



San Francisco–Oakland– San Jose, CA National Compensation Survey April 2001

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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the San Francisco–Oakland–San Jose, CA, metropolitan area. Data were collected between September 2000 and October 2001; the average reference month is April 2001. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

NCS products

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

About the tables

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

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

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

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

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

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

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

Appendix table 1 provides the number of workers represented by the survey by major occupational group. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001

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	\$23.36	2.7	36.3	\$22.26	3.3	36.5	\$27.19	3.6	35.8
Worker characteristics: ⁴									
White-collar occupations ⁵	27.45	2.7	36.3	27.00	3.1	36.7	28.79	5.3	35.1
Professional specialty and technical	34.49	2.5	36.4	34.39	2.7	37.6	34.69	5.2	34.1
Executive, administrative, and managerial	36.48	4.2	40.6	38.36	4.7	40.9	29.91	6.8	39.5
Sales	15.35	11.8	31.6	15.31	11.9	31.6	—	—	—
Administrative support	16.95	2.2	35.7	16.27	2.7	36.1	18.84	2.9	34.6
Blue-collar occupations ⁵	17.86	5.5	38.0	17.18	6.1	37.9	23.57	4.5	38.8
Precision production, craft, and repair	22.78	7.8	39.6	22.01	9.1	39.6	27.84	4.4	40.0
Machine operators, assemblers, and inspectors	15.17	5.4	39.3	15.17	5.4	39.3	—	—	—
Transportation and material moving	18.07	9.4	37.7	17.67	11.6	37.5	19.76	4.7	38.7
Handlers, equipment cleaners, helpers, and laborers	12.35	8.5	34.9	11.50	8.9	34.7	19.59	4.0	36.7
Service occupations ⁵	14.97	5.9	34.3	11.17	3.9	33.2	23.71	4.0	36.8
Full time	24.46	2.8	39.8	23.37	3.4	40.0	28.18	3.4	39.2
Part time	14.88	5.8	21.7	14.10	6.8	22.2	18.19	5.6	19.9
Union	24.11	3.4	36.0	21.16	5.3	36.3	26.79	3.9	35.8
Nonunion	22.88	3.9	36.5	22.59	4.1	36.6	31.08	8.2	35.5
Time	23.41	2.8	36.4	22.30	3.4	36.5	27.19	3.6	35.8
Incentive	20.18	15.6	35.7	20.18	15.6	35.7	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	19.95	7.3	37.4	19.95	7.3	37.4	—	—	—
100-499 workers	17.51	6.0	35.2	17.32	6.2	35.2	22.98	6.3	36.8
500 workers or more	28.18	2.5	36.8	28.73	3.4	37.5	27.41	3.6	35.7

