4.4	\$31.40	3.4
All excluding sales	27.56	3.8	26.54	4.7	31.42	3.4
White collar	32.63	2.4	32.43	2.8	33.39	4.5
White collar excluding sales	33.57	2.7	33.61	3.2	33.42	4.5
Professional specialty and technical	39.05	3.2	38.64	3.8	40.29	5.0
Professional specialty	41.78	3.1	41.54	3.8	42.43	4.8
Engineers, architects, and surveyors	42.21	3.4	42.44	3.7	39.65	9.5
Civil engineers	41.28	6.8	—	—	42.76	8.3
Electrical and electronic engineers	41.83	6.8	41.78	6.9	—	—
Industrial engineers	38.57	3.9	38.57	3.9	—	—
Engineers, n.e.c.	43.60	3.5	44.71	2.6	—	—
Mathematical and computer scientists	43.61	2.6	43.63	2.7	—	—
Computer systems analysts and scientists	43.34	2.5	43.35	2.5	—	—
Natural scientists	32.69	10.4	36.17	13.8	—	—
Health related	37.77	3.4	37.36	4.3	38.73	5.1
Physicians	38.16	5.5	—	—	—	—
Registered nurses	38.83	4.6	40.19	5.7	35.61	4.8
Teachers, college and university	56.61	6.7	59.55	4.1	52.50	17.2
Other post-secondary teachers	51.63	30.6	—	—	—	—
Teachers, except college and university	44.08	7.3	18.44	15.8	47.21	4.0
Elementary school teachers	47.14	3.0	29.15	5.2	47.63	2.7
Teachers, special education	44.00	11.8	—	—	49.11	3.9
Teachers, n.e.c.	40.74	1.9	—	—	—	—
Vocational and educational counselors	29.51	17.8	—	—	—	—
Librarians, archivists, and curators	32.42	5.8	—	—	31.98	6.5
Librarians	32.42	5.8	—	—	31.98	6.5
Social scientists and urban planners	36.49	11.1	37.69	12.3	30.00	8.0
Economists	37.69	12.3	37.69	12.3	—	—
Psychologists	30.00	8.0	—	—	30.00	8.0
Social, recreation, and religious workers	27.24	4.5	24.41	4.6	29.77	3.7
Social workers	29.74	5.7	—	—	31.76	7.5
Lawyers and judges	65.46	3.2	65.54	3.7	—	—
Lawyers	65.46	3.2	65.54	3.7	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	34.02	8.1	34.20	8.2	—	—
Technical	27.33	5.4	27.72	6.5	25.29	5.1
Clinical laboratory technologists and technicians	26.53	8.2	25.88	7.7	—	—
Radiological technicians	32.70	4.7	—	—	—	—
Licensed practical nurses	25.67	2.6	25.29	1.6	—	—
Health technologists and technicians, n.e.c.	20.13	16.9	—	—	22.37	3.7
Electrical and electronic technicians	24.28	5.0	24.28	5.0	—	—
Airplane pilots and navigators	136.64	15.6	136.64	15.6	—	—
Computer programmers	35.28	6.7	34.23	7.1	—	—
Legal assistants	23.76	10.6	—	—	—	—
Technical and related, n.e.c.	28.24	8.0	29.86	8.5	23.45	7.3
Executive, administrative, and managerial	40.21	3.2	41.50	3.7	33.91	3.7
Executives, administrators, and managers	46.57	3.8	47.18	4.3	42.30	2.6
Administrators and officials, public administration	38.09	7.5	—	—	38.09	7.5
Financial managers	49.31	11.3	49.31	11.3	—	—
Personnel and labor relations managers	51.23	14.1	51.23	14.1	—	—
Managers, marketing, advertising, and public relations	53.05	8.9	53.05	8.9	—	—
Administrators, education and related fields	51.12	6.1	30.11	9.4	—	—
Managers, medicine and health	49.32	8.7	—	—	—	—
Managers and administrators, n.e.c.	46.48	4.7	46.66	4.7	—	—
Management related	32.05	3.2	33.24	3.6	28.01	5.0
Accountants and auditors	32.84	5.6	32.99	6.0	—	—
Other financial officers	35.99	14.4	36.14	14.9	—	—
Management analysts	38.45	10.9	38.08	11.7	—	—
Personnel, training, and labor relations specialists	28.73	7.5	—	—	—	—
Construction inspectors	35.82	1.3	—	—	35.82	1.3

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Inspectors and compliance officers, except construction	\$28.70	15.8	–	–	–	–
Management related, n.e.c.	29.88	7.2	\$32.83	7.8	\$23.77	6.4
Sales	24.17	10.8	24.19	10.8	–	–
Supervisors, sales	22.63	21.6	22.63	21.6	–	–
Sales, other business services	31.75	9.4	31.75	9.4	–	–
Sales workers, apparel	14.80	15.6	14.80	15.6	–	–
Sales workers, shoes	13.36	5.8	13.36	5.8	–	–
Sales workers, other commodities	16.62	12.7	16.58	12.9	–	–
Cashiers	13.78	9.2	13.61	9.3	–	–
Administrative support, including clerical	19.66	2.0	18.70	2.6	22.52	2.2
Supervisors, general office	26.35	6.5	–	–	28.41	4.2
Secretaries	22.28	2.7	22.22	2.9	22.47	7.2
Typists	20.01	6.3	–	–	–	–
Transportation ticket and reservation agents	14.95	.0	14.95	.0	–	–
Receptionists	14.41	8.3	14.41	8.3	–	–
Order clerks	16.20	7.8	16.15	8.4	–	–
Records clerks, n.e.c.	19.13	3.7	18.93	4.3	–	–
Bookkeepers, accounting and auditing clerks	18.03	8.4	16.65	6.5	23.94	9.4
Dispatchers	22.97	9.3	–	–	28.52	6.6
Traffic, shipping and receiving clerks	16.90	18.8	–	–	–	–
Stock and inventory clerks	15.07	8.1	13.39	8.7	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	18.00	19.3	18.00	19.3	–	–
Insurance adjusters, examiners, and investigators	21.39	7.3	21.39	7.3	–	–
Investigators and adjusters, except insurance	20.12	8.9	19.95	9.8	–	–
Eligibility clerks, social welfare	22.33	6.5	–	–	24.38	5.0
General office clerks	18.14	3.9	17.52	6.8	18.88	2.8
Bank tellers	13.16	1.4	13.16	1.4	–	–
Administrative support, n.e.c.	18.44	4.9	17.58	5.9	21.23	12.3
Blue collar	20.29	2.6	19.42	2.6	27.01	4.5
Precision production, craft, and repair	26.25	2.3	25.54	2.4	30.60	3.7
Industrial machinery repairers	23.05	6.5	–	–	–	–
Electronic repairers, communications and industrial equipment	23.44	11.7	22.07	10.5	–	–
Mechanics and repairers, n.e.c.	23.01	4.8	21.62	4.8	29.84	.5
Supervisors, construction trades, n.e.c.	33.64	7.8	–	–	–	–
Electricians	33.25	17.2	35.39	19.9	–	–
Electrical and electronic equipment assemblers ..	17.42	.6	17.42	.6	–	–
Inspectors, testers, and graders	21.48	8.4	21.48	8.4	–	–
Stationary engineers	30.40	2.3	29.77	2.2	–	–
Machine operators, assemblers, and inspectors	15.35	10.6	15.35	10.6	–	–
Miscellaneous machine operators, n.e.c.	14.42	6.6	14.42	6.6	–	–
Assemblers	15.58	21.1	15.58	21.1	–	–
Transportation and material moving	19.17	7.9	18.09	9.8	23.48	6.1
Truck drivers	18.92	6.3	18.68	6.8	–	–
Industrial truck and tractor equipment operators ..	14.19	17.7	14.19	17.7	–	–
Handlers, equipment cleaners, helpers, and laborers	14.47	8.0	13.33	7.3	22.91	2.1
Groundskeepers and gardeners, except farm	21.15	10.6	–	–	–	–
Stock handlers and baggers	12.72	8.9	12.72	8.9	–	–
Freight, stock, and material handlers, n.e.c.	17.08	12.6	17.08	12.6	–	–
Vehicle washers and equipment cleaners	8.77	13.6	8.77	13.6	–	–
Hand packers and packagers	9.09	1.1	9.09	1.1	–	–

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Laborers, except construction, n.e.c.	\$16.39	11.0	\$15.22	14.1	—	—
Service	15.93	7.2	11.73	3.8	\$27.79	3.6
Protective service	20.92	14.2	—	—	32.93	4.5
Supervisors, firefighters and fire prevention	37.04	3.2	—	—	37.04	3.2
Firefighting	29.02	4.6	—	—	29.02	4.6
Police and detectives, public service	37.05	3.9	—	—	37.05	3.9
Sheriffs, bailiffs, and other law enforcement officers	28.73	14.0	—	—	28.73	14.0
Correctional institution officers	27.63	1.0	—	—	27.63	1.0
Food service	11.08	5.6	10.88	5.7	—	—
Waiters, waitresses, and bartenders	8.39	4.8	8.39	4.8	—	—
Waiters and waitresses	7.34	3.4	7.34	3.4	—	—
Other food service	12.22	6.1	11.98	6.3	—	—
Cooks	12.78	9.5	12.23	9.6	—	—
Kitchen workers, food preparation	10.73	1.2	10.73	1.2	—	—
Food preparation, n.e.c.	10.93	12.0	10.86	12.5	—	—
Health service	15.70	8.9	14.60	8.2	21.31	12.4
Health aides, except nursing	19.34	4.9	18.47	2.4	—	—
Nursing aides, orderlies and attendants	13.84	10.0	12.70	9.2	—	—
Cleaning and building service	13.40	7.2	11.42	4.8	20.11	.9
Maids and housemen	11.54	18.0	11.54	18.0	—	—
Janitors and cleaners	13.20	10.5	10.72	9.5	20.14	.9
Personal service	15.84	12.5	13.80	13.5	—	—
Service, n.e.c.	14.55	13.3	—	—	—	—

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

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	\$17.17	6.0	\$16.04	6.8	\$22.40	8.4
All excluding sales	17.70	6.6	16.55	7.7	22.40	8.4
White collar	23.21	6.2	22.83	7.9	24.05	10.7
White collar excluding sales	25.94	6.7	27.15	8.0	24.05	10.7
Professional specialty and technical	34.55	4.6	34.76	6.1	34.05	5.8
Professional specialty	36.59	3.3	37.44	4.1	34.87	6.1
Health related	39.87	2.1	39.96	2.3	39.49	6.4
Registered nurses	40.37	1.4	41.08	1.3	37.51	1.4
Teachers, college and university	29.73	16.5	-	-	34.98	16.0
Other post-secondary teachers	28.99	17.4	-	-	-	-
Teachers, except college and university	30.69	10.5	-	-	30.56	10.7
Teachers, n.e.c.	61.41	3.9	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	23.88	7.8	24.45	8.0	-	-
Licensed practical nurses	24.91	1.9	24.97	1.9	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	11.87	5.9	11.87	5.9	-	-
Sales workers, apparel	10.93	16.2	10.93	16.2	-	-
Cashiers	12.35	8.0	12.35	8.0	-	-
Administrative support, including clerical	15.12	3.7	13.68	3.0	16.56	1.8
Library clerks	17.87	4.8	-	-	17.87	4.8
General office clerks	14.15	4.6	13.73	7.6	-	-
Bank tellers	11.50	2.8	11.50	2.8	-	-
Teachers' aides	16.84	1.5	-	-	16.89	1.2
Blue collar	15.48	14.2	15.43	14.9	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	14.43	11.8	13.75	10.8	-	-
Handlers, equipment cleaners, helpers, and laborers	11.68	5.5	11.72	5.6	-	-
Stock handlers and baggers	12.40	6.8	12.40	6.8	-	-
Service	10.74	3.4	10.45	3.4	14.63	4.7
Protective service	-	-	-	-	-	-
Food service	9.81	5.9	9.58	7.1	-	-
Waiters, waitresses, and bartenders	9.67	10.0	9.67	10.0	-	-
Waiters and waitresses	9.43	9.0	9.43	9.0	-	-
Other food service	9.88	5.9	9.51	7.9	-	-
Cooks	11.41	8.9	11.41	8.9	-	-
Food preparation, n.e.c.	9.10	14.8	-	-	-	-
Health service	16.93	3.4	16.89	3.7	-	-
Health aides, except nursing	18.89	1.1	18.91	1.2	-	-
Nursing aides, orderlies and attendants	16.39	4.5	16.34	4.8	-	-

See footnotes at end of table.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — 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	—	—	—	—	—	—
Personal service	\$11.05	6.1	\$9.57	6.6	\$15.17	5.2
Attendants, amusement, and recreation facilities	10.21	17.9	—	—	—	—

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$1,088	3.5	39.8	\$1,054	4.3	40.0	\$1,223	2.3	39.0
All excluding sales	1,097	3.6	39.8	1,062	4.5	40.0	1,224	2.3	39.0
White collar	1,303	2.2	39.9	1,312	2.6	40.4	1,270	3.1	38.0
White collar excluding sales	1,341	2.4	39.9	1,363	3.0	40.6	1,271	3.1	38.0
Professional specialty and technical	1,548	2.3	39.6	1,576	3.1	40.8	1,471	2.9	36.5
Professional specialty	1,659	2.1	39.7	1,711	2.9	41.2	1,532	2.5	36.1
Engineers, architects, and surveyors	1,724	3.5	40.8	1,737	3.9	40.9	1,582	9.4	39.9
Civil engineers	1,648	6.7	39.9	—	—	—	1,705	8.1	39.9
Electrical and electronic engineers	1,715	7.0	41.0	1,713	7.1	41.0	—	—	—
Industrial engineers	1,665	2.4	43.2	1,665	2.4	43.2	—	—	—
Engineers, n.e.c.	1,761	3.8	40.4	1,807	2.9	40.4	—	—	—
Mathematical and computer scientists	1,794	2.7	41.1	1,796	2.7	41.2	—	—	—
Computer systems analysts and scientists	1,784	2.6	41.2	1,786	2.7	41.2	—	—	—
Natural scientists	1,328	9.3	40.6	1,480	12.0	40.9	—	—	—
Health related	1,492	3.3	39.5	1,484	4.3	39.7	1,510	4.2	39.0
Physicians	1,527	5.5	40.0	—	—	—	—	—	—
Registered nurses	1,529	4.4	39.4	1,578	5.7	39.3	1,411	4.2	39.6
Teachers, college and university	2,118	4.1	37.4	2,300	4.3	38.6	1,883	10.5	35.9
Other post-secondary teachers	1,626	17.7	31.5	—	—	—	—	—	—
Teachers, except college and university	1,512	5.1	34.3	736	15.6	39.9	1,592	2.2	33.7
Elementary school teachers	1,596	.3	33.9	1,154	5.3	39.6	1,606	.1	33.7
Teachers, special education	1,547	10.4	35.2	—	—	—	1,676	5.9	34.1
Teachers, n.e.c.	1,424	8.6	34.9	—	—	—	—	—	—
Vocational and educational counselors	1,135	13.8	38.5	—	—	—	—	—	—
Librarians, archivists, and curators	1,244	3.5	38.4	—	—	—	1,235	3.4	38.6
Librarians	1,244	3.5	38.4	—	—	—	1,235	3.4	38.6
Social scientists and urban planners	1,684	10.9	46.2	1,790	11.2	47.5	1,200	8.0	40.0
Economists	1,790	11.2	47.5	1,790	11.2	47.5	—	—	—
Psychologists	1,200	8.0	40.0	—	—	—	1,200	8.0	40.0
Social, recreation, and religious workers	1,183	8.1	43.4	1,173	18.6	48.1	1,191	3.7	40.0
Social workers	1,166	7.1	39.2	—	—	—	1,270	7.5	40.0
Lawyers and judges	2,582	3.0	39.4	2,581	3.6	39.4	—	—	—
Lawyers	2,582	3.0	39.4	2,581	3.6	39.4	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,421	8.9	41.8	1,430	9.0	41.8	—	—	—
Technical	1,076	5.3	39.4	1,090	6.3	39.3	1,004	4.6	39.7
Clinical laboratory technologists and technicians	1,061	8.2	40.0	1,035	7.7	40.0	—	—	—
Radiological technicians	1,308	4.7	40.0	—	—	—	—	—	—
Licensed practical nurses	1,007	3.7	39.2	990	3.2	39.2	—	—	—
Health technologists and technicians, n.e.c.	804	16.8	39.9	—	—	—	890	3.4	39.8
Electrical and electronic technicians	971	5.0	40.0	971	5.0	40.0	—	—	—
Airplane pilots and navigators	2,660	14.5	19.5	2,660	14.5	19.5	—	—	—
Computer programmers	1,391	6.1	39.4	1,360	6.6	39.7	—	—	—
Legal assistants	917	10.7	38.6	—	—	—	—	—	—
Technical and related, n.e.c. ..	1,147	8.5	40.6	1,219	8.9	40.8	938	7.3	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial	\$1,655	3.3	41.2	\$1,717	3.7	41.4	\$1,360	3.9	40.1
Executives, administrators, and managers	1,925	4.2	41.3	1,956	4.7	41.5	1,710	3.1	40.4
Administrators and officials, public administration	1,516	7.7	39.8	—	—	—	1,516	7.7	39.8
Financial managers	2,016	11.0	40.9	2,016	11.0	40.9	—	—	—
Personnel and labor relations managers	2,078	13.7	40.6	2,078	13.7	40.6	—	—	—
Managers, marketing, advertising, and public relations	2,211	8.5	41.7	2,211	8.5	41.7	—	—	—
Administrators, education and related fields	2,042	6.1	39.9	1,189	10.4	39.5	—	—	—
Managers, medicine and health	2,115	5.9	42.9	—	—	—	—	—	—
Managers and administrators, n.e.c.	1,922	5.8	41.4	1,931	5.8	41.4	—	—	—
Management related	1,312	3.6	40.9	1,371	4.0	41.3	1,117	4.8	39.9
Accountants and auditors	1,330	5.9	40.5	1,337	6.3	40.5	—	—	—
Other financial officers	1,516	18.1	42.1	1,524	18.7	42.2	—	—	—
Management analysts	1,628	9.0	42.3	1,619	9.6	42.5	—	—	—
Personnel, training, and labor relations specialists	1,149	7.5	40.0	—	—	—	—	—	—
Construction inspectors	1,408	.8	39.3	—	—	—	1,408	.8	39.3
Inspectors and compliance officers, except construction	1,217	13.7	42.4	—	—	—	—	—	—
Management related, n.e.c.	1,214	7.6	40.6	1,344	7.9	40.9	951	6.4	40.0
Sales	959	11.4	39.7	960	11.5	39.7	—	—	—
Supervisors, sales	910	22.6	40.2	910	22.6	40.2	—	—	—
Sales, other business services	1,325	11.4	41.7	1,325	11.4	41.7	—	—	—
Sales workers, apparel	544	15.1	36.8	544	15.1	36.8	—	—	—
Sales workers, shoes	498	7.1	37.3	498	7.1	37.3	—	—	—
Sales workers, other commodities	645	10.8	38.8	644	10.9	38.8	—	—	—
Cashiers	551	9.2	40.0	545	9.3	40.0	—	—	—
Administrative support, including clerical	777	2.0	39.5	739	2.6	39.5	890	2.2	39.5
Supervisors, general office	1,066	5.2	40.4	—	—	—	1,131	3.6	39.8
Secretaries	878	3.0	39.4	876	3.3	39.4	887	8.0	39.5
Typists	795	7.0	39.7	—	—	—	—	—	—
Transportation ticket and reservation agents	598	.0	40.0	598	.0	40.0	—	—	—
Receptionists	568	8.9	39.4	568	8.9	39.4	—	—	—
Order clerks	648	7.8	40.0	646	8.4	40.0	—	—	—
Records clerks, n.e.c.	743	4.5	38.8	735	5.3	38.8	—	—	—
Bookkeepers, accounting and auditing clerks	702	7.9	39.0	649	6.1	39.0	932	7.6	38.9
Dispatchers	919	9.3	40.0	—	—	—	1,141	6.6	40.0
Traffic, shipping and receiving clerks	673	18.7	39.8	—	—	—	—	—	—
Stock and inventory clerks	603	8.1	40.0	536	8.7	40.0	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	720	19.3	40.0	720	19.3	40.0	—	—	—
Insurance adjusters, examiners, and investigators	837	6.9	39.1	837	6.9	39.1	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — 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									
Administrative support, including clerical —Continued									
Investigators and adjusters, except insurance	\$805	8.9	40.0	\$798	9.8	40.0	—	—	—
Eligibility clerks, social welfare	871	6.9	39.0	—	—	—	\$955	5.1	39.2
General office clerks	720	3.8	39.7	697	6.7	39.8	748	2.7	39.6
Bank tellers	526	1.4	40.0	526	1.4	40.0	—	—	—
Administrative support, n.e.c.	735	4.8	39.9	702	5.9	39.9	841	11.1	39.6
Blue collar	799	2.5	39.4	763	2.5	39.3	1,077	4.6	39.9
Precision production, craft, and repair	1,043	2.5	39.7	1,014	2.5	39.7	1,223	3.7	40.0
Industrial machinery repairers	889	7.3	38.6	—	—	—	—	—	—
Electronic repairers, communications and industrial equipment	938	11.7	40.0	883	10.5	40.0	—	—	—
Mechanics and repairers, n.e.c.	920	4.8	40.0	865	4.8	40.0	1,194	.5	40.0
Supervisors, construction trades, n.e.c.	1,346	7.8	40.0	—	—	—	—	—	—
Electricians	1,330	17.2	40.0	1,416	19.9	40.0	—	—	—
Electrical and electronic equipment assemblers	697	.6	40.0	697	.6	40.0	—	—	—
Inspectors, testers, and graders	859	8.4	40.0	859	8.4	40.0	—	—	—
Stationary engineers	1,141	6.4	37.5	1,083	7.3	36.4	—	—	—
Machine operators, assemblers, and inspectors	580	13.1	37.8	580	13.1	37.8	—	—	—
Miscellaneous machine operators, n.e.c.	577	6.6	40.0	577	6.6	40.0	—	—	—
Assemblers	623	21.1	40.0	623	21.1	40.0	—	—	—
Transportation and material moving	765	7.9	39.9	724	9.8	40.0	931	6.7	39.7
Truck drivers	757	6.3	40.0	747	6.8	40.0	—	—	—
Industrial truck and tractor equipment operators	568	17.7	40.0	568	17.7	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	577	8.2	39.9	531	7.6	39.9	916	2.1	40.0
Groundskeepers and gardeners, except farm	846	10.6	40.0	—	—	—	—	—	—
Stock handlers and baggers	509	8.9	40.0	509	8.9	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	683	12.6	40.0	683	12.6	40.0	—	—	—
Vehicle washers and equipment cleaners	351	13.6	40.0	351	13.6	40.0	—	—	—
Hand packers and packagers	351	1.7	38.6	351	1.7	38.6	—	—	—
Laborers, except construction, n.e.c.	655	11.0	40.0	609	14.1	40.0	—	—	—
Service	633	7.2	39.7	460	3.3	39.2	1,151	4.2	41.4
Protective service	862	15.1	41.2	—	—	—	1,413	5.7	42.9
Supervisors, firefighters and fire prevention	1,862	.5	50.3	—	—	—	1,862	.5	50.3
Firefighting	1,538	4.6	53.0	—	—	—	1,538	4.6	53.0
Police and detectives, public service	1,482	3.9	40.0	—	—	—	1,482	3.9	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Protective service—Continued									
Sheriffs, bailiffs, and other law enforcement officers	\$1,149	14.0	40.0	—	—	—	\$1,149	14.0	40.0
Correctional institution officers	1,124	1.1	40.7	—	—	—	1,124	1.1	40.7
Food service	438	6.3	39.5	\$430	6.3	39.5	—	—	—
Waiters, waitresses, and bartenders	329	4.5	39.2	329	4.5	39.2	—	—	—
Waiters and waitresses	285	3.3	38.8	285	3.3	38.8	—	—	—
Other food service	485	7.3	39.7	475	7.4	39.7	—	—	—
Cooks	510	12.2	39.9	489	12.6	40.0	—	—	—
Kitchen workers, food preparation	426	.8	39.7	426	.8	39.7	—	—	—
Food preparation, n.e.c.	429	12.6	39.2	426	13.1	39.2	—	—	—
Health service	614	10.0	39.1	571	9.8	39.1	840	11.3	39.4
Health aides, except nursing ..	774	4.9	40.0	739	2.4	40.0	—	—	—
Nursing aides, orderlies and attendants	536	11.5	38.7	491	11.1	38.6	—	—	—
Cleaning and building service	534	7.1	39.9	455	4.7	39.8	804	.9	40.0
Maids and housemen	457	18.5	39.6	457	18.5	39.6	—	—	—
Janitors and cleaners	526	10.4	39.9	427	9.3	39.8	805	.9	40.0
Personal service	535	9.4	33.8	456	6.6	33.0	—	—	—
Service, n.e.c.	582	13.3	40.0	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

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	\$55,380	3.5	2,025	\$54,554	4.3	2,070	\$58,405	2.3	1,860
All excluding sales	55,743	3.6	2,022	54,948	4.5	2,070	58,428	2.3	1,860
White collar	65,775	2.2	2,016	68,029	2.6	2,097	58,547	3.1	1,753
White collar excluding sales	67,491	2.4	2,010	70,668	3.0	2,102	58,580	3.1	1,753
Professional specialty and technical	75,735	2.3	1,940	81,524	3.1	2,110	62,608	2.9	1,554
Professional specialty	80,052	2.1	1,916	88,396	2.9	2,128	63,691	2.5	1,501
Engineers, architects, and surveyors	89,489	3.5	2,120	90,267	3.9	2,127	81,154	9.4	2,047
Civil engineers	85,705	6.7	2,076	—	—	—	88,651	8.1	2,073
Electrical and electronic engineers	89,128	7.0	2,131	89,050	7.1	2,131	—	—	—
Industrial engineers	86,571	2.4	2,245	86,571	2.4	2,245	—	—	—
Engineers, n.e.c.	91,128	3.8	2,090	93,882	2.9	2,100	—	—	—
Mathematical and computer scientists	93,253	2.7	2,139	93,368	2.7	2,140	—	—	—
Computer systems analysts and scientists	92,764	2.6	2,141	92,869	2.7	2,142	—	—	—
Natural scientists	68,066	9.3	2,082	76,936	12.0	2,127	—	—	—
Health related	76,701	3.3	2,031	77,163	4.3	2,066	75,669	4.2	1,954
Physicians	79,379	5.5	2,080	—	—	—	—	—	—
Registered nurses	79,492	4.4	2,047	82,052	5.7	2,041	73,365	4.2	2,060
Teachers, college and university	89,712	4.1	1,585	101,352	4.3	1,702	75,874	10.5	1,445
Other post-secondary teachers	62,992	17.7	1,220	—	—	—	—	—	—
Teachers, except college and university	57,259	5.1	1,299	36,091	15.6	1,957	58,908	2.2	1,248
Elementary school teachers	59,104	.3	1,254	50,103	5.3	1,719	59,284	.1	1,245
Teachers, special education	58,638	10.4	1,333	—	—	—	61,962	5.9	1,262
Teachers, n.e.c.	45,174	8.6	1,109	—	—	—	—	—	—
Vocational and educational counselors	56,175	13.8	1,904	—	—	—	—	—	—
Librarians, archivists, and curators	62,780	3.5	1,937	—	—	—	62,573	3.4	1,957
Librarians	62,780	3.5	1,937	—	—	—	62,573	3.4	1,957
Social scientists and urban planners	87,565	10.9	2,400	93,091	11.2	2,470	62,394	8.0	2,080
Economists	93,091	11.2	2,470	93,091	11.2	2,470	—	—	—
Psychologists	62,394	8.0	2,080	—	—	—	62,394	8.0	2,080
Social, recreation, and religious workers	61,525	8.1	2,259	61,005	18.6	2,499	61,911	3.7	2,080
Social workers	60,650	7.1	2,040	—	—	—	66,062	7.5	2,080
Lawyers and judges	134,278	3.0	2,051	134,214	3.6	2,048	—	—	—
Lawyers	134,278	3.0	2,051	134,214	3.6	2,048	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	73,897	8.9	2,172	74,383	9.0	2,175	—	—	—
Technical	55,960	5.3	2,048	56,683	6.3	2,045	52,183	4.6	2,063
Clinical laboratory technologists and technicians	55,183	8.2	2,080	53,820	7.7	2,080	—	—	—
Radiological technicians	68,014	4.7	2,080	—	—	—	—	—	—
Licensed practical nurses	52,376	3.7	2,040	51,494	3.2	2,036	—	—	—
Health technologists and technicians, n.e.c.	41,807	16.8	2,077	—	—	—	46,295	3.4	2,069
Electrical and electronic technicians	50,502	5.0	2,080	50,502	5.0	2,080	—	—	—
Airplane pilots and navigators	138,304	14.5	1,012	138,304	14.5	1,012	—	—	—
Computer programmers	72,321	6.1	2,050	70,724	6.6	2,066	—	—	—
Legal assistants	47,703	10.7	2,007	—	—	—	—	—	—
Technical and related, n.e.c. ..	59,640	8.5	2,112	63,378	8.9	2,123	48,779	7.3	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial	\$85,604	3.3	2,129	\$89,287	3.7	2,152	\$68,596	3.9	2,023
Executives, administrators, and managers	99,525	4.2	2,137	101,710	4.7	2,156	85,140	3.1	2,013
Administrators and officials, public administration	78,836	7.7	2,070	—	—	—	78,836	7.7	2,070
Financial managers	104,826	11.0	2,126	104,826	11.0	2,126	—	—	—
Personnel and labor relations managers	108,071	13.7	2,109	108,071	13.7	2,109	—	—	—
Managers, marketing, advertising, and public relations	114,966	8.5	2,167	114,966	8.5	2,167	—	—	—
Administrators, education and related fields	88,857	6.1	1,738	61,806	10.4	2,053	—	—	—
Managers, medicine and health	109,999	5.9	2,230	—	—	—	—	—	—
Managers and administrators, n.e.c.	99,954	5.8	2,151	100,403	5.8	2,152	—	—	—
Management related	67,879	3.6	2,118	71,296	4.0	2,145	56,860	4.8	2,030
Accountants and auditors	69,107	5.9	2,104	69,483	6.3	2,106	—	—	—
Other financial officers	78,822	18.1	2,190	79,271	18.7	2,193	—	—	—
Management analysts	84,654	9.0	2,202	84,165	9.6	2,210	—	—	—
Personnel, training, and labor relations specialists	59,752	7.5	2,080	—	—	—	—	—	—
Construction inspectors	73,192	.8	2,043	—	—	—	73,192	.8	2,043
Inspectors and compliance officers, except construction	63,301	13.7	2,206	—	—	—	—	—	—
Management related, n.e.c.	62,091	7.6	2,078	69,898	7.9	2,129	47,053	6.4	1,980
Sales	49,866	11.4	2,063	49,905	11.5	2,063	—	—	—
Supervisors, sales	47,323	22.6	2,092	47,323	22.6	2,092	—	—	—
Sales, other business services	68,880	11.4	2,169	68,880	11.4	2,169	—	—	—
Sales workers, apparel	28,284	15.1	1,911	28,284	15.1	1,911	—	—	—
Sales workers, shoes	25,878	7.1	1,938	25,878	7.1	1,938	—	—	—
Sales workers, other commodities	33,557	10.8	2,019	33,463	10.9	2,018	—	—	—
Cashiers	28,664	9.2	2,080	28,317	9.3	2,080	—	—	—
Administrative support, including clerical	40,095	2.0	2,040	38,336	2.6	2,050	45,241	2.2	2,009
Supervisors, general office	55,424	5.2	2,103	—	—	—	58,793	3.6	2,069
Secretaries	44,535	3.0	1,999	45,503	3.3	2,048	41,803	8.0	1,860
Typists	41,351	7.0	2,067	—	—	—	—	—	—
Transportation ticket and reservation agents	31,090	.0	2,080	31,090	.0	2,080	—	—	—
Receptionists	29,524	8.9	2,049	29,524	8.9	2,049	—	—	—
Order clerks	33,689	7.8	2,080	33,599	8.4	2,080	—	—	—
Records clerks, n.e.c.	38,642	4.5	2,019	38,236	5.3	2,020	—	—	—
Bookkeepers, accounting and auditing clerks	36,528	7.9	2,026	33,738	6.1	2,026	48,458	7.6	2,024
Dispatchers	47,776	9.3	2,080	—	—	—	59,314	6.6	2,080
Traffic, shipping and receiving clerks	35,009	18.7	2,072	—	—	—	—	—	—
Stock and inventory clerks	29,744	8.1	1,974	27,858	8.7	2,080	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	37,431	19.3	2,080	37,431	19.3	2,080	—	—	—
Insurance adjusters, examiners, and investigators	43,532	6.9	2,035	43,532	6.9	2,035	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — 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									
Administrative support, including clerical —Continued									
Investigators and adjusters, except insurance	\$41,845	8.9	2,080	\$41,493	9.8	2,080	—	—	—
Eligibility clerks, social welfare	45,279	6.9	2,028	—	—	—	\$49,639	5.1	2,036
General office clerks	37,449	3.8	2,064	36,252	6.7	2,069	38,889	2.7	2,059
Bank tellers	27,372	1.4	2,080	27,372	1.4	2,080	—	—	—
Administrative support, n.e.c.	37,821	4.8	2,051	36,019	5.9	2,049	43,734	11.1	2,060
Blue collar	41,153	2.5	2,028	39,300	2.5	2,024	55,682	4.6	2,062
Precision production, craft, and repair	54,149	2.5	2,063	52,625	2.5	2,061	63,573	3.7	2,077
Industrial machinery repairers	46,217	7.3	2,005	—	—	—	—	—	—
Electronic repairers, communications and industrial equipment	48,758	11.7	2,080	45,912	10.5	2,080	—	—	—
Mechanics and repairers, n.e.c.	47,071	4.8	2,046	44,076	4.8	2,039	62,077	.5	2,080
Supervisors, construction trades, n.e.c.	69,971	7.8	2,080	—	—	—	—	—	—
Electricians	69,170	17.2	2,080	73,608	19.9	2,080	—	—	—
Electrical and electronic equipment assemblers	36,106	.6	2,073	36,106	.6	2,073	—	—	—
Inspectors, testers, and graders	44,688	8.4	2,080	44,688	8.4	2,080	—	—	—
Stationary engineers	59,316	6.4	1,951	56,314	7.3	1,892	—	—	—
Machine operators, assemblers, and inspectors	30,048	13.1	1,957	30,048	13.1	1,957	—	—	—
Miscellaneous machine operators, n.e.c.	29,994	6.6	2,080	29,994	6.6	2,080	—	—	—
Assemblers	32,406	21.1	2,080	32,406	21.1	2,080	—	—	—
Transportation and material moving	39,224	7.9	2,046	37,181	9.8	2,055	47,266	6.7	2,013
Truck drivers	39,352	6.3	2,080	38,850	6.8	2,080	—	—	—
Industrial truck and tractor equipment operators	28,174	17.7	1,986	28,174	17.7	1,986	—	—	—
Handlers, equipment cleaners, helpers, and laborers	29,216	8.2	2,019	26,799	7.6	2,011	47,644	2.1	2,080
Groundskeepers and gardeners, except farm	43,985	10.6	2,080	—	—	—	—	—	—
Stock handlers and baggers	26,458	8.9	2,080	26,458	8.9	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	35,518	12.6	2,080	35,518	12.6	2,080	—	—	—
Vehicle washers and equipment cleaners	18,246	13.6	2,080	18,246	13.6	2,080	—	—	—
Hand packers and packagers	15,794	1.7	1,738	15,794	1.7	1,738	—	—	—
Laborers, except construction, n.e.c.	33,257	11.0	2,030	30,692	14.1	2,017	—	—	—
Service	32,751	7.2	2,056	23,809	3.3	2,029	59,415	4.2	2,138
Protective service	44,836	15.1	2,143	—	—	—	73,499	5.7	2,232
Supervisors, firefighters and fire prevention	96,842	.5	2,615	—	—	—	96,842	.5	2,615
Firefighting	79,981	4.6	2,756	—	—	—	79,981	4.6	2,756
Police and detectives, public service	77,070	3.9	2,080	—	—	—	77,070	3.9	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Protective service—Continued									
Sheriffs, bailiffs, and other law enforcement officers	\$59,768	14.0	2,080	—	—	—	\$59,768	14.0	2,080
Correctional institution officers	58,445	1.1	2,115	—	—	—	58,445	1.1	2,115
Food service	22,768	6.3	2,055	\$22,377	6.3	2,056	—	—	—
Waiters, waitresses, and bartenders	17,110	4.5	2,040	17,110	4.5	2,040	—	—	—
Waiters and waitresses	14,810	3.3	2,017	14,810	3.3	2,017	—	—	—
Other food service	25,198	7.3	2,061	24,721	7.4	2,064	—	—	—
Cooks	26,451	12.2	2,070	25,410	12.6	2,078	—	—	—
Kitchen workers, food preparation	22,155	.8	2,064	22,155	.8	2,064	—	—	—
Food preparation, n.e.c.	22,315	12.6	2,041	22,157	13.1	2,040	—	—	—
Health service	31,944	10.0	2,035	29,672	9.8	2,032	43,671	11.3	2,050
Health aides, except nursing ..	40,237	4.9	2,080	38,419	2.4	2,080	—	—	—
Nursing aides, orderlies and attendants	27,861	11.5	2,012	25,509	11.1	2,009	—	—	—
Cleaning and building service	27,628	7.1	2,062	23,488	4.7	2,057	41,794	.9	2,078
Maids and housemen	23,789	18.5	2,061	23,789	18.5	2,061	—	—	—
Janitors and cleaners	27,202	10.4	2,061	22,036	9.3	2,055	41,850	.9	2,078
Personal service	26,681	9.4	1,685	23,178	6.6	1,680	—	—	—
Service, n.e.c.	30,271	13.3	2,080	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