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001

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	\$23.36	2.7	\$22.26	3.3	\$27.19	3.6
All excluding sales	23.94	2.8	22.92	3.5	27.19	3.6
White collar	27.45	2.7	27.00	3.1	28.79	5.3
White collar excluding sales	28.94	2.6	28.99	3.0	28.79	5.3
Professional specialty and technical	34.49	2.5	34.39	2.7	34.69	5.2
Professional specialty	36.68	2.5	36.74	2.7	36.56	5.2
Engineers, architects, and surveyors	39.30	2.6	39.63	2.6	35.64	9.1
Civil engineers	35.92	5.9	33.78	4.2	37.49	9.1
Electrical and electronic engineers	41.20	4.8	41.19	4.8	—	—
Industrial engineers	38.97	13.0	38.97	13.0	—	—
Engineers, n.e.c.	39.22	3.4	39.79	3.1	—	—
Mathematical and computer scientists	38.76	3.7	39.09	3.7	—	—
Computer systems analysts and scientists	38.45	4.0	38.78	4.0	—	—
Natural scientists	31.07	9.5	34.35	10.4	—	—
Health related	30.74	3.4	29.98	3.5	32.44	7.7
Physicians	32.35	18.4	—	—	37.51	22.2
Registered nurses	31.11	2.7	31.50	3.3	29.96	3.9
Teachers, college and university	43.77	10.3	49.75	11.3	37.69	16.5
Psychology teachers	34.62	10.7	34.62	10.7	—	—
Other post-secondary teachers	30.03	12.7	37.01	19.2	—	—
Teachers, except college and university	39.47	7.0	21.37	11.8	41.67	6.5
Prekindergarten and kindergarten	16.87	18.0	—	—	—	—
Elementary school teachers	47.48	4.1	25.18	9.6	48.25	3.8
Secondary school teachers	42.74	11.5	27.40	18.5	—	—
Teachers, n.e.c.	30.61	2.5	—	—	—	—
Vocational and educational counselors	26.56	12.6	16.77	4.5	—	—
Librarians, archivists, and curators	27.44	5.0	—	—	27.86	3.5
Librarians	27.44	5.0	—	—	27.86	3.5
Social scientists and urban planners	35.00	8.0	—	—	29.38	5.9
Psychologists	29.38	5.9	—	—	29.38	5.9
Social, recreation, and religious workers	23.78	5.0	22.17	8.8	25.08	6.1
Social workers	24.24	7.2	—	—	26.27	5.9
Lawyers and judges	59.92	7.9	—	—	—	—
Lawyers	59.92	7.9	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	27.08	12.9	28.31	13.4	—	—
Professional, n.e.c.	22.68	9.1	—	—	—	—
Technical	25.69	3.7	26.72	4.4	21.41	3.6
Clinical laboratory technologists and technicians	26.41	4.4	26.23	4.9	—	—
Radiological technicians	27.08	4.2	27.34	4.4	—	—
Licensed practical nurses	21.58	5.8	19.74	2.0	—	—
Health technologists and technicians, n.e.c.	18.22	4.3	15.68	5.0	20.05	2.6
Electrical and electronic technicians	24.02	4.1	24.02	4.1	—	—
Engineering technicians, n.e.c.	21.03	10.6	—	—	—	—
Airplane pilots and navigators	132.64	19.3	132.64	19.3	—	—
Computer programmers	28.07	4.5	28.07	4.5	—	—
Technical and related, n.e.c.	26.15	3.7	27.81	3.3	20.59	4.8
Executive, administrative, and managerial	36.48	4.2	38.36	4.7	29.91	6.8
Executives, administrators, and managers	43.60	5.4	44.78	6.1	37.75	6.9
Administrators and officials, public administration	35.67	9.4	—	—	35.67	9.4
Financial managers	42.23	9.8	42.23	9.8	—	—
Managers, marketing, advertising, and public relations	50.61	13.0	50.61	13.0	—	—
Administrators, education and related fields	37.99	9.8	27.80	7.9	—	—
Managers, medicine and health	40.97	9.6	35.35	10.2	—	—
Managers, service organizations, n.e.c.	24.75	12.1	25.16	12.9	—	—
Managers and administrators, n.e.c.	49.06	7.8	49.45	7.9	—	—
Management related	28.22	3.4	29.68	3.5	24.58	5.8
Accountants and auditors	28.41	4.9	28.48	5.4	—	—
Other financial officers	35.66	9.9	36.53	10.1	—	—
Management analysts	29.27	5.3	29.00	5.4	—	—
Personnel, training, and labor relations specialists	23.50	9.0	—	—	—	—