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	\$26.23	2.6	\$25.20	3.2	\$30.50	2.2
All excluding sales	26.51	2.7	25.45	3.3	30.51	2.2
White collar	31.85	2.0	31.74	2.5	32.25	2.6
1	9.06	4.2	8.98	4.4	—	—
2	14.02	8.3	13.81	11.0	14.78	3.8
3	15.16	7.3	14.58	8.3	19.22	1.6
4	17.34	2.3	16.73	2.7	19.94	2.5
5	19.85	3.2	19.04	4.1	22.06	3.7
6	22.12	3.3	21.62	4.2	24.18	2.6
7	26.28	4.3	25.11	3.4	28.17	8.8
8	30.69	6.3	26.35	2.9	43.51	13.4
9	36.32	2.8	34.99	3.2	38.96	4.2
10	36.44	4.0	36.78	4.6	35.79	8.5
11	44.60	2.9	45.20	3.1	40.52	7.1
12	51.84	3.0	51.74	3.1	53.11	8.6
13	59.91	4.3	59.65	4.6	62.90	8.2
14	72.32	3.1	71.49	3.3	—	—
Not able to be leveled	38.19	8.8	38.64	9.1	29.86	21.7
White collar excluding sales	32.99	2.3	33.22	2.9	32.28	2.7
2	15.52	7.8	15.80	10.4	14.78	3.8
3	14.70	4.1	13.54	4.8	19.22	1.6
4	17.62	2.6	16.88	3.1	19.93	2.6
5	19.87	3.4	18.83	4.3	22.06	3.7
6	22.40	3.3	21.93	4.2	24.18	2.6
7	26.28	4.5	25.01	3.5	28.17	8.8
8	31.43	6.8	26.76	3.1	43.51	13.4
9	36.34	2.8	34.97	3.3	38.96	4.2
10	36.09	4.0	36.26	4.5	35.79	8.5
11	44.57	3.1	45.21	3.3	40.52	7.1
12	52.23	2.7	52.16	2.8	53.11	8.6
13	59.91	4.3	59.65	4.6	62.90	8.2
14	72.32	3.1	71.49	3.3	—	—
Not able to be leveled	36.82	8.8	37.24	9.1	29.86	21.7
Professional specialty and technical	38.66	2.9	38.32	3.5	39.66	4.5
Professional specialty	41.32	2.6	41.21	3.2	41.61	4.2
5	26.51	15.5	—	—	—	—
6	21.23	9.9	20.98	10.2	—	—
7	28.65	9.0	25.75	5.2	33.74	12.0
8	37.81	11.6	27.47	7.9	48.27	13.6
9	38.20	3.2	36.24	3.5	41.11	4.1
10	37.02	6.2	36.76	7.9	37.47	10.0
11	43.46	3.2	44.22	3.5	39.39	8.1
12	51.70	2.9	51.28	2.9	—	—
13	58.76	5.7	58.34	6.3	63.06	10.2
14	71.19	3.7	67.97	3.9	—	—
Not able to be leveled	42.99	5.6	44.52	4.5	32.77	22.7
Engineers, architects, and surveyors	42.21	3.4	42.44	3.7	39.65	9.5
7	29.05	6.4	28.20	6.2	—	—
9	35.90	4.5	35.69	4.6	—	—
10	41.80	16.4	—	—	—	—
11	43.04	4.6	42.58	4.4	—	—
12	52.25	2.2	52.25	2.2	—	—
Civil engineers	41.28	6.8	—	—	42.76	8.3
Electrical and electronic engineers	41.83	6.8	41.78	6.9	—	—
9	33.52	5.5	33.52	5.5	—	—
12	52.16	5.4	52.16	5.4	—	—
Industrial engineers	38.57	3.9	38.57	3.9	—	—
Engineers, n.e.c.	43.60	3.5	44.71	2.6	—	—
9	38.25	11.0	38.25	11.0	—	—
11	45.26	4.5	45.26	4.5	—	—
12	53.63	2.9	53.63	2.9	—	—
Mathematical and computer scientists	43.61	2.6	43.63	2.7	—	—
9	33.49	3.7	33.50	3.8	—	—
10	40.43	.7	40.43	.7	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Mathematical and computer scientists –Continued						
11	\$43.12	2.7	\$43.12	2.7	–	–
12	48.23	3.1	48.23	3.1	–	–
13	59.73	6.7	59.73	6.7	–	–
Computer systems analysts and scientists	43.34	2.5	43.35	2.5	–	–
9	33.49	3.7	33.50	3.8	–	–
10	40.43	.7	40.43	.7	–	–
11	42.97	2.8	42.95	2.9	–	–
12	47.29	1.5	47.29	1.5	–	–
13	59.73	6.7	59.73	6.7	–	–
Natural scientists	32.69	10.4	36.17	13.8	–	–
Health related	38.61	1.9	38.49	2.0	\$38.96	4.6
7	36.03	9.5	34.28	10.4	–	–
8	32.24	11.7	29.22	19.7	–	–
9	38.21	2.9	39.22	2.7	34.81	3.7
10	39.56	7.4	–	–	–	–
Physicians	41.54	8.5	–	–	60.83	13.2
Registered nurses	39.58	2.1	40.65	2.4	36.34	3.5
7	37.47	3.9	37.47	3.9	–	–
8	35.91	11.2	–	–	–	–
9	38.93	3.1	40.27	2.5	34.84	3.4
10	43.76	1.4	–	–	–	–
Teachers, college and university	50.27	9.2	52.43	11.3	47.56	16.9
9	39.08	.6	–	–	–	–
10	38.60	16.7	32.88	3.9	–	–
11	56.82	9.4	–	–	–	–
13	72.57	5.7	–	–	–	–
Other post-secondary teachers	37.37	26.2	–	–	43.61	27.7
Teachers, except college and university	43.18	6.7	18.68	16.0	45.99	3.7
7	30.50	29.6	–	–	43.01	2.2
8	51.24	14.9	30.33	22.9	–	–
9	44.69	2.1	–	–	45.64	3.0
10	42.60	10.9	–	–	42.62	10.9
Elementary school teachers	46.59	2.9	29.65	4.9	47.05	2.6
8	50.43	14.8	–	–	–	–
9	45.21	3.3	–	–	45.44	3.8
Teachers, special education	44.00	11.8	–	–	49.11	3.9
Teachers, n.e.c.	43.80	1.7	–	–	44.07	1.5
Vocational and educational counselors	29.51	17.8	–	–	–	–
Librarians, archivists, and curators	32.42	5.8	–	–	31.98	6.5
Librarians	32.42	5.8	–	–	31.98	6.5
Social scientists and urban planners	36.16	10.7	37.69	12.3	29.43	5.2
Economists	37.69	12.3	37.69	12.3	–	–
Psychologists	29.43	5.2	–	–	29.43	5.2
Social, recreation, and religious workers	26.38	4.4	23.17	6.5	29.77	3.7
10	22.77	19.1	–	–	–	–
Social workers	28.05	9.3	–	–	31.76	7.5
Lawyers and judges	65.46	3.2	65.54	3.7	–	–
Lawyers	65.46	3.2	65.54	3.7	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	33.94	7.8	34.20	8.2	–	–
Professional, n.e.c.	28.17	10.6	–	–	–	–
Technical	27.07	5.5	27.46	6.6	24.99	5.2
4	19.92	9.9	20.43	11.0	–	–
5	18.26	9.4	18.00	9.7	20.98	15.9
6	22.88	7.3	22.00	9.0	–	–
7	26.22	6.1	27.35	7.9	23.98	8.0
8	29.42	4.0	29.63	4.4	–	–
9	36.17	8.8	35.65	10.4	–	–
Not able to be leveled	28.80	5.9	28.80	5.9	–	–
Clinical laboratory technologists and technicians	27.28	9.8	26.75	10.0	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical –Continued						
Radiological technicians	\$32.87	4.4	\$33.04	4.9	–	–
Licensed practical nurses	25.41	1.8	25.18	1.5	–	–
5	23.40	3.0	–	–	–	–
Health technologists and technicians, n.e.c.	19.65	16.6	–	–	\$22.37	3.7
Electrical and electronic technicians	24.88	5.7	24.88	5.7	–	–
7	25.75	4.9	25.75	4.9	–	–
Airplane pilots and navigators	136.64	15.6	136.64	15.6	–	–
Computer programmers	35.28	6.7	34.23	7.1	–	–
Legal assistants	23.76	10.6	–	–	–	–
Technical and related, n.e.c.	28.01	7.9	29.75	8.5	23.14	5.8
7	27.98	18.7	–	–	–	–
Executive, administrative, and managerial	40.17	3.2	41.50	3.7	33.78	3.7
6	26.18	8.2	26.06	10.9	–	–
7	23.85	6.4	21.58	7.6	25.89	11.0
8	24.97	4.1	25.02	4.2	–	–
9	32.50	3.5	32.69	4.5	31.99	5.1
10	35.25	5.0	34.77	5.2	36.11	9.8
11	46.63	4.8	46.59	5.2	47.05	2.0
12	51.00	2.4	51.23	2.6	49.29	8.0
13	62.82	3.0	62.86	3.2	–	–
14	72.88	4.3	72.78	4.5	–	–
Not able to be leveled	48.13	13.6	48.30	13.8	–	–
Executives, administrators, and managers	46.56	3.8	47.17	4.3	42.27	2.6
7	18.47	6.3	18.47	6.3	–	–
8	22.09	11.6	22.09	11.6	–	–
9	34.17	5.1	33.88	6.1	–	–
10	38.55	4.5	38.89	7.2	–	–
11	47.58	5.9	47.56	6.5	–	–
12	52.25	3.1	52.74	3.4	–	–
13	62.86	3.0	62.89	3.1	–	–
14	72.88	4.3	72.78	4.5	–	–
Not able to be leveled	51.42	14.3	51.77	14.6	–	–
Administrators and officials, public administration	38.09	7.5	–	–	38.09	7.5
Financial managers	49.31	11.3	49.31	11.3	–	–
Personnel and labor relations managers	51.23	14.1	51.23	14.1	–	–
Managers, marketing, advertising, and public relations	53.05	8.9	53.05	8.9	–	–
Administrators, education and related fields	50.97	6.1	30.71	10.0	–	–
Managers, medicine and health	49.32	8.7	–	–	–	–
Managers and administrators, n.e.c.	46.48	4.7	46.66	4.7	–	–
9	36.20	8.9	36.20	8.9	–	–
10	42.73	8.3	–	–	–	–
11	45.96	7.4	46.62	7.5	–	–
12	52.44	3.4	52.44	3.4	–	–
13	61.06	4.6	61.06	4.6	–	–
14	71.32	.0	71.32	.0	–	–
Not able to be leveled	36.03	19.0	36.03	19.0	–	–
Management related	32.02	3.2	33.24	3.6	28.01	4.9
6	26.83	8.4	26.71	10.5	–	–
7	25.48	6.8	24.58	3.4	25.89	11.0
8	26.52	4.6	26.86	4.3	–	–
9	31.44	4.3	31.94	5.9	29.99	1.3
10	30.72	5.4	29.79	7.3	–	–
11	44.36	5.4	44.37	5.8	–	–
12	45.19	4.9	45.20	4.9	–	–
Not able to be leveled	42.24	13.6	42.24	13.6	–	–
Accountants and auditors	32.84	5.6	32.99	6.0	–	–
9	37.29	4.6	38.45	4.1	–	–
Other financial officers	35.99	14.4	36.14	14.9	–	–
Management analysts	37.65	10.0	38.08	11.7	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — 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	\$28.73	7.5	–	–	–	–
Construction inspectors	35.82	1.3	–	–	\$35.82	1.3
Inspectors and compliance officers, except						
construction	28.70	15.8	–	–	–	–
Management related, n.e.c.	29.83	7.1	\$32.83	7.8	23.73	6.3
8	27.36	11.0	30.11	7.5	–	–
9	28.54	4.1	28.85	6.2	–	–
Sales						
1	22.32	10.6	22.33	10.6	–	–
2	8.98	4.4	8.98	4.4	–	–
3	9.15	3.9	9.15	3.9	–	–
4	15.88	25.3	15.88	25.3	–	–
5	16.43	3.2	16.34	3.2	–	–
6	19.76	8.4	19.76	8.4	–	–
7	23.38	3.0	23.38	3.0	–	–
8	49.42	33.0	49.42	33.0	–	–
Not able to be leveled	22.62	21.6	22.62	21.6	–	–
Supervisors, sales	31.75	9.4	31.75	9.4	–	–
Sales, other business services	13.41	18.5	13.41	18.5	–	–
Sales workers, apparel	12.95	15.2	12.95	15.2	–	–
3	12.82	5.1	12.82	5.1	–	–
Sales workers, shoes	12.17	5.6	12.17	5.6	–	–
3	16.49	11.8	16.45	12.0	–	–
Sales workers, other commodities	19.10	11.7	19.09	12.4	–	–
4	13.19	5.2	13.08	5.2	–	–
Cashiers	9.03	5.5	9.03	5.5	–	–
1	Administrative support, including clerical					
2	19.17	1.7	18.32	2.5	21.37	1.3
3	15.52	7.8	15.80	10.4	14.78	3.8
4	14.70	4.1	13.54	4.8	19.22	1.6
5	17.55	2.8	16.76	3.6	19.99	2.7
6	20.03	3.0	18.90	4.0	21.73	3.4
7	21.88	3.2	21.46	4.0	23.22	3.3
8	24.81	2.9	24.12	3.5	25.78	4.3
9	15.84	7.4	15.93	7.8	–	–
Not able to be leveled	26.35	6.5	–	–	28.41	4.2
Supervisors, general office	21.93	3.0	21.77	3.5	22.47	7.2
Secretaries	19.31	3.9	18.53	5.4	–	–
4	22.20	5.0	21.87	6.7	22.59	8.6
5	22.73	5.4	22.44	5.9	–	–
6	26.63	2.4	26.55	2.5	–	–
7	19.50	15.4	19.50	15.4	–	–
Not able to be leveled	18.45	11.6	–	–	–	–
Typists	14.37	2.9	14.37	2.9	–	–
Transportation ticket and reservation agents	13.66	7.0	13.66	7.0	–	–
Receptionists	16.21	7.7	16.17	8.2	–	–
Order clerks	19.03	8.6	–	–	20.00	9.7
Library clerks	18.97	3.8	18.93	4.3	19.12	8.0
Records clerks, n.e.c.	17.82	7.9	16.50	5.8	23.94	9.4
Bookkeepers, accounting and auditing clerks	15.28	6.6	14.96	5.8	–	–
4	18.81	6.9	–	–	–	–
5	21.06	6.8	20.94	7.4	–	–
6	23.20	8.6	–	–	28.76	4.9
Dispatchers	16.86	18.7	16.66	20.2	–	–
Traffic, shipping and receiving clerks	15.05	7.9	13.39	8.5	–	–
Stock and inventory clerks	18.00	19.3	18.00	19.3	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	21.39	7.3	21.39	7.3	–	–
Insurance adjusters, examiners, and investigators	20.12	8.9	19.95	9.8	–	–
Investigators and adjusters, except insurance						