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 2001 — 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	\$27.94	13.0	–	–	–	–
Management related, n.e.c.	27.02	7.2	\$30.33	6.9	\$21.55	5.7
Sales	15.35	11.8	15.31	11.9	–	–
Supervisors, sales	18.50	17.3	18.27	17.8	–	–
Sales workers, apparel	8.05	7.6	8.05	7.6	–	–
Sales workers, other commodities	14.48	29.3	14.48	29.3	–	–
Cashiers	11.33	6.3	11.33	6.3	–	–
Administrative support, including clerical	16.95	2.2	16.27	2.7	18.84	2.9
Supervisors, general office	24.00	6.8	–	–	–	–
Computer operators	19.65	13.1	–	–	–	–
Secretaries	19.09	3.7	18.53	4.8	20.37	4.2
Stenographers	22.37	13.3	–	–	–	–
Typists	17.03	10.1	–	–	–	–
Transportation ticket and reservation agents	13.80	18.9	13.80	18.9	–	–
Receptionists	12.09	2.8	12.09	2.8	–	–
Order clerks	16.51	9.7	16.51	9.7	–	–
Library clerks	16.62	5.8	–	–	17.69	5.8
File clerks	11.09	7.0	–	–	–	–
Records clerks, n.e.c.	18.60	5.5	19.20	5.8	–	–
Bookkeepers, accounting and auditing clerks	16.70	4.9	16.52	5.7	17.76	2.6
Billing clerks	14.80	11.7	–	–	–	–
Dispatchers	21.43	9.2	–	–	24.69	4.2
Traffic, shipping and receiving clerks	17.89	14.0	17.89	14.0	–	–
Stock and inventory clerks	14.00	5.3	13.84	5.6	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	17.35	4.2	16.99	4.7	–	–
Investigators and adjusters, except insurance	17.28	8.5	–	–	–	–
Eligibility clerks, social welfare	19.90	12.9	–	–	–	–
General office clerks	15.97	3.2	15.71	4.8	16.42	2.6
Bank tellers	11.78	3.6	11.78	3.6	–	–
Data entry keyers	14.35	5.8	14.35	5.8	–	–
Teachers' aides	14.68	4.3	–	–	14.74	4.4
Administrative support, n.e.c.	18.35	4.0	18.33	4.8	18.38	7.0
Blue collar	17.86	5.5	17.18	6.1	23.57	4.5
Precision production, craft, and repair	22.78	7.8	22.01	9.1	27.84	4.4
Supervisors, mechanics and repairers	27.56	9.6	24.75	11.7	–	–
Industrial machinery repairers	23.56	5.8	–	–	–	–
Electronic repairers, communications and industrial equipment	19.57	8.3	18.55	5.1	–	–
Mechanics and repairers, n.e.c.	21.64	8.5	19.74	8.4	27.77	10.7
Electricians	36.47	8.7	–	–	–	–
Construction trades, n.e.c.	20.00	6.3	–	–	–	–
Supervisors, production	26.50	9.3	26.50	9.3	–	–
Electrical and electronic equipment assemblers ..	11.94	13.5	11.94	13.5	–	–
Machine operators, assemblers, and inspectors	15.17	5.4	15.17	5.4	–	–
Miscellaneous machine operators, n.e.c.	13.63	6.6	13.63	6.6	–	–
Assemblers	18.31	10.4	18.31	10.4	–	–
Transportation and material moving	18.07	9.4	17.67	11.6	19.76	4.7
Truck drivers	18.33	7.3	18.28	7.8	–	–
Industrial truck and tractor equipment operators ..	18.78	15.4	18.78	15.4	–	–
Handlers, equipment cleaners, helpers, and laborers	12.35	8.5	11.50	8.9	19.59	4.0
Groundskeepers and gardeners, except farm	17.04	17.1	–	–	–	–
Stock handlers and baggers	11.05	5.1	11.05	5.1	–	–

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 2001 — 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						
Freight, stock, and material handlers, n.e.c.	\$16.51	11.9	\$16.51	11.9	—	—
Hand packers and packagers	8.74	4.0	8.74	4.0	—	—
Laborers, except construction, n.e.c.	13.49	11.5	11.72	11.6	—	—
Service	14.97	5.9	11.17	3.9	\$23.71	4.0
Protective service	19.80	15.6	10.42	8.8	28.14	3.1
Firefighting	25.83	10.3	—	—	25.83	10.3
Police and detectives, public service	31.75	3.2	—	—	31.75	3.2
Sheriffs, bailiffs, and other law enforcement officers	23.45	9.4	—	—	23.45	9.4
Correctional institution officers	24.64	1.1	—	—	24.64	1.1
Guards and police, except public service	10.51	9.5	10.30	8.8	—	—
Food service	10.81	5.0	10.46	5.6	14.57	10.1
Waiters, waitresses, and bartenders	9.35	11.5	9.35	11.5	—	—
Waiters and waitresses	9.76	22.1	9.76	22.1	—	—
Waiters/Waitresses' assistants	8.72	10.5	8.72	10.5	—	—
Other food service	11.48	4.6	11.04	4.7	14.57	10.1
Cooks	13.30	7.9	12.77	8.2	—	—
Kitchen workers, food preparation	10.79	4.8	10.57	5.0	—	—
Food preparation, n.e.c.	10.28	7.4	9.90	8.0	—	—
Health service	13.60	3.8	12.66	3.4	17.99	8.3
Health aides, except nursing	16.50	7.3	15.10	5.0	20.09	12.9
Nursing aides, orderlies and attendants	12.77	3.8	12.07	3.4	16.84	9.1
Cleaning and building service	12.47	7.4	10.73	5.9	18.52	5.7
Maids and housemen	11.26	7.3	11.18	7.5	—	—
Janitors and cleaners	12.62	8.7	10.56	6.8	18.53	5.8
Personal service	14.88	11.3	13.87	11.9	17.41	20.2
Attendants, amusement, and recreation facilities	10.45	13.4	—	—	—	—
Child care workers, n.e.c.	15.57	26.0	—	—	—	—
Service, n.e.c.	12.19	5.8	11.28	4.6	—	—