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Eligibility clerks, social welfare	\$22.33	6.5	—	—	\$24.38	5.0
General office clerks	17.61	3.7	\$17.06	6.5	18.25	3.2
3	16.46	8.0	14.05	12.5	19.33	9.1
4	17.61	5.9	17.21	7.2	18.04	8.8
5	18.79	4.4	17.97	7.7	19.52	4.3
6	17.76	2.9	—	—	—	—
Bank tellers	12.46	.5	12.46	.5	—	—
3	12.54	1.9	12.54	1.9	—	—
Teachers' aides	16.50	3.6	—	—	16.89	1.2
3	18.05	2.6	—	—	18.13	2.4
Administrative support, n.e.c.	18.30	4.5	17.60	5.7	20.50	9.0
Blue collar	19.93	2.4	19.09	2.4	26.76	4.1
1	9.67	6.7	9.52	6.5	—	—
2	12.30	8.0	12.03	8.5	—	—
3	15.88	4.9	15.55	4.9	20.69	5.2
4	18.68	6.4	17.83	6.8	24.67	12.7
5	19.79	5.5	18.56	6.2	23.87	3.3
6	24.58	7.9	24.01	9.4	28.55	13.9
7	26.44	1.8	26.08	1.9	28.94	3.5
8	33.03	13.5	32.30	15.3	—	—
9	32.48	7.0	29.76	7.1	—	—
Not able to be leveled	17.73	12.6	17.73	12.6	—	—
Precision production, craft, and repair	26.32	2.3	25.65	2.3	30.60	3.7
4	19.10	15.4	—	—	—	—
5	21.35	7.2	20.72	7.7	—	—
6	26.18	10.1	25.35	11.9	—	—
7	26.58	1.8	26.30	2.0	28.60	4.2
8	33.89	11.4	33.20	13.1	—	—
9	32.48	7.0	29.76	7.1	—	—
Not able to be leveled	21.10	17.1	21.10	17.1	—	—
Industrial machinery repairers	23.05	6.5	—	—	—	—
Electronic repairers, communications and industrial equipment	23.56	9.9	22.40	9.1	—	—
7	25.90	6.0	25.90	6.0	—	—
Mechanics and repairers, n.e.c.	23.01	4.8	21.62	4.8	29.84	.5
7	24.44	6.1	22.59	4.6	—	—
Supervisors, construction trades, n.e.c.	33.64	7.8	—	—	—	—
Electricians	33.03	15.2	34.88	17.3	—	—
7	28.31	10.6	29.89	13.8	—	—
Electrical and electronic equipment assemblers ..	17.42	.6	17.42	.6	—	—
Inspectors, testers, and graders	21.48	8.4	21.48	8.4	—	—
Stationary engineers	30.40	2.3	29.77	2.2	—	—
7	30.49	2.6	—	—	—	—
Machine operators, assemblers, and inspectors	15.50	10.6	15.50	10.6	—	—
2	8.33	3.4	8.33	3.4	—	—
3	16.31	6.8	16.31	6.8	—	—
5	19.49	11.1	19.49	11.1	—	—
Miscellaneous machine operators, n.e.c.	14.42	6.6	14.42	6.6	—	—
Assemblers	15.58	21.1	15.58	21.1	—	—
3	17.96	11.1	17.96	11.1	—	—
Transportation and material moving	18.59	8.0	17.51	9.7	23.27	5.0
3	15.75	10.2	14.85	14.7	—	—
4	18.01	11.0	17.73	11.8	—	—
5	19.75	11.3	—	—	—	—
Truck drivers	18.91	6.4	18.68	6.8	—	—
4	19.51	11.8	—	—	—	—
Industrial truck and tractor equipment operators ..	14.19	17.7	14.19	17.7	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers	\$13.99	6.8	\$13.03	5.9	\$22.47	3.7
1	9.35	6.9	9.17	6.5	—	—
2	12.92	11.1	12.77	11.5	—	—
3	15.01	8.3	14.15	6.8	—	—
4	20.24	3.3	19.80	3.1	—	—
5	17.56	17.2	—	—	—	—
Groundskeepers and gardeners, except farm	21.15	10.6	—	—	—	—
Stock handlers and baggers	12.54	5.4	12.54	5.4	—	—
1	8.93	2.8	8.93	2.8	—	—
Freight, stock, and material handlers, n.e.c.	16.69	10.1	16.69	10.1	—	—
3	14.47	8.1	14.47	8.1	—	—
Vehicle washers and equipment cleaners	8.55	12.6	8.55	12.6	—	—
1	7.61	9.9	7.61	9.9	—	—
Hand packers and packagers	9.09	1.1	9.09	1.1	—	—
Laborers, except construction, n.e.c.	16.00	10.8	14.84	13.8	—	—
Service	14.73	3.1	11.38	2.0	26.83	3.4
1	8.85	4.7	8.85	4.8	—	—
2	10.83	6.9	10.75	7.0	—	—
3	12.34	1.6	10.60	2.7	20.70	1.4
4	15.48	5.4	14.22	6.1	19.06	4.0
5	19.22	7.9	15.09	7.3	26.79	1.6
6	26.42	6.7	18.11	4.7	—	—
7	29.06	8.6	—	—	32.44	3.7
8	33.09	6.4	—	—	33.09	6.4
9	37.67	5.1	—	—	37.67	5.1
Protective service	18.47	3.8	10.90	2.5	32.87	4.5
3	10.86	3.1	10.72	3.1	—	—
4	21.02	8.2	—	—	—	—
5	26.27	5.5	—	—	27.64	2.9
7	34.11	3.1	—	—	34.11	3.1
8	33.33	8.3	—	—	33.33	8.3
9	37.67	5.1	—	—	37.67	5.1
Supervisors, firefighters and fire prevention	37.04	3.2	—	—	37.04	3.2
Firefighting	29.02	4.6	—	—	29.02	4.6
Police and detectives, public service	37.05	3.9	—	—	37.05	3.9
7	36.77	1.7	—	—	36.77	1.7
Sheriffs, bailiffs, and other law enforcement officers	28.73	14.0	—	—	28.73	14.0
Correctional institution officers	27.63	1.0	—	—	27.63	1.0
Guards and police, except public service	10.86	2.9	10.86	2.9	—	—
3	10.72	3.1	10.72	3.1	—	—
Food service	10.56	3.1	10.36	3.4	15.41	7.2
1	8.25	2.1	8.23	2.2	—	—
2	9.89	9.3	9.39	11.4	—	—
3	10.24	7.2	9.71	7.5	—	—
4	11.48	6.6	11.43	6.8	—	—
5	14.18	5.2	13.94	4.9	—	—
Waiters, waitresses, and bartenders	8.98	4.1	8.98	4.1	—	—
1	7.52	4.3	7.52	4.3	—	—
2	9.47	22.5	9.47	22.5	—	—
3	8.80	9.6	8.80	9.6	—	—
4	11.12	8.1	11.12	8.1	—	—
Waiters and waitresses	8.27	4.1	8.27	4.1	—	—
3	7.95	5.4	7.95	5.4	—	—
Waiters'/Waitresses' assistants	10.01	1.2	10.01	1.2	—	—
Other food service	11.32	4.4	11.07	4.7	15.41	7.2
1	8.60	6.4	8.58	6.6	—	—
2	10.19	7.0	—	—	—	—
3	12.40	8.7	—	—	—	—
4	11.82	6.0	11.73	6.4	—	—
5	14.18	5.2	13.94	4.9	—	—
Cooks	12.39	5.2	11.99	4.9	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service—Continued						
Cooks—Continued						
4	\$11.30	7.0	\$11.19	7.7	—	—
5	13.09	5.5	—	—	—	—
Kitchen workers, food preparation	10.16	13.5	9.95	13.9	—	—
Food preparation, n.e.c.	10.25	10.7	9.95	12.5	—	—
1	8.55	7.6	8.52	7.9	—	—
Health service	16.00	7.4	15.21	7.2	\$20.96	11.9
2	12.17	14.2	12.17	14.2	—	—
3	15.16	13.4	13.08	5.4	19.95	10.3
4	17.52	6.1	16.68	5.4	—	—
Health aides, except nursing	19.27	4.1	18.55	1.8	—	—
4	19.27	7.3	17.95	3.4	—	—
Nursing aides, orderlies and attendants	14.55	8.7	13.79	9.1	19.82	9.2
3	14.84	14.0	—	—	—	—
4	16.09	7.1	15.73	8.1	—	—
Cleaning and building service	13.28	7.3	11.37	4.7	20.11	.9
1	10.62	11.2	10.62	11.2	—	—
3	18.02	6.3	10.29	4.3	21.19	1.5
4	12.48	11.5	—	—	—	—
Maids and housemen	11.40	14.4	11.40	14.4	—	—
1	11.92	18.1	11.92	18.1	—	—
Janitors and cleaners	13.13	10.7	—	—	20.14	.9
3	19.44	5.1	—	—	21.19	1.5
4	12.25	11.5	—	—	—	—
Personal service	13.86	9.0	12.14	9.9	19.74	11.5
2	10.85	12.2	—	—	—	—
3	10.99	11.6	—	—	—	—
4	16.67	11.2	16.97	17.1	15.96	6.7
Attendants, amusement, and recreation facilities	10.41	13.4	—	—	—	—
Welfare service aides	9.29	10.5	—	—	—	—
Child care workers, n.e.c.	18.62	22.9	—	—	—	—
Service, n.e.c.	13.46	11.0	12.21	8.9	—	—
4	13.57	13.3	—	—	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

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	\$27.35	3.6	\$26.36	4.4	\$31.40	3.4
All excluding sales	27.56	3.8	26.54	4.7	31.42	3.4
White collar	32.63	2.4	32.43	2.8	33.39	4.5
2	14.52	9.5	14.31	11.0	—	—
3	15.67	8.4	15.18	9.3	20.31	2.1
4	17.49	2.9	16.93	3.3	19.92	3.1
5	20.05	3.4	19.05	4.2	23.20	2.1
6	22.15	3.5	21.55	4.3	24.91	5.0
7	26.11	4.6	24.73	3.1	28.37	9.6
8	30.60	6.8	26.25	2.3	44.27	15.0
9	35.89	3.0	34.21	3.3	39.01	4.4
10	36.21	4.2	36.54	4.8	35.55	9.0
11	44.64	2.9	45.21	3.2	40.71	7.4
12	51.88	3.1	51.83	3.3	52.57	9.0
13	59.89	4.3	59.65	4.6	63.08	9.6
14	72.32	3.1	71.49	3.3	—	—
Not able to be leveled	41.16	7.2	41.24	7.4	—	—
White collar excluding sales	33.57	2.7	33.61	3.2	33.42	4.5
2	16.07	8.8	16.01	10.1	—	—
3	14.63	4.9	13.64	5.5	20.31	2.1
4	17.65	2.9	16.96	3.5	19.91	3.2
5	20.09	3.5	18.83	4.3	23.20	2.1
6	22.43	3.5	21.86	4.4	24.91	5.0
7	26.10	4.8	24.60	3.2	28.37	9.6
8	31.39	7.4	26.69	2.4	44.27	15.0
9	35.91	3.1	34.16	3.4	39.01	4.4
10	35.83	4.2	35.98	4.6	35.55	9.0
11	44.61	3.1	45.22	3.4	40.71	7.4
12	52.28	2.8	52.26	3.0	52.57	9.0
13	59.89	4.3	59.65	4.6	63.08	9.6
14	72.32	3.1	71.49	3.3	—	—
Not able to be leveled	39.98	7.4	40.03	7.6	—	—
Professional specialty and technical	39.05	3.2	38.64	3.8	40.29	5.0
Professional specialty	41.78	3.1	41.54	3.8	42.43	4.8
6	20.25	9.8	20.25	9.8	—	—
7	28.37	10.5	24.69	4.4	35.23	13.7
8	38.76	12.2	27.85	5.4	49.96	13.9
9	37.79	3.8	35.02	3.9	41.26	4.4
10	36.69	6.6	36.36	8.3	37.29	10.8
11	43.50	3.3	44.23	3.5	39.59	8.5
12	51.77	3.2	51.42	3.2	—	—
13	58.72	5.8	58.34	6.3	—	—
14	71.19	3.7	67.97	3.9	—	—
Not able to be leveled	45.06	3.5	45.67	2.4	—	—
Engineers, architects, and surveyors	42.21	3.4	42.44	3.7	39.65	9.5
7	29.05	6.4	28.20	6.2	—	—
9	35.90	4.5	35.69	4.6	—	—
10	41.80	16.4	—	—	—	—
11	43.04	4.6	42.58	4.4	—	—
12	52.25	2.2	52.25	2.2	—	—
Civil engineers	41.28	6.8	—	—	42.76	8.3
Electrical and electronic engineers	41.83	6.8	41.78	6.9	—	—
9	33.52	5.5	33.52	5.5	—	—
12	52.16	5.4	52.16	5.4	—	—
Industrial engineers	38.57	3.9	38.57	3.9	—	—
Engineers, n.e.c.	43.60	3.5	44.71	2.6	—	—
9	38.25	11.0	38.25	11.0	—	—
11	45.26	4.5	45.26	4.5	—	—
12	53.63	2.9	53.63	2.9	—	—
Mathematical and computer scientists	43.61	2.6	43.63	2.7	—	—
9	33.49	3.7	33.50	3.8	—	—
10	40.43	.7	40.43	.7	—	—
11	43.12	2.7	43.12	2.7	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Mathematical and computer scientists —Continued						
12	\$48.23	3.1	\$48.23	3.1	—	—
13	59.73	6.7	59.73	6.7	—	—
Computer systems analysts and scientists	43.34	2.5	43.35	2.5	—	—
9	33.49	3.7	33.50	3.8	—	—
10	40.43	.7	40.43	.7	—	—
11	42.97	2.8	42.95	2.9	—	—
12	47.29	1.5	47.29	1.5	—	—
13	59.73	6.7	59.73	6.7	—	—
Natural scientists	32.69	10.4	36.17	13.8	—	—
Health related	37.77	3.4	37.36	4.3	\$38.73	5.1
7	34.73	15.9	—	—	—	—
8	28.55	15.2	—	—	—	—
9	36.75	4.1	37.87	4.1	33.94	4.2
Physicians	38.16	5.5	—	—	—	—
Registered nurses	38.83	4.6	40.19	5.7	35.61	4.8
9	37.65	4.6	39.56	4.0	33.78	4.2
Teachers, college and university	56.61	6.7	59.55	4.1	52.50	17.2
9	38.87	.6	—	—	—	—
11	56.82	9.4	—	—	—	—
Other post-secondary teachers	51.63	30.6	—	—	—	—
Teachers, except college and university	44.08	7.3	18.44	15.8	47.21	4.0
7	31.33	32.7	—	—	—	—
8	52.01	14.0	—	—	—	—
9	44.45	2.0	—	—	45.39	2.7
10	42.47	12.6	—	—	42.47	12.6
Elementary school teachers	47.14	3.0	29.15	5.2	47.63	2.7
8	51.21	13.9	—	—	—	—
9	45.21	3.3	—	—	45.44	3.8
Teachers, special education	44.00	11.8	—	—	49.11	3.9
Teachers, n.e.c.	40.74	1.9	—	—	—	—
Vocational and educational counselors	29.51	17.8	—	—	—	—
Librarians, archivists, and curators	32.42	5.8	—	—	31.98	6.5
Librarians	32.42	5.8	—	—	31.98	6.5
Social scientists and urban planners	36.49	11.1	37.69	12.3	30.00	8.0
Economists	37.69	12.3	37.69	12.3	—	—
Psychologists	30.00	8.0	—	—	30.00	8.0
Social, recreation, and religious workers	27.24	4.5	24.41	4.6	29.77	3.7
Social workers	29.74	5.7	—	—	31.76	7.5
Lawyers and judges	65.46	3.2	65.54	3.7	—	—
Lawyers	65.46	3.2	65.54	3.7	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	34.02	8.1	34.20	8.2	—	—
Technical	27.33	5.4	27.72	6.5	25.29	5.1
5	18.40	9.6	18.11	9.7	—	—
6	22.88	7.3	22.00	9.0	—	—
7	26.22	6.1	27.35	7.9	23.98	8.0
8	29.20	4.7	29.42	5.2	—	—
9	36.17	8.8	35.65	10.4	—	—
Not able to be leveled	29.12	5.4	29.12	5.4	—	—
Clinical laboratory technologists and technicians	26.53	8.2	25.88	7.7	—	—
Radiological technicians	32.70	4.7	—	—	—	—
Licensed practical nurses	25.67	2.6	25.29	1.6	—	—
Health technologists and technicians, n.e.c.	20.13	16.9	—	—	22.37	3.7
Electrical and electronic technicians	24.28	5.0	24.28	5.0	—	—
7	25.75	4.9	25.75	4.9	—	—
Airplane pilots and navigators	136.64	15.6	136.64	15.6	—	—
Computer programmers	35.28	6.7	34.23	7.1	—	—
Legal assistants	23.76	10.6	—	—	—	—
Technical and related, n.e.c.	28.24	8.0	29.86	8.5	23.45	7.3

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Technical —Continued						
Technical and related, n.e.c. —Continued						
7	\$27.98	18.7	—	—	—	—
Executive, administrative, and managerial						
6	40.21	3.2	\$41.50	3.7	\$33.91	3.7
7	26.49	8.7	26.06	10.9	—	—
8	23.85	6.4	21.58	7.6	25.89	11.0
9	24.77	4.1	25.02	4.2	—	—
10	32.54	3.6	32.69	4.5	32.13	5.1
11	35.25	5.0	34.77	5.2	36.11	9.8
12	46.63	4.8	46.59	5.2	47.05	2.0
13	51.02	2.4	51.25	2.6	49.29	8.0
14	62.82	3.0	62.86	3.2	—	—
Not able to be leveled	72.88	4.3	72.78	4.5	—	—
Executives, administrators, and managers	48.16	13.6	48.30	13.8	—	—
7	46.57	3.8	47.18	4.3	42.30	2.6
8	18.47	6.3	18.47	6.3	—	—
9	22.09	11.6	22.09	11.6	—	—
10	34.17	5.1	33.88	6.1	—	—
11	38.55	4.5	38.89	7.2	—	—
12	47.58	5.9	47.56	6.5	—	—
13	52.27	3.1	52.76	3.4	—	—
14	62.86	3.0	62.89	3.1	—	—
Not able to be leveled	72.88	4.3	72.78	4.5	—	—
Administrators and officials, public administration	51.48	14.3	51.77	14.6	—	—
Financial managers	38.09	7.5	—	—	38.09	7.5
Personnel and labor relations managers	49.31	11.3	49.31	11.3	—	—
Managers, marketing, advertising, and public relations	51.23	14.1	51.23	14.1	—	—
Administrators, education and related fields	53.05	8.9	53.05	8.9	—	—
Managers, medicine and health	51.12	6.1	30.11	9.4	—	—
Managers and administrators, n.e.c.	49.32	8.7	—	—	—	—
9	46.48	4.7	46.66	4.7	—	—
10	36.20	8.9	36.20	8.9	—	—
11	42.73	8.3	—	—	—	—
12	45.96	7.4	46.62	7.5	—	—
13	52.44	3.4	52.44	3.4	—	—
14	61.06	4.6	61.06	4.6	—	—
Not able to be leveled	71.32	.0	71.32	.0	—	—
Management related	36.03	19.0	36.03	19.0	—	—
6	32.05	3.2	33.24	3.6	28.01	5.0
7	27.21	8.7	26.71	10.5	—	—
8	25.48	6.8	24.58	3.4	25.89	11.0
9	26.25	4.7	26.86	4.3	—	—
10	31.50	4.3	31.94	5.9	30.18	1.2
11	30.72	5.4	29.79	7.3	—	—
12	44.36	5.4	44.37	5.8	—	—
Not able to be leveled	45.19	4.9	45.20	4.9	—	—
Accountants and auditors	42.24	13.6	42.24	13.6	—	—
9	32.84	5.6	32.99	6.0	—	—
Other financial officers	37.29	4.6	38.45	4.1	—	—
Management analysts	35.99	14.4	36.14	14.9	—	—
Personnel, training, and labor relations specialists	38.45	10.9	38.08	11.7	—	—
Construction inspectors	28.73	7.5	—	—	—	—
Inspectors and compliance officers, except construction	35.82	1.3	—	—	35.82	1.3
Management related, n.e.c.	28.70	15.8	—	—	—	—
8	29.88	7.2	32.83	7.8	23.77	6.4
9	27.36	11.0	30.11	7.5	—	—
	28.70	4.1	28.85	6.2	—	—

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, San Francisco-Oakland-San Jose, CA, April 2004 — 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	\$24.17	10.8	\$24.19	10.8	—	—
3	17.51	31.3	17.51	31.3	—	—
4	16.94	5.0	16.86	5.1	—	—
5	19.85	9.5	19.85	9.5	—	—
8	23.38	3.0	23.38	3.0	—	—
Not able to be leveled	49.42	33.0	49.42	33.0	—	—
Supervisors, sales	22.63	21.6	22.63	21.6	—	—
Sales, other business services	31.75	9.4	31.75	9.4	—	—
Sales workers, apparel	14.80	15.6	14.80	15.6	—	—
Sales workers, shoes	13.36	5.8	13.36	5.8	—	—
Sales workers, other commodities	16.62	12.7	16.58	12.9	—	—
4	19.57	12.9	19.58	13.5	—	—
Cashiers	13.78	9.2	13.61	9.3	—	—
Administrative support, including clerical	19.66	2.0	18.70	2.6	\$22.52	2.2
2	16.07	8.8	16.01	10.1	—	—
3	14.63	4.9	13.64	5.5	20.31	2.1
4	17.66	3.0	16.96	3.6	19.97	3.2
5	20.26	3.3	18.90	4.0	22.70	4.1
6	22.02	3.3	21.45	4.1	23.98	5.2
7	24.81	2.9	24.12	3.5	25.78	4.3
Not able to be leveled	17.79	8.5	17.79	8.5	—	—
Supervisors, general office	26.35	6.5	—	—	28.41	4.2
Secretaries	22.28	2.7	22.22	2.9	22.47	7.2
4	19.33	4.2	18.49	6.1	—	—
5	22.20	5.0	21.87	6.7	22.59	8.6
6	22.75	5.6	22.46	6.1	—	—
7	26.63	2.4	26.55	2.5	—	—
Typists	20.01	6.3	—	—	—	—
Transportation ticket and reservation agents	14.95	.0	14.95	.0	—	—
Receptionists	14.41	8.3	14.41	8.3	—	—
Order clerks	16.20	7.8	16.15	8.4	—	—
Records clerks, n.e.c.	19.13	3.7	18.93	4.3	—	—
Bookkeepers, accounting and auditing clerks	18.03	8.4	16.65	6.5	23.94	9.4
4	15.41	6.9	15.09	6.1	—	—
5	18.81	6.9	—	—	—	—
6	21.06	6.8	20.94	7.4	—	—
Dispatchers	22.97	9.3	—	—	28.52	6.6
Traffic, shipping and receiving clerks	16.90	18.8	—	—	—	—
Stock and inventory clerks	15.07	8.1	13.39	8.7	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	18.00	19.3	18.00	19.3	—	—
Insurance adjusters, examiners, and investigators	21.39	7.3	21.39	7.3	—	—
Investigators and adjusters, except insurance	20.12	8.9	19.95	9.8	—	—
Eligibility clerks, social welfare	22.33	6.5	—	—	24.38	5.0
General office clerks	18.14	3.9	17.52	6.8	18.88	2.8
3	17.03	10.0	—	—	20.11	9.7
4	17.90	6.3	17.43	7.8	18.42	9.5
5	19.08	4.5	17.97	7.7	20.17	3.7
Bank tellers	13.16	1.4	13.16	1.4	—	—
Administrative support, n.e.c.	18.44	4.9	17.58	5.9	21.23	12.3
Blue collar	20.29	2.6	19.42	2.6	27.01	4.5
1	9.51	7.4	9.31	6.6	—	—
2	12.42	8.6	12.11	9.3	—	—
3	15.80	4.9	15.53	4.9	—	—
4	18.89	6.6	17.94	7.1	24.67	12.7
5	20.25	5.2	19.06	5.8	23.87	3.3
6	24.58	7.9	24.01	9.4	28.55	13.9
7	26.33	1.8	25.93	1.9	28.94	3.5
8	33.03	13.5	32.30	15.3	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
9	\$32.35	7.6	\$29.30	7.8	—	—
Not able to be leveled	17.73	12.6	17.73	12.6	—	—
Precision production, craft, and repair	26.25	2.3	25.54	2.4	\$30.60	3.7
4	19.10	15.4	—	—	—	—
5	21.34	7.1	20.70	7.5	—	—
6	26.18	10.1	25.35	11.9	—	—
7	26.50	1.9	26.19	2.0	28.60	4.2
8	33.89	11.4	33.20	13.1	—	—
9	32.35	7.6	29.30	7.8	—	—
Not able to be leveled	21.10	17.1	21.10	17.1	—	—
Industrial machinery repairers	23.05	6.5	—	—	—	—
Electronic repairers, communications and industrial equipment	23.44	11.7	22.07	10.5	—	—
Mechanics and repairers, n.e.c.	23.01	4.8	21.62	4.8	29.84	.5
7	24.44	6.1	22.59	4.6	—	—
Supervisors, construction trades, n.e.c.	33.64	7.8	—	—	—	—
Electricians	33.25	17.2	35.39	19.9	—	—
7	27.86	12.1	—	—	—	—
Electrical and electronic equipment assemblers ..	17.42	.6	17.42	.6	—	—
Inspectors, testers, and graders	21.48	8.4	21.48	8.4	—	—
Stationary engineers	30.40	2.3	29.77	2.2	—	—
7	30.49	2.6	—	—	—	—
Machine operators, assemblers, and inspectors	15.35	10.6	15.35	10.6	—	—
2	8.33	3.4	8.33	3.4	—	—
3	16.31	6.8	16.31	6.8	—	—
5	19.46	10.9	19.46	10.9	—	—
Miscellaneous machine operators, n.e.c.	14.42	6.6	14.42	6.6	—	—
Assemblers	15.58	21.1	15.58	21.1	—	—
3	17.96	11.1	17.96	11.1	—	—
Transportation and material moving	19.17	7.9	18.09	9.8	23.48	6.1
3	15.33	12.3	—	—	—	—
4	18.41	10.5	18.15	11.3	—	—
5	19.75	11.3	—	—	—	—
Truck drivers	18.92	6.3	18.68	6.8	—	—
4	19.51	11.8	—	—	—	—
Industrial truck and tractor equipment operators ..	14.19	17.7	14.19	17.7	—	—
Handlers, equipment cleaners, helpers, and laborers	14.47	8.0	13.33	7.3	22.91	2.1
1	9.36	9.2	9.10	8.1	—	—
2	13.15	11.7	12.99	12.1	—	—
3	14.99	8.4	14.11	6.7	—	—
4	20.71	4.2	20.16	4.6	—	—
5	20.20	8.9	—	—	—	—
Groundskeepers and gardeners, except farm	21.15	10.6	—	—	—	—
Stock handlers and baggers	12.72	8.9	12.72	8.9	—	—
Freight, stock, and material handlers, n.e.c.	17.08	12.6	17.08	12.6	—	—
Vehicle washers and equipment cleaners	8.77	13.6	8.77	13.6	—	—
Hand packers and packagers	9.09	1.1	9.09	1.1	—	—
Laborers, except construction, n.e.c.	16.39	11.0	15.22	14.1	—	—
Service	15.93	7.2	11.73	3.8	27.79	3.6
1	9.10	4.4	9.10	4.4	—	—
2	10.80	7.5	10.80	7.5	—	—
3	13.12	8.3	10.87	2.0	21.16	1.8
4	16.97	6.3	15.52	8.2	19.67	4.4
5	20.31	9.7	15.12	10.3	27.05	2.5
6	26.59	7.2	18.10	5.0	—	—
7	29.15	8.7	—	—	32.44	3.7
8	33.09	6.4	—	—	33.09	6.4

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — 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						
9	\$37.67	5.1	—	—	\$37.67	5.1
Protective service	20.92	14.2	—	—	32.93	4.5
4	21.02	8.2	—	—	—	—
5	26.27	5.5	—	—	27.64	2.9
7	34.11	3.1	—	—	34.11	3.1
8	33.33	8.3	—	—	33.33	8.3
9	37.67	5.1	—	—	37.67	5.1
Supervisors, firefighters and fire prevention	37.04	3.2	—	—	37.04	3.2
Firefighting	29.02	4.6	—	—	29.02	4.6
Police and detectives, public service	37.05	3.9	—	—	37.05	3.9
7	36.77	1.7	—	—	36.77	1.7
Sheriffs, bailiffs, and other law enforcement officers	28.73	14.0	—	—	28.73	14.0
Correctional institution officers	27.63	1.0	—	—	27.63	1.0
Food service	11.08	5.6	\$10.88	5.7	—	—
1	8.39	2.1	8.39	2.1	—	—
3	10.52	10.2	10.04	9.9	—	—
4	12.71	9.5	12.60	9.8	—	—
5	14.18	7.6	—	—	—	—
Waiters, waitresses, and bartenders	8.39	4.8	8.39	4.8	—	—
Waiters and waitresses	7.34	3.4	7.34	3.4	—	—
Other food service	12.22	6.1	11.98	6.3	—	—
1	9.02	3.5	9.02	3.5	—	—
3	12.08	8.5	—	—	—	—
4	13.39	5.1	13.28	5.3	—	—
5	14.18	7.6	—	—	—	—
Cooks	12.78	9.5	12.23	9.6	—	—
Kitchen workers, food preparation	10.73	1.2	10.73	1.2	—	—
Food preparation, n.e.c.	10.93	12.0	10.86	12.5	—	—
1	8.93	4.6	8.93	4.6	—	—
Health service	15.70	8.9	14.60	8.2	21.31	12.4
3	14.98	15.9	—	—	—	—
4	17.56	7.8	16.46	7.1	—	—
Health aides, except nursing	19.34	4.9	18.47	2.4	—	—
4	19.39	8.2	17.89	4.4	—	—
Nursing aides, orderlies and attendants	13.84	10.0	12.70	9.2	—	—
3	14.63	16.8	—	—	—	—
4	15.68	8.8	—	—	—	—
Cleaning and building service	13.40	7.2	11.42	4.8	20.11	.9
1	10.44	12.7	10.44	12.7	—	—
3	18.11	6.4	—	—	21.19	1.5
4	12.87	10.5	—	—	—	—
Maids and housemen	11.54	18.0	11.54	18.0	—	—
1	11.89	25.5	11.89	25.5	—	—
Janitors and cleaners	13.20	10.5	10.72	9.5	20.14	.9
3	19.57	5.2	—	—	21.19	1.5
Personal service	15.84	12.5	13.80	13.5	—	—
4	19.95	14.2	—	—	—	—
Service, n.e.c.	14.55	13.3	—	—	—	—