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

² 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 2001

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$24.46	2.8	\$23.37	3.4	\$28.18	3.4
All excluding sales	24.87	2.9	23.81	3.6	28.18	3.4
White collar	28.60	2.6	28.19	3.1	29.84	5.0
White collar excluding sales	29.68	2.7	29.61	3.1	29.85	5.0
Professional specialty and technical	35.03	2.6	34.94	2.9	35.23	5.4
Professional specialty	37.35	2.6	37.44	2.8	37.18	5.4
Engineers, architects, and surveyors	39.30	2.6	39.63	2.6	35.64	9.1
Civil engineers	35.92	5.9	33.78	4.2	37.49	9.1
Electrical and electronic engineers	41.20	4.8	41.19	4.8	—	—
Industrial engineers	38.97	13.0	38.97	13.0	—	—
Engineers, n.e.c.	39.22	3.4	39.79	3.1	—	—
Mathematical and computer scientists	38.76	3.7	39.09	3.7	—	—
Computer systems analysts and scientists	38.45	4.0	38.78	4.0	—	—
Natural scientists	31.07	9.5	34.35	10.4	—	—
Health related	29.33	4.9	27.71	5.0	31.94	9.5
Physicians	30.94	18.9	—	—	35.89	23.3
Registered nurses	29.25	4.3	29.54	5.7	28.56	5.1
Teachers, college and university	47.13	11.1	52.03	11.5	41.16	20.0
Teachers, except college and university	40.05	6.8	22.17	12.4	41.95	6.4
Prekindergarten and kindergarten	16.93	18.2	—	—	—	—
Elementary school teachers	47.52	4.1	25.33	10.1	48.25	3.8
Secondary school teachers	42.87	11.5	27.54	18.8	—	—
Vocational and educational counselors	26.82	12.9	—	—	—	—
Librarians, archivists, and curators	27.45	5.0	—	—	—	—
Librarians	27.45	5.0	—	—	—	—
Social scientists and urban planners	35.52	8.0	—	—	30.39	5.5
Psychologists	30.39	5.5	—	—	30.39	5.5
Social, recreation, and religious workers	24.72	4.4	23.42	6.5	25.61	6.6
Social workers	25.98	5.9	—	—	27.12	6.1
Lawyers and judges	59.92	7.9	—	—	—	—
Lawyers	59.92	7.9	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.91	13.9	28.31	13.4	—	—
Professional, n.e.c.	21.42	7.9	—	—	—	—
Technical	25.90	3.9	26.92	4.7	21.72	3.6
Licensed practical nurses	21.59	6.7	19.43	1.6	—	—
Health technologists and technicians, n.e.c.	18.36	4.7	—	—	20.09	2.6
Electrical and electronic technicians	23.88	3.8	23.88	3.8	—	—
Airplane pilots and navigators	132.64	19.3	132.64	19.3	—	—
Computer programmers	28.07	4.5	28.07	4.5	—	—
Technical and related, n.e.c.	26.34	3.7	27.81	3.3	20.99	5.0
Executive, administrative, and managerial	36.64	4.2	38.53	4.7	29.98	6.8
Executives, administrators, and managers	43.63	5.4	44.80	6.1	37.77	7.0
Administrators and officials, public administration	35.67	9.4	—	—	35.67	9.4
Financial managers	42.23	9.8	42.23	9.8	—	—
Managers, marketing, advertising, and public relations	50.61	13.0	50.61	13.0	—	—
Administrators, education and related fields	38.28	9.8	28.67	7.0	—	—
Managers, medicine and health	40.97	9.6	35.35	10.2	—	—
Managers, service organizations, n.e.c.	24.75	12.1	25.16	12.9	—	—
Managers and administrators, n.e.c.	49.06	7.8	49.45	7.9	—	—
Management related	28.41	3.4	29.93	3.5	24.62	5.9
Accountants and auditors	28.41	4.9	28.48	5.4	—	—
Other financial officers	35.66	9.9	36.53	10.1	—	—
Management analysts	29.60	5.3	29.00	5.4	—	—
Personnel, training, and labor relations specialists	25.70	4.2	—	—	—	—
Inspectors and compliance officers, except construction	27.94	13.0	—	—	—	—
Management related, n.e.c.	27.03	7.2	30.35	6.9	21.55	5.7
Sales	17.71	12.2	17.66	12.3	—	—
Supervisors, sales	18.50	17.3	18.27	17.8	—	—