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

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

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

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

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

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

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	\$17.17	6.0	\$16.04	6.8	\$22.40	8.4
All excluding sales	17.70	6.6	16.55	7.7	22.40	8.4
White collar	23.21	6.2	22.83	7.9	24.05	10.7
1	8.67	2.6	8.52	1.9	—	—
2	12.22	5.9	9.48	6.1	13.85	2.7
3	13.29	6.2	11.94	6.6	17.62	4.2
4	16.29	5.0	15.26	5.5	20.09	2.7
5	17.89	3.7	18.86	5.4	17.00	3.5
6	21.46	13.5	—	—	18.79	11.1
7	31.35	8.0	—	—	—	—
8	31.77	12.0	27.70	18.9	—	—
9	40.28	1.8	40.79	2.0	38.21	2.0
10	40.62	5.8	42.15	4.0	—	—
Not able to be leveled	18.78	16.7	18.20	20.2	21.24	23.3
White collar excluding sales	25.94	6.7	27.15	8.0	24.05	10.7
2	13.47	3.7	—	—	13.85	2.7
3	15.04	5.0	12.81	5.2	17.62	4.2
4	17.41	5.2	16.27	7.0	20.09	2.7
5	17.57	4.3	—	—	17.00	3.5
6	21.47	13.5	—	—	18.79	11.1
7	31.35	8.0	—	—	—	—
8	31.77	12.0	27.70	18.9	—	—
9	40.28	1.8	40.79	2.0	38.21	2.0
10	40.62	5.8	42.15	4.0	—	—
Not able to be leveled	18.78	16.7	18.20	20.2	21.24	23.3
Professional specialty and technical	34.55	4.6	34.76	6.1	34.05	5.8
Professional specialty	36.59	3.3	37.44	4.1	34.87	6.1
7	31.35	8.0	—	—	—	—
8	31.63	16.7	24.89	27.3	—	—
9	40.48	1.7	40.79	2.0	39.16	.8
10	40.62	5.8	42.15	4.0	—	—
Not able to be leveled	29.20	16.4	—	—	—	—
Health related	39.87	2.1	39.96	2.3	39.49	6.4
7	38.19	3.5	—	—	—	—
8	36.84	9.8	—	—	—	—
9	40.20	2.0	40.78	2.0	37.03	2.9
Registered nurses	40.37	1.4	41.08	1.3	37.51	1.4
9	40.35	1.8	40.89	1.7	37.35	2.1
Teachers, college and university	29.73	16.5	—	—	34.98	16.0
10	30.74	5.5	34.09	2.1	—	—
Other post-secondary teachers	28.99	17.4	—	—	—	—
Teachers, except college and university	30.69	10.5	—	—	30.56	10.7
Teachers, n.e.c.	61.41	3.9	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	23.88	7.8	24.45	8.0	—	—
5	17.06	7.1	—	—	—	—
Licensed practical nurses	24.91	1.9	24.97	1.9	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	11.87	5.9	11.87	5.9	—	—
1	8.52	1.9	8.52	1.9	—	—
3	11.46	9.8	11.46	9.8	—	—
Sales workers, apparel	10.93	16.2	10.93	16.2	—	—
3	10.70	14.1	10.70	14.1	—	—
Cashiers	12.35	8.0	12.35	8.0	—	—
1	8.49	2.2	8.49	2.2	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical	\$15.12	3.7	\$13.68	3.0	\$16.56	1.8
2	13.47	3.7	—	—	13.85	2.7
3	15.04	5.0	12.81	5.2	17.62	4.2
4	16.57	5.0	14.66	6.2	20.10	2.7
Not able to be leveled	13.19	2.3	—	—	—	—
Library clerks	17.87	4.8	—	—	17.87	4.8
General office clerks	14.15	4.6	13.73	7.6	—	—
Bank tellers	11.50	2.8	11.50	2.8	—	—
Teachers' aides	16.84	1.5	—	—	16.89	1.2
3	18.07	2.6	—	—	18.13	2.4
Blue collar	15.48	14.2	15.43	14.9	—	—
1	10.09	13.0	10.11	13.5	—	—
2	11.47	4.3	11.47	4.3	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	14.43	11.8	13.75	10.8	—	—
Handlers, equipment cleaners, helpers, and laborers	11.68	5.5	11.72	5.6	—	—
1	9.33	8.5	9.32	8.8	—	—
2	10.32	6.0	10.32	6.0	—	—
Stock handlers and baggers	12.40	6.8	12.40	6.8	—	—
1	8.93	2.8	8.93	2.8	—	—
Service	10.74	3.4	10.45	3.4	14.63	4.7
1	8.31	6.0	8.30	6.2	—	—
2	10.98	4.9	10.31	4.8	—	—
3	10.53	5.2	—	—	17.04	6.4
4	12.14	6.3	12.19	6.7	—	—
5	15.21	6.0	—	—	—	—
Protective service	—	—	—	—	—	—
Food service	9.81	5.9	9.58	7.1	—	—
1	7.91	4.4	—	—	—	—
2	10.34	5.0	9.23	7.8	—	—
3	9.70	9.8	9.07	8.3	—	—
4	10.90	9.6	10.90	9.6	—	—
Waiters, waitresses, and bartenders	9.67	10.0	9.67	10.0	—	—
3	9.07	8.3	9.07	8.3	—	—
Waiters and waitresses	9.43	9.0	9.43	9.0	—	—
3	8.24	4.0	8.24	4.0	—	—
Other food service	9.88	5.9	9.51	7.9	—	—
Cooks	11.41	8.9	11.41	8.9	—	—
Food preparation, n.e.c.	9.10	14.8	—	—	—	—
Health service	16.93	3.4	16.89	3.7	—	—
Health aides, except nursing	18.89	1.1	18.91	1.2	—	—
Nursing aides, orderlies and attendants	16.39	4.5	16.34	4.8	—	—
Cleaning and building service	—	—	—	—	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Personal service	\$11.05	6.1	\$9.57	6.6	\$15.17	5.2
4	11.53	3.4	—	—	—	—
Attendants, amusement, and recreation facilities	10.21	17.9	—	—	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004**

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	\$27.35	\$17.17	\$26.20	\$26.25	\$26.30	\$24.62
All excluding sales	27.56	17.70	26.31	26.63	26.54	25.18
White collar	32.63	23.21	30.88	32.23	32.05	27.95
White-collar excluding sales	33.57	25.94	31.27	33.76	32.92	37.63
Professional specialty and technical	39.05	34.55	39.57	38.21	38.57	–
Professional specialty	41.78	36.59	41.95	41.01	41.22	–
Technical	27.33	23.88	30.22	25.30	27.07	–
Executive, administrative, and managerial	40.21	–	30.62	41.62	39.77	51.72
Sales	24.17	11.87	19.67	22.58	21.41	24.14
Administrative support, including clerical	19.66	15.12	20.65	18.20	19.24	15.93
Blue collar	20.29	15.48	24.02	15.59	20.17	15.02
Precision production, craft, and repair	26.25	–	28.46	22.38	26.37	–
Machine operators, assemblers, and inspectors	15.35	–	22.48	13.01	16.19	–
Transportation and material moving	19.17	14.43	20.78	14.66	18.73	–
Handlers, equipment cleaners, helpers, and laborers	14.47	11.68	16.85	11.94	14.05	–
Service	15.93	10.74	19.25	11.08	14.75	–
	Relative error ⁶ (percent)					
All occupations	3.6	6.0	3.3	2.8	2.7	12.6
All excluding sales	3.8	6.6	3.3	2.7	2.7	18.9
White collar	2.4	6.2	3.0	2.6	2.1	12.4
White-collar excluding sales	2.7	6.7	3.0	2.9	2.3	16.2
Professional specialty and technical	3.2	4.6	4.2	3.5	2.9	–
Professional specialty	3.1	3.3	3.7	3.4	2.6	–
Technical	5.4	7.8	7.0	7.6	5.5	–
Executive, administrative, and managerial	3.2	–	6.1	3.5	2.7	32.2
Sales	10.8	5.9	7.4	11.5	12.3	21.4
Administrative support, including clerical	2.0	3.7	1.8	2.8	1.8	12.1
Blue collar	2.6	14.2	3.5	3.4	3.0	25.4
Precision production, craft, and repair	2.3	–	2.1	3.9	2.4	–
Machine operators, assemblers, and inspectors	10.6	–	4.9	14.2	7.5	–
Transportation and material moving	7.9	11.8	8.4	4.8	8.1	–
Handlers, equipment cleaners, helpers, and laborers	8.0	5.5	7.7	8.8	6.9	–
Service	7.2	3.4	8.3	4.5	3.1	–

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

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	\$25.20	-	-	-	-	-	\$27.40	-	\$28.40	-
All excluding sales	25.45	-	-	-	-	-	27.34	-	27.00	-
White collar	31.74	-	-	-	-	-	33.90	-	29.25	-
White-collar excluding sales	33.22	-	-	-	-	-	34.15	-	27.85	-
Professional specialty and technical	38.32	-	-	-	-	-	60.02	-	39.45	-
Professional specialty	41.21	-	-	-	-	-	50.42	-	44.54	-
Technical	27.46	-	-	-	-	-	89.68	-	29.95	-
Executive, administrative, and managerial	41.50	-	-	-	-	-	45.09	-	38.47	-
Sales	22.33	-	-	-	-	-	-	-	47.70	-
Administrative support, including clerical	18.32	-	-	-	-	-	20.28	-	18.21	-
Blue collar	19.09	-	-	-	-	-	21.66	-	-	-
Precision production, craft, and repair	25.65	-	-	-	-	-	28.03	-	-	-
Machine operators, assemblers, and inspectors	15.50	-	-	-	-	-	-	-	-	-
Transportation and material moving	17.51	-	-	-	-	-	18.87	-	-	-
Handlers, equipment cleaners, helpers, and laborers	13.03	-	-	-	-	-	16.36	-	-	-
Service	11.38	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.2	-	-	-	-	-	10.2	-	3.3	-
All excluding sales	3.3	-	-	-	-	-	10.7	-	5.4	-
White collar	2.5	-	-	-	-	-	14.3	-	2.4	-
White-collar excluding sales	2.9	-	-	-	-	-	15.0	-	5.0	-
Professional specialty and technical	3.5	-	-	-	-	-	17.5	-	11.2	-
Professional specialty	3.2	-	-	-	-	-	21.5	-	10.2	-
Technical	6.6	-	-	-	-	-	19.8	-	8.6	-
Executive, administrative, and managerial	3.7	-	-	-	-	-	8.0	-	12.0	-
Sales	10.6	-	-	-	-	-	-	-	42.6	-
Administrative support, including clerical	2.5	-	-	-	-	-	5.5	-	4.5	-
Blue collar	2.4	-	-	-	-	-	9.4	-	-	-
Precision production, craft, and repair	2.3	-	-	-	-	-	4.4	-	-	-
Machine operators, assemblers, and inspectors	10.6	-	-	-	-	-	-	-	-	-
Transportation and material moving	9.7	-	-	-	-	-	15.0	-	-	-
Handlers, equipment cleaners, helpers, and laborers	5.9	-	-	-	-	-	3.4	-	-	-
Service	2.0	-	-	-	-	-	-	-	-	-

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

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	\$25.20	\$20.73	\$26.38	\$20.99	\$32.38
All excluding sales	25.45	20.60	26.74	21.07	32.28
White collar	31.74	25.92	33.22	27.15	38.11
White-collar excluding sales	33.22	26.52	34.93	29.62	38.12
Professional specialty and technical	38.32	31.12	39.63	35.89	41.09
Professional specialty	41.21	36.58	41.89	37.04	44.02
Technical	27.46	20.37	29.78	27.23	30.32
Executive, administrative, and managerial	41.50	32.58	44.42	42.12	45.70
Sales	22.33	22.20	22.36	20.50	37.62
Administrative support, including clerical	18.32	17.00	18.76	17.49	20.37
Blue collar	19.09	16.38	19.90	17.90	23.54
Precision production, craft, and repair	25.65	24.97	25.80	24.38	27.66
Machine operators, assemblers, and inspectors	15.50	11.13	16.70	15.02	18.80
Transportation and material moving	17.51	14.10	19.42	17.44	25.03
Handlers, equipment cleaners, helpers, and laborers	13.03	12.35	13.25	12.36	16.95
Service	11.38	9.84	11.78	11.00	13.25
Relative error ⁴ (percent)					
All occupations	3.2	5.7	3.5	8.3	3.3
All excluding sales	3.3	5.8	3.6	8.2	3.4
White collar	2.5	7.2	2.2	8.2	2.3
White-collar excluding sales	2.9	8.5	2.3	7.9	2.8
Professional specialty and technical	3.5	17.0	2.8	7.9	3.3
Professional specialty	3.2	19.8	2.1	8.0	2.4
Technical	6.6	15.7	3.7	9.8	4.8
Executive, administrative, and managerial	3.7	7.5	4.4	7.7	7.0
Sales	10.6	19.3	10.9	12.4	29.8
Administrative support, including clerical	2.5	5.5	2.6	5.2	3.9
Blue collar	2.4	9.0	4.0	5.2	5.4
Precision production, craft, and repair	2.3	8.6	3.4	3.2	6.0
Machine operators, assemblers, and inspectors	10.6	25.5	8.9	16.4	1.7
Transportation and material moving	9.7	8.4	11.5	10.9	12.7
Handlers, equipment cleaners, helpers, and laborers	5.9	10.2	7.7	8.6	16.4
Service	2.0	3.5	2.6	3.6	7.2

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

Occupation ³	10	25	Median 50	75	90
All	\$10.00	\$14.49	\$22.24	\$34.01	\$48.08
All excluding sales	10.00	14.94	22.55	34.42	48.21
White collar	14.23	19.00	27.92	41.78	54.61
White collar excluding sales	15.42	20.18	29.36	42.83	55.29
Professional specialty and technical	20.51	27.40	37.43	47.20	57.29
Professional specialty	23.20	32.00	40.70	49.14	58.97
Engineers, architects, and surveyors	26.97	32.69	42.29	50.00	57.69
Civil engineers	28.85	32.52	40.48	47.61	52.96
Electrical and electronic engineers	25.81	30.41	41.98	50.72	58.50
Industrial engineers	32.39	32.52	38.58	44.16	45.67
Engineers, n.e.c.	27.01	33.63	44.23	51.92	58.18
Mathematical and computer scientists	28.85	34.90	43.27	51.35	58.83
Computer systems analysts and scientists	28.85	34.82	42.87	50.87	58.61
Natural scientists	19.93	23.39	28.43	40.87	44.71
Health related	26.47	33.28	38.94	43.20	47.99
Physicians	20.81	24.25	24.69	66.44	70.04
Registered nurses	31.24	36.20	40.14	43.02	45.79
Teachers, college and university	20.00	27.87	46.55	70.31	86.68
Other post-secondary teachers	17.93	20.96	26.45	50.00	79.92
Teachers, except college and university	19.71	33.87	44.64	53.23	60.42
Elementary school teachers	32.57	38.09	46.80	53.86	60.56
Teachers, special education	23.89	33.33	42.39	56.57	59.63
Teachers, n.e.c.	31.26	34.68	41.20	48.59	60.00
Vocational and educational counselors	20.37	24.39	24.89	25.67	59.61
Librarians, archivists, and curators	27.01	29.02	30.61	31.27	40.49
Librarians	27.01	29.02	30.61	31.27	40.49
Social scientists and urban planners	19.23	28.30	36.54	45.43	50.14
Economists	17.71	31.91	40.00	46.88	50.61
Psychologists	24.72	26.85	27.25	31.27	39.51
Social, recreation, and religious workers	15.13	20.88	24.15	33.89	36.97
Social workers	18.17	22.27	27.27	33.89	37.02
Lawyers and judges	46.94	51.82	64.90	76.26	91.35
Lawyers	46.94	51.82	64.90	76.26	91.35
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.78	22.34	29.95	43.10	49.17
Professional, n.e.c.	16.50	25.00	28.00	30.69	34.48
Technical	15.66	19.19	24.96	30.67	38.02
Clinical laboratory technologists and technicians	14.13	18.83	21.16	36.50	39.89
Radiological technicians	24.21	26.17	33.31	38.02	41.16
Licensed practical nurses	22.55	24.02	26.00	26.30	27.95
Health technologists and technicians, n.e.c.	12.72	14.04	17.20	22.22	29.53
Electrical and electronic technicians	18.00	19.10	24.49	29.34	32.77
Airplane pilots and navigators	33.23	101.88	160.46	175.30	175.30
Computer programmers	22.42	30.32	35.16	42.07	43.75
Legal assistants	17.44	17.59	24.41	27.15	32.24
Technical and related, n.e.c.	18.75	20.58	24.57	32.71	42.83
Executive, administrative, and managerial	21.05	26.75	36.97	50.55	64.90
Executives, administrators, and managers	22.12	30.94	44.79	59.70	70.00
Administrators and officials, public administration	26.12	30.22	38.94	44.79	48.80
Financial managers	23.08	34.53	46.15	61.62	64.90
Personnel and labor relations managers	31.73	43.27	45.85	58.90	66.20
Managers, marketing, advertising, and public relations	28.17	34.82	54.33	70.00	79.39
Administrators, education and related fields	36.97	47.36	54.82	59.06	60.23
Managers, medicine and health	41.64	42.78	43.38	55.13	60.99
Managers and administrators, n.e.c.	18.08	34.79	46.58	60.07	70.74
Management related	20.44	23.86	30.02	38.46	48.08
Accountants and auditors	21.15	24.52	31.73	39.81	42.79
Other financial officers	19.23	25.50	31.50	43.48	60.84
Management analysts	23.97	30.02	32.45	44.20	66.83
Personnel, training, and labor relations specialists	19.18	25.17	30.22	32.06	35.53
Construction inspectors	32.31	32.31	37.36	37.92	40.49
Inspectors and compliance officers, except construction	19.36	21.86	23.66	33.09	47.59
Management related, n.e.c.	19.97	22.59	27.71	34.42	50.55

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales	\$8.70	\$11.83	\$17.67	\$26.21	\$40.58
Supervisors, sales	12.25	15.25	18.67	26.21	40.58
Sales, other business services	21.41	23.13	28.85	31.06	40.87
Sales workers, apparel	7.95	8.50	12.82	16.29	20.37
Sales workers, shoes	8.50	9.75	12.63	15.21	17.12
Sales workers, other commodities	9.05	10.71	14.97	18.70	26.69
Cashiers	8.00	9.00	12.60	17.67	19.09
Administrative support, including clerical	12.41	15.23	18.71	22.55	27.26
Supervisors, general office	16.37	24.64	26.76	29.94	31.43
Secretaries	15.91	18.80	21.92	25.36	28.34
Typists	10.41	15.24	19.00	21.00	23.08
Transportation ticket and reservation agents	7.88	8.12	12.05	21.76	21.76
Receptionists	10.41	11.95	13.00	16.30	18.06
Order clerks	11.75	13.72	16.56	18.12	21.57
Library clerks	14.13	15.50	18.51	21.74	25.34
Records clerks, n.e.c.	15.68	16.49	18.56	22.48	22.91
Bookkeepers, accounting and auditing clerks	12.48	14.35	15.93	21.01	27.92
Dispatchers	15.33	20.75	22.86	27.91	32.38
Traffic, shipping and receiving clerks	9.23	13.00	13.00	21.22	32.85
Stock and inventory clerks	11.20	11.50	15.51	16.72	19.28
Material recording, scheduling, and distribution clerks, n.e.c.	9.72	11.96	18.63	23.49	26.37
Insurance adjusters, examiners, and investigators	15.89	19.23	19.75	23.08	28.37
Investigators and adjusters, except insurance	15.00	15.00	21.37	25.25	25.31
Eligibility clerks, social welfare	17.05	19.45	22.63	24.95	28.51
General office clerks	13.00	15.00	17.51	20.24	23.27
Bank tellers	10.30	11.00	12.00	13.62	15.71
Teachers' aides	11.90	14.65	17.37	19.17	19.59
Administrative support, n.e.c.	12.87	15.82	17.96	21.27	23.22
Blue collar	9.00	12.65	19.68	25.83	30.62
Precision production, craft, and repair	17.60	22.17	27.07	30.01	33.98
Industrial machinery repairers	17.50	22.24	22.24	22.78	29.54
Electronic repairers, communications and industrial equipment	15.86	16.69	24.20	25.79	33.98
Mechanics and repairers, n.e.c.	16.00	18.68	23.18	27.03	31.02
Supervisors, construction trades, n.e.c.	27.40	29.44	32.14	41.59	41.59
Electricians	21.00	22.67	31.04	41.82	48.21
Electrical and electronic equipment assemblers ..	14.50	15.13	17.31	19.16	20.88
Inspectors, testers, and graders	12.77	16.10	20.00	29.20	29.25
Stationary engineers	27.57	30.01	30.56	32.27	32.27
Machine operators, assemblers, and inspectors	8.00	10.00	14.33	20.47	25.59
Miscellaneous machine operators, n.e.c.	9.00	12.25	14.11	17.07	19.67
Assemblers	8.00	9.50	12.50	23.03	25.59
Transportation and material moving	12.00	13.90	17.67	22.68	24.85
Truck drivers	13.90	14.94	19.65	22.68	24.69
Industrial truck and tractor equipment operators ..	8.00	11.66	13.16	16.25	17.67
Handlers, equipment cleaners, helpers, and laborers	8.00	9.25	11.66	19.12	22.25
Groundskeepers and gardeners, except farm	12.30	19.12	22.19	22.74	25.45
Stock handlers and baggers	8.40	8.90	11.10	15.65	19.08
Freight, stock, and material handlers, n.e.c.	10.50	12.50	16.00	21.63	21.76
Vehicle washers and equipment cleaners	6.75	7.00	7.00	10.13	12.50
Hand packers and packagers	8.65	8.75	9.25	9.40	9.40
Laborers, except construction, n.e.c.	10.00	11.25	17.91	19.61	21.59
Service	7.57	9.64	11.28	17.40	27.91
Protective service	6.75	10.00	12.50	27.91	37.44
Supervisors, firefighters and fire prevention	29.03	31.97	33.84	38.24	55.27
Firefighting	24.30	26.04	27.91	28.71	38.50
Police and detectives, public service	29.86	34.27	37.08	40.55	43.72

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Protective service—Continued					
Sheriffs, bailiffs, and other law enforcement officers	\$20.31	\$21.27	\$31.12	\$34.31	\$37.07
Correctional institution officers	23.81	26.61	28.94	29.35	30.29
Guards and police, except public service	6.75	9.75	10.00	12.50	15.00
Food service	6.75	7.56	9.27	12.88	15.75
Waiters, waitresses, and bartenders	6.75	6.75	8.00	10.00	13.60
Waiters and waitresses	6.75	6.75	6.85	9.04	11.13
Waiters/Waitresses' assistants	6.99	7.57	8.00	12.71	14.33
Other food service	7.25	8.02	11.00	13.85	17.22
Cooks	8.95	10.50	11.57	14.00	17.22
Kitchen workers, food preparation	6.75	7.50	9.50	12.00	14.92
Food preparation, n.e.c.	7.25	7.75	8.50	11.21	16.59
Health service	11.00	12.65	16.57	18.44	19.90
Health aides, except nursing	16.66	17.73	18.53	19.78	20.57
Nursing aides, orderlies and attendants	9.50	11.61	14.00	17.19	18.59
Cleaning and building service	8.51	9.64	11.00	16.29	20.85
Maids and housemen	8.00	9.08	10.50	13.62	15.25
Janitors and cleaners	8.50	9.64	10.71	15.85	20.85
Personal service	8.10	9.00	10.50	15.86	26.46
Attendants, amusement, and recreation facilities	7.50	8.10	11.00	11.00	14.17
Welfare service aides	7.34	7.84	9.00	10.50	11.45
Child care workers, n.e.c.	8.78	10.71	16.57	23.97	35.01
Service, n.e.c.	10.50	10.50	12.15	17.50	18.67

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

nonproduction bonuses; and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$9.50	\$12.80	\$20.51	\$33.03	\$47.99
All excluding sales	9.64	12.95	20.80	33.45	48.15
White collar	13.13	18.20	27.51	42.07	55.18
White collar excluding sales	15.00	19.63	29.44	43.27	55.88
Professional specialty and technical	19.67	27.00	37.57	46.38	55.89
Professional specialty	22.88	32.21	40.92	48.68	57.69
Engineers, architects, and surveyors	27.01	32.83	42.31	50.16	57.69
Electrical and electronic engineers	25.13	30.19	41.81	50.75	58.65
Industrial engineers	32.39	32.52	38.58	44.16	45.67
Engineers, n.e.c.	28.88	36.11	45.19	52.40	59.14
Mathematical and computer scientists	28.85	34.90	43.32	51.25	59.14
Computer systems analysts and scientists	28.85	34.80	43.06	50.83	58.94
Natural scientists	23.39	26.49	35.87	42.35	47.36
Health related	24.69	34.00	39.88	43.49	47.50
Registered nurses	33.03	37.86	41.47	44.01	47.31
Teachers, college and university	19.54	33.40	49.42	76.92	86.68
Teachers, except college and university	12.83	14.42	15.00	21.45	28.85
Elementary school teachers	15.45	21.15	29.98	37.06	41.42
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	17.71	31.91	40.00	46.88	50.61
Economists	17.71	31.91	40.00	46.88	50.61
Social, recreation, and religious workers	15.13	15.13	21.84	31.98	33.91
Lawyers and judges	47.03	54.69	64.38	72.12	91.35
Lawyers	47.03	54.69	64.38	72.12	91.35
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.50	22.34	29.95	43.73	49.99
Technical	15.43	18.85	25.26	31.25	39.89
Clinical laboratory technologists and technicians	14.13	18.83	20.99	35.28	39.89
Radiological technicians	24.21	26.17	34.88	41.00	42.00
Licensed practical nurses	22.55	24.00	25.74	26.30	27.00
Electrical and electronic technicians	18.00	19.10	24.49	29.34	32.77
Airplane pilots and navigators	33.23	101.88	160.46	175.30	175.30
Computer programmers	22.42	30.32	34.36	38.55	44.77
Technical and related, n.e.c.	18.85	21.29	25.62	38.63	42.83
Executive, administrative, and managerial	21.05	27.50	38.91	52.89	65.87
Executives, administrators, and managers	19.93	31.73	45.85	60.07	70.00
Financial managers	23.08	34.53	46.15	61.62	64.90
Personnel and labor relations managers	31.73	43.27	45.85	58.90	66.20
Managers, marketing, advertising, and public relations	28.17	34.82	54.33	70.00	79.39
Administrators, education and related fields	24.05	24.57	28.50	36.97	38.61
Managers and administrators, n.e.c.	18.08	35.32	46.58	60.07	70.74
Management related	21.15	24.52	30.02	39.88	50.55
Accountants and auditors	21.15	24.02	33.55	39.81	42.97
Other financial officers	18.75	25.00	32.79	43.84	60.84
Management analysts	24.40	30.02	32.21	38.38	66.83
Management related, n.e.c.	21.88	24.75	30.00	38.60	50.70
Sales	8.70	11.81	17.67	26.21	40.58
Supervisors, sales	12.25	15.25	18.67	26.21	40.58
Sales, other business services	21.41	23.13	28.85	31.06	40.87
Sales workers, apparel	7.95	8.50	12.82	16.29	20.37
Sales workers, shoes	8.50	9.75	12.63	15.21	17.12
Sales workers, other commodities	9.02	10.71	14.89	18.70	26.99
Cashiers	8.00	9.00	12.60	17.67	19.09
Administrative support, including clerical	11.50	14.25	17.96	21.49	25.36
Secretaries	15.00	18.75	21.35	25.36	28.15
Transportation ticket and reservation agents	7.88	8.12	12.05	21.76	21.76
Receptionists	10.41	11.95	13.00	16.30	18.06
Order clerks	11.75	13.32	15.52	18.12	21.57
Records clerks, n.e.c.	15.68	16.49	18.56	20.60	23.60
Bookkeepers, accounting and auditing clerks	12.48	13.97	15.50	18.10	22.22
Traffic, shipping and receiving clerks	9.23	13.00	13.00	22.35	32.85
Stock and inventory clerks	11.20	11.25	13.00	15.00	17.51

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Material recording, scheduling, and distribution clerks, n.e.c.	\$9.72	\$11.96	\$18.63	\$23.49	\$26.37
Insurance adjusters, examiners, and investigators	15.89	19.23	19.75	23.08	28.37
Investigators and adjusters, except insurance	15.00	15.00	18.28	25.31	25.31
General office clerks	11.08	14.42	16.68	20.40	23.38
Bank tellers	10.30	11.00	12.00	13.62	15.71
Administrative support, n.e.c.	12.87	14.42	17.15	19.63	22.44
Blue collar	8.95	12.00	18.68	25.59	29.65
Precision production, craft, and repair					
Electronic repairers, communications and industrial equipment	15.85	16.32	23.34	24.55	27.93
Mechanics and repairers, n.e.c.	15.41	18.68	21.00	25.83	28.08
Electricians	21.00	24.41	37.00	41.82	48.21
Electrical and electronic equipment assemblers ..	14.50	15.13	17.31	19.16	20.88
Inspectors, testers, and graders	12.77	16.10	20.00	29.20	29.25
Stationary engineers	27.57	28.71	30.01	30.56	32.79
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	9.00	12.25	14.11	17.07	19.67
Assemblers	8.00	9.50	12.50	23.03	25.59
Transportation and material moving					
Truck drivers	13.90	14.36	18.35	22.68	24.85
Industrial truck and tractor equipment operators ..	8.00	11.66	13.16	16.25	17.67
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	8.40	8.90	11.10	15.65	19.08
Freight, stock, and material handlers, n.e.c.	10.50	12.50	16.00	21.63	21.76
Vehicle washers and equipment cleaners	6.75	7.00	7.00	10.13	12.50
Hand packers and packagers	8.65	8.75	9.25	9.40	9.40
Laborers, except construction, n.e.c.	10.00	10.60	12.09	19.41	19.61
Service					
Protective service	6.75	9.75	10.00	12.50	15.00
Guards and police, except public service	6.75	9.75	10.00	12.50	15.00
Food service	6.75	7.50	9.04	12.71	15.30
Waiters, waitresses, and bartenders	6.75	6.75	8.00	10.00	13.60
Waiters and waitresses	6.75	6.75	6.85	9.04	11.13
Waiters/Waitresses' assistants	6.99	7.57	8.00	12.71	14.33
Other food service	7.25	8.00	11.00	13.21	16.27
Cooks	8.95	10.07	11.57	13.85	14.50
Kitchen workers, food preparation	6.75	7.50	9.15	12.00	14.25
Food preparation, n.e.c.	7.25	7.65	8.50	11.07	19.02
Health service	10.30	12.06	15.20	18.44	19.47
Health aides, except nursing	16.57	17.96	18.44	19.69	20.57
Nursing aides, orderlies and attendants	9.50	11.50	13.57	16.53	18.36
Cleaning and building service	8.37	9.64	10.04	12.00	16.05
Maids and housemen	8.00	9.08	10.50	13.62	15.25
Personal service	7.84	8.78	10.50	11.00	17.50
Service, n.e.c.	10.50	10.50	10.50	13.00	17.50