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 2001 — 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						
Sales —Continued						
Sales workers, apparel	\$9.37	9.1	\$9.37	9.1	—	—
Sales workers, other commodities	16.52	32.7	16.52	32.7	—	—
Cashiers	12.27	6.9	12.27	6.9	—	—
Administrative support, including clerical	17.42	2.5	16.66	2.9	\$19.80	2.7
Supervisors, general office	24.00	6.8	—	—	—	—
Computer operators	19.65	13.1	—	—	—	—
Secretaries	19.35	3.8	18.87	5.0	20.37	4.2
Typists	18.34	8.2	—	—	—	—
Transportation ticket and reservation agents	14.20	20.2	14.20	20.2	—	—
Receptionists	12.12	3.1	12.12	3.1	—	—
Order clerks	16.41	9.8	16.41	9.8	—	—
File clerks	11.09	7.0	—	—	—	—
Records clerks, n.e.c.	19.04	5.1	19.20	5.8	—	—
Bookkeepers, accounting and auditing clerks	16.71	5.0	16.53	5.8	17.76	2.6
Billing clerks	14.80	11.7	—	—	—	—
Dispatchers	21.16	9.4	—	—	24.44	4.4
Traffic, shipping and receiving clerks	18.20	14.5	18.20	14.5	—	—
Stock and inventory clerks	14.42	5.0	14.27	5.3	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	17.35	4.2	16.99	4.7	—	—
Eligibility clerks, social welfare	19.90	12.9	—	—	—	—
General office clerks	16.75	3.0	16.71	4.7	16.81	2.8
Bank tellers	12.66	2.5	12.66	2.5	—	—
Administrative support, n.e.c.	18.53	3.9	18.53	4.6	18.54	7.2
Blue collar	18.18	5.8	17.48	6.4	23.90	4.6
Precision production, craft, and repair						
Supervisors, mechanics and repairers	22.68	7.9	21.88	9.3	27.84	4.4
Industrial machinery repairers	27.56	9.6	24.75	11.7	—	—
Electronic repairers, communications and industrial equipment	23.56	5.8	—	—	—	—
Mechanics and repairers, n.e.c.	19.59	8.3	18.56	5.2	—	—
Electricians	21.64	8.5	19.74	8.4	27.77	10.7
Supervisors, production	36.47	8.7	—	—	—	—
Electrical and electronic equipment assemblers ..	26.50	9.3	26.50	9.3	—	—
	11.94	13.5	11.94	13.5	—	—
Machine operators, assemblers, and inspectors						
Miscellaneous machine operators, n.e.c.	15.18	5.5	15.18	5.5	—	—
Assemblers	13.63	6.6	13.63	6.6	—	—
	18.31	10.4	18.31	10.4	—	—
Transportation and material moving						
Truck drivers	18.37	9.9	18.00	12.4	19.95	4.9
Industrial truck and tractor equipment operators ..	18.45	7.6	18.41	8.1	—	—
	18.78	15.4	18.78	15.4	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	12.69	10.4	11.67	11.0	20.20	3.5
Stock handlers and baggers	17.04	17.1	—	—	—	—
Freight, stock, and material handlers, n.e.c.	11.40	6.5	11.40	6.5	—	—
Hand packers and packagers	19.07	9.9	19.07	9.9	—	—
Laborers, except construction, n.e.c.	8.74	4.0	8.74	4.0	—	—
	15.30	8.5	13.51	8.5	—	—
Service						
Protective service	16.42	6.1	11.70	4.2	25.02	4.0
Firefighting	24.93	6.7	13.03	12.5	28.36	3.2
Police and detectives, public service	25.83	10.3	—	—	25.83	10.3
Sheriffs, bailiffs, and other law enforcement officers	31.75	3.2	—	—	31.75	3.2
Correctional institution officers	23.45	9.4	—	—	23.45	9.4
Guards and police, except public service	24.64	1.1	—	—	24.64	1.1
Food service	13.44	13.3	13.04	14.3	—	—
	10.63	5.9	10.49	6.2	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001 — 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						
Food service—Continued						
Writers, waitresses, and bartenders	\$9.59	12.6	\$9.59	12.6	—	—
Writers/Waitresses' assistants	8.84	11.1	8.84	11.1	—	—
Other food service	11.18	5.1	10.99	5.1	—	—
Cooks	14.25	5.5	13.65	5.5	—	—
Kitchen workers, food preparation	10.25	5.7	10.25	5.7	—	—
Food preparation, n.e.c.	9.62	6.9	9.50	6.9	—	—
Health service	13.38	4.9	12.06	4.5	\$18.36	8.8
Health aides, except nursing	17.29	9.8	—	—	—	—
Nursing aides, orderlies and attendants	12.43	4.7	11.49	4.1	17.14	9.8
Cleaning and building service	12.74	8.1	10.94	6.5	18.59	5.9
Maid and housemen	11.29	7.4	11.22	7.5	—	—
Janitors and cleaners	12.95	9.7	10.80	7.8	18.61	6.0
Personal service	18.38	13.5	16.78	13.8	—	—
Child care workers, n.e.c.	19.69	29.3	—	—	—	—
Service, n.e.c.	12.33	7.1	11.22	5.7	—	—