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

nonproduction bonuses; and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$17.26	\$20.93	\$27.52	\$37.14	\$48.80
All excluding sales	17.26	20.93	27.52	37.15	48.80
White collar	17.38	21.26	28.61	40.15	53.12
White collar excluding sales	17.38	21.27	28.72	40.15	53.12
Professional specialty and technical	21.75	28.45	37.25	49.10	59.11
Professional specialty	24.36	31.24	39.51	51.22	59.72
Engineers, architects, and surveyors	21.50	32.50	41.13	47.61	52.13
Civil engineers	32.50	34.79	43.59	48.92	52.13
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	29.28	32.00	37.25	41.77	58.97
Physicians	24.25	61.45	66.44	68.73	75.43
Registered nurses	29.86	31.24	37.25	39.57	43.20
Teachers, college and university	20.96	26.45	42.92	62.09	84.04
Other post-secondary teachers	18.82	23.53	30.06	67.56	85.40
Teachers, except college and university	28.65	36.58	46.72	54.08	60.56
Elementary school teachers	33.33	38.82	47.40	54.08	60.56
Teachers, special education	35.56	41.58	50.69	57.37	59.63
Teachers, n.e.c.	31.61	34.89	42.04	48.59	60.00
Librarians, archivists, and curators	25.73	29.79	30.61	31.27	40.37
Librarians	25.73	29.79	30.61	31.27	40.37
Social scientists and urban planners	24.72	26.85	27.25	31.27	39.51
Psychologists	24.72	26.85	27.25	31.27	39.51
Social, recreation, and religious workers	22.68	22.68	30.69	36.03	37.02
Social workers	24.15	25.35	33.56	36.97	38.36
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	18.15	20.69	23.71	29.50	32.24
Health technologists and technicians, n.e.c.	18.38	20.80	22.57	23.97	24.71
Technical and related, n.e.c.	18.15	20.09	22.11	27.37	29.84
Executive, administrative, and managerial	20.46	25.27	30.55	39.29	49.51
Executives, administrators, and managers	27.11	30.23	42.78	48.80	60.23
Administrators and officials, public administration	26.12	30.22	38.94	44.79	48.80
Management related	19.65	21.72	29.10	32.06	37.92
Construction inspectors	32.31	32.31	37.36	37.92	40.49
Management related, n.e.c.	19.90	21.27	22.52	26.24	30.22
Sales	—	—	—	—	—
Administrative support, including clerical	15.28	17.40	20.73	24.44	28.52
Supervisors, general office	24.14	26.01	27.43	31.43	31.43
Secretaries	16.70	19.66	22.35	24.26	28.34
Library clerks	12.79	16.36	20.73	23.61	25.34
Records clerks, n.e.c.	12.80	15.97	19.64	22.48	22.91
Bookkeepers, accounting and auditing clerks	18.36	20.89	22.06	28.52	28.52
Dispatchers	24.51	24.51	29.31	32.38	34.07
Eligibility clerks, social welfare	20.59	21.76	24.32	27.73	28.51
General office clerks	14.44	15.93	18.26	20.18	23.27
Teachers' aides	12.99	14.65	17.78	19.17	19.59
Administrative support, n.e.c.	15.82	15.82	21.90	23.32	27.13
Blue collar	19.91	22.67	24.82	31.02	37.59
Precision production, craft, and repair	22.67	25.52	29.44	33.69	41.59
Mechanics and repairers, n.e.c.	23.73	25.73	31.02	31.02	36.28
Transportation and material moving	18.03	20.15	24.69	24.82	26.28
Handlers, equipment cleaners, helpers, and laborers	17.91	21.17	22.74	23.82	24.54
Service	15.81	19.41	26.89	34.00	39.68
Protective service	23.41	27.91	32.71	38.24	41.60

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service --Continued					
Protective service --Continued					
Supervisors, firefighters and fire prevention	\$29.03	\$31.97	\$33.84	\$38.24	\$55.27
Firefighting	24.30	26.04	27.91	28.71	38.50
Police and detectives, public service	29.86	34.27	37.08	40.55	43.72
Sheriffs, bailiffs, and other law enforcement officers	20.31	21.27	31.12	34.31	37.07
Correctional institution officers	23.81	26.61	28.94	29.35	30.29
Food service	9.15	12.01	15.15	19.56	21.68
Other food service	9.15	12.01	15.15	19.56	21.68
Health service	15.81	17.30	19.41	25.99	30.61
Nursing aides, orderlies and attendants	15.81	17.46	18.79	20.68	25.99
Cleaning and building service	14.81	18.02	19.99	21.60	26.89
Janitors and cleaners	14.74	18.04	19.99	21.66	26.89
Personal service	12.38	15.09	17.08	22.74	32.07

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

nonproduction bonuses; and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

Occupation ³	10	25	Median 50	75	90
All	\$10.25	\$15.65	\$23.27	\$35.16	\$49.19
All excluding sales	10.43	15.85	23.67	35.53	49.47
White collar	15.00	19.73	28.61	42.51	55.29
White collar excluding sales	15.82	20.75	29.81	43.27	56.13
Professional specialty and technical	20.73	27.77	37.63	47.99	57.69
Professional specialty	24.00	32.00	41.00	50.11	59.63
Engineers, architects, and surveyors	26.97	32.69	42.29	50.00	57.69
Civil engineers	28.85	32.52	40.48	47.61	52.96
Electrical and electronic engineers	25.81	30.41	41.98	50.72	58.50
Industrial engineers	32.39	32.52	38.58	44.16	45.67
Engineers, n.e.c.	27.01	33.63	44.23	51.92	58.18
Mathematical and computer scientists	28.85	34.90	43.27	51.35	58.83
Computer systems analysts and scientists	28.85	34.82	42.87	50.87	58.61
Natural scientists	19.93	23.39	28.43	40.87	44.71
Health related	24.50	31.76	37.29	42.99	49.14
Physicians	20.81	21.81	24.69	65.04	66.44
Registered nurses	29.39	32.89	39.88	42.99	46.31
Teachers, college and university	26.45	38.98	54.78	77.48	89.06
Other post-secondary teachers	25.96	27.89	37.92	81.27	89.52
Teachers, except college and university	24.52	34.89	45.97	53.23	60.42
Elementary school teachers	32.89	38.14	47.56	54.08	60.56
Teachers, special education	23.89	33.33	42.39	56.57	59.63
Teachers, n.e.c.	31.61	34.62	39.53	46.96	51.46
Vocational and educational counselors	20.37	24.39	24.89	25.67	59.61
Librarians, archivists, and curators	27.01	29.02	30.61	31.27	40.49
Librarians	27.01	29.02	30.61	31.27	40.49
Social scientists and urban planners	18.08	28.46	37.79	45.81	50.37
Economists	17.71	31.91	40.00	46.88	50.61
Psychologists	26.85	26.85	27.29	31.27	39.51
Social, recreation, and religious workers	15.13	21.84	25.35	33.91	37.02
Social workers	21.84	22.88	31.98	36.03	37.02
Lawyers and judges	46.94	51.82	64.90	76.26	91.35
Lawyers	46.94	51.82	64.90	76.26	91.35
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.63	22.34	29.95	43.32	49.99
Technical	15.88	19.26	24.96	30.94	39.89
Clinical laboratory technologists and technicians	14.13	18.64	20.59	37.43	39.89
Radiological technicians	24.21	26.17	32.66	38.02	41.16
Licensed practical nurses	22.55	24.72	26.13	26.30	28.64
Health technologists and technicians, n.e.c.	12.74	14.50	17.74	23.11	30.31
Electrical and electronic technicians	18.00	18.70	23.76	28.83	32.48
Airplane pilots and navigators	33.23	101.88	160.46	175.30	175.30
Computer programmers	22.42	30.32	35.16	42.07	43.75
Legal assistants	17.44	17.59	24.41	27.15	32.24
Technical and related, n.e.c.	18.85	20.73	24.84	32.71	42.83
Executive, administrative, and managerial	21.05	26.94	37.09	50.70	64.90
Executives, administrators, and managers	22.12	30.94	44.79	59.70	70.00
Administrators and officials, public administration	26.12	30.22	38.94	44.79	48.80
Financial managers	23.08	34.53	46.15	61.62	64.90
Personnel and labor relations managers	31.73	43.27	45.85	58.90	66.20
Managers, marketing, advertising, and public relations	28.17	34.82	54.33	70.00	79.39
Administrators, education and related fields	38.61	47.36	54.82	59.06	60.23
Managers, medicine and health	41.64	42.78	43.38	55.13	60.99
Managers and administrators, n.e.c.	18.08	34.79	46.58	60.07	70.74
Management related	20.46	24.04	30.02	38.46	48.08
Accountants and auditors	21.15	24.52	31.73	39.81	42.79
Other financial officers	19.23	25.50	31.50	43.48	60.84
Management analysts	24.40	30.02	32.79	44.20	66.83
Personnel, training, and labor relations specialists	19.18	25.17	30.22	32.06	35.53
Construction inspectors	32.31	32.31	37.36	37.92	40.49
Inspectors and compliance officers, except construction	19.36	21.86	23.66	33.09	47.59
Management related, n.e.c.	19.97	22.62	27.73	34.42	50.55
Sales	9.50	13.28	18.67	28.85	43.17

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Supervisors, sales	\$12.25	\$15.25	\$18.67	\$26.21	\$40.58
Sales, other business services	21.41	23.13	28.85	31.06	40.87
Sales workers, apparel	8.00	10.28	14.16	17.88	21.56
Sales workers, shoes	8.50	10.92	13.44	15.80	17.65
Sales workers, other commodities	9.00	10.71	15.00	18.80	27.01
Cashiers	8.45	10.00	14.00	17.67	19.08
Administrative support, including clerical					
Supervisors, general office	12.50	15.51	19.40	23.06	27.43
Secretaries	16.37	24.64	26.76	29.94	31.43
Typists	16.70	19.00	22.35	25.36	28.34
Typists	15.24	18.96	19.00	22.00	23.61
Transportation ticket and reservation agents	7.88	8.12	13.11	21.76	21.76
Receptionists	11.95	12.50	13.20	16.90	18.06
Order clerks	11.75	13.15	16.65	18.12	20.57
Records clerks, n.e.c.	15.68	16.49	18.56	22.48	22.91
Bookkeepers, accounting and auditing clerks	12.48	14.79	16.00	21.40	28.52
Dispatchers	15.33	20.75	22.86	26.69	30.91
Traffic, shipping and receiving clerks	9.23	13.00	13.00	21.22	32.85
Stock and inventory clerks	11.20	11.50	15.51	16.72	19.28
Material recording, scheduling, and distribution clerks, n.e.c.	9.72	11.96	18.63	23.49	26.37
Insurance adjusters, examiners, and investigators	15.89	19.23	19.75	23.08	28.37
Investigators and adjusters, except insurance	15.00	15.00	21.37	25.25	25.31
Eligibility clerks, social welfare	17.05	19.45	22.63	24.95	28.51
General office clerks	13.80	15.63	17.92	20.43	23.38
Bank tellers	10.93	11.38	13.13	14.31	16.29
Administrative support, n.e.c.	12.87	15.82	18.12	21.28	23.32
Blue collar					
Precision production, craft, and repair					
Industrial machinery repairers	17.60	22.06	27.00	29.66	33.85
Electronic repairers, communications and industrial equipment	17.50	22.24	22.24	22.78	29.54
Mechanics and repairers, n.e.c.	15.85	16.17	22.59	27.15	33.98
Supervisors, construction trades, n.e.c.	16.00	18.68	23.18	27.03	31.02
Electricians	27.40	29.44	32.14	41.59	41.59
Electrical and electronic equipment assemblers ..	21.00	22.67	37.00	41.82	48.21
Inspectors, testers, and graders	14.50	15.13	17.31	19.16	20.88
Stationary engineers	12.77	16.10	20.00	29.20	29.25
Stationary engineers	27.57	30.01	30.56	32.27	32.27
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	8.00	10.00	14.14	20.10	25.59
Assemblers	9.00	12.25	14.11	17.07	19.67
Assemblers	8.00	9.50	12.50	23.03	25.59
Transportation and material moving					
Truck drivers	12.65	15.02	18.00	24.16	26.28
Truck drivers	13.90	14.94	19.65	22.68	24.85
Industrial truck and tractor equipment operators ..	8.00	11.66	13.16	16.25	17.67
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	8.50	9.40	12.36	19.96	22.64
Stock handlers and baggers	12.30	19.12	22.19	22.74	25.45
Stock handlers and baggers	9.00	10.00	11.74	14.65	20.69
Freight, stock, and material handlers, n.e.c.	11.00	13.00	16.67	21.76	21.76
Vehicle washers and equipment cleaners	6.75	7.00	7.25	10.13	12.50
Hand packers and packagers	8.65	8.75	9.25	9.40	9.40
Laborers, except construction, n.e.c.	10.23	11.60	19.26	19.61	21.59
Service					
Protective service	8.00	9.64	12.27	19.02	29.74
Supervisors, firefighters and fire prevention	6.75	11.00	16.50	30.53	38.94
Firefighting	29.03	31.97	33.84	38.24	55.27
Police and detectives, public service	24.30	26.04	27.91	28.71	38.50
Police and detectives, public service	29.86	34.27	37.08	40.55	43.72
Sheriffs, bailiffs, and other law enforcement officers	20.31	21.27	31.12	34.31	37.07
Correctional institution officers	23.81	26.61	28.94	29.35	30.29

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Food service	\$6.75	\$8.00	\$10.28	\$13.20	\$17.40
Waiters, waitresses, and bartenders	6.75	6.75	6.85	9.50	13.18
Waiters and waitresses	6.75	6.75	6.75	6.85	9.89
Other food service	8.00	9.00	11.50	14.50	17.78
Cooks	9.00	10.75	12.25	14.00	17.78
Kitchen workers, food preparation	8.10	9.08	11.00	12.00	12.92
Food preparation, n.e.c.	8.00	8.00	8.91	12.88	19.02
Health service	9.50	11.90	15.20	18.50	20.57
Health aides, except nursing	16.57	17.73	18.84	19.69	20.57
Nursing aides, orderlies and attendants	9.50	11.20	12.75	16.45	18.79
Cleaning and building service	8.51	9.64	11.00	16.77	20.85
Maids and housemen	8.00	9.00	10.50	15.25	15.25
Janitors and cleaners	8.51	9.64	10.80	16.05	20.85
Personal service	8.85	9.66	10.50	17.88	33.29
Service, n.e.c.	10.50	10.50	12.73	17.50	22.68

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

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004

Occupation ³	10	25	Median 50	75	90
All	\$8.00	\$10.00	\$12.71	\$19.17	\$37.25
All excluding sales	8.00	10.00	13.00	19.79	38.23
White collar	9.75	12.97	18.79	34.68	42.50
White collar excluding sales	11.85	15.08	20.73	38.01	43.90
Professional specialty and technical	17.97	25.26	36.82	41.74	45.97
Professional specialty	19.17	32.00	38.49	42.94	45.97
Health related	32.94	36.41	40.14	43.67	45.97
Registered nurses	34.16	37.25	40.47	43.48	45.79
Teachers, college and university	17.01	19.28	23.00	35.00	54.09
Other post-secondary teachers	17.00	19.11	22.00	31.23	56.75
Teachers, except college and university	16.95	16.95	24.36	40.08	46.80
Teachers, n.e.c.	19.74	49.10	60.00	74.99	98.95
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	13.19	17.31	24.60	27.00	34.01
Licensed practical nurses	22.27	23.65	25.29	26.30	27.00
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Management related	-	-	-	-	-
Sales	7.95	8.35	10.25	14.50	19.09
Sales workers, apparel	7.75	8.00	9.05	12.97	17.03
Cashiers	8.00	8.10	9.82	19.08	19.09
Administrative support, including clerical	10.41	12.00	14.82	18.00	19.59
Library clerks	11.85	14.84	17.18	19.88	26.09
General office clerks	10.31	12.31	14.44	15.75	16.89
Bank tellers	10.00	10.50	11.28	12.20	13.00
Teachers' aides	12.51	14.65	17.78	19.17	19.59
Blue collar	8.00	9.38	12.00	19.08	31.04
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	12.00	12.00	12.00	15.00	21.18
Handlers, equipment cleaners, helpers, and laborers	7.50	8.40	10.50	13.78	19.08
Stock handlers and baggers	8.00	8.90	9.50	19.08	19.08
Service	7.34	8.50	10.00	12.00	15.50
Protective service	-	-	-	-	-
Food service	6.75	7.40	8.50	12.01	14.25
Waiters, waitresses, and bartenders	6.75	7.50	8.50	12.71	13.60
Waiters and waitresses	6.76	7.25	8.50	9.32	15.28
Other food service	6.75	7.25	8.50	12.01	14.25
Cooks	8.50	10.00	11.25	14.07	14.07
Food preparation, n.e.c.	7.00	7.35	7.75	11.21	12.01
Health service	14.00	15.00	16.86	18.36	19.48
Health aides, except nursing	17.00	18.26	18.42	19.78	20.01
Nursing aides, orderlies and attendants	14.00	15.00	16.59	17.58	18.36
Cleaning and building service	-	-	-	-	-
Personal service	7.34	8.34	10.50	12.92	16.65
Attendants, amusement, and recreation facilities	7.50	7.50	8.50	11.00	18.24

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

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

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

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

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

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

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal

visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period.

For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	9,817
Total in sample	632
Responding	362
Out of business or not in survey scope	79
Unable or refused to provide data	191

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

Estimation

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

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2004**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,435,300	1,118,600	316,700
All excluding sales	1,340,700	1,024,300	316,300
White collar	872,600	643,100	229,500
White-collar excluding sales	778,000	548,800	229,200
Professional specialty and technical	389,800	264,500	125,300
Professional specialty	322,800	207,700	115,100
Technical	66,900	56,700	10,200
Executive, administrative, and managerial	148,500	121,000	27,500
Sales	94,600	94,200	–
Administrative support, including clerical	239,700	163,400	76,300
Blue collar	274,200	245,800	28,400
Precision production, craft, and repair	106,500	92,800	13,700
Machine operators, assemblers, and inspectors	51,900	51,900	–
Transportation and material moving	43,400	35,800	7,600
Handlers, equipment cleaners, helpers, and laborers	72,300	65,200	7,100
Service	288,500	229,700	58,800

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.