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

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

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

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

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

Table 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 2001

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	\$14.88	5.8	\$14.10	6.8	\$18.19	5.6
All excluding sales	16.00	6.7	15.36	8.3	18.19	5.6
White collar	17.75	5.4	17.02	7.0	19.91	7.8
White collar excluding sales	21.12	5.0	21.75	6.1	19.91	7.8
Professional specialty and technical	28.97	3.5	29.31	4.2	27.99	6.2
Professional specialty	30.16	3.8	30.53	4.6	29.24	6.5
Health related	33.02	3.1	32.78	3.5	34.02	5.8
Registered nurses	33.24	1.6	33.46	2.0	32.35	2.1
Teachers, college and university	26.63	12.9	26.15	5.6	—	—
Other post-secondary teachers	26.42	15.6	—	—	—	—
Teachers, except college and university	18.91	12.7	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.10	4.1	—	—	—	—
Social workers	19.05	4.4	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	23.26	7.5	24.43	7.4	16.66	10.2
Executive, administrative, and managerial	17.22	14.0	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.83	6.2	8.83	6.2	—	—
Sales workers, apparel	7.43	5.4	7.43	5.4	—	—
Sales workers, other commodities	8.70	5.4	8.70	5.4	—	—
Cashiers	9.92	10.4	9.92	10.4	—	—
Administrative support, including clerical	13.76	3.3	12.79	5.4	15.08	3.8
Transportation ticket and reservation agents	12.44	15.1	12.44	15.1	—	—
General office clerks	13.40	8.5	13.08	11.1	—	—
Bank tellers	10.77	3.1	10.77	3.1	—	—
Teachers' aides	14.68	4.4	—	—	14.74	4.4
Blue collar	12.98	10.7	12.89	11.4	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	14.56	11.3	13.98	12.6	—	—
Handlers, equipment cleaners, helpers, and laborers	10.77	5.7	10.79	5.9	—	—
Stock handlers and baggers	10.59	7.4	10.59	7.4	—	—
Freight, stock, and material handlers, n.e.c.	11.50	4.6	11.50	4.6	—	—
Service	10.35	5.5	9.91	4.9	13.09	6.3
Protective service	—	—	—	—	—	—
Food service	11.44	8.3	10.29	9.3	—	—
Waiters, waitresses, and bartenders	7.79	7.8	7.79	7.8	—	—
Other food service	12.34	7.6	11.29	8.6	—	—
Health service	14.34	2.9	14.34	3.1	—	—
Health aides, except nursing	14.85	3.1	14.88	3.3	—	—
Nursing aides, orderlies and attendants	14.10	4.2	14.09	4.5	—	—

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 2001 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$9.90	15.4	\$8.90	13.1	—	—
Janitors and cleaners	9.93	15.7	—	—	—	—
Personal service	10.46	7.2	9.71	8.3	\$11.95	8.1
Attendants, amusement, and recreation facilities	10.45	13.4	—	—	—	—
Child care workers, n.e.c.	10.30	7.0	—	—	—	—

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 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 2001

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	\$975	2.7	39.8	\$935	3.5	40.0	\$1,105	2.6	39.2
All excluding sales	990	2.8	39.8	953	3.6	40.0	1,106	2.6	39.2
White collar	1,141	2.5	39.9	1,137	3.2	40.3	1,152	3.7	38.6
White collar excluding sales	1,183	2.5	39.9	1,196	3.2	40.4	1,152	3.7	38.6
Professional specialty and technical	1,389	2.2	39.7	1,425	2.8	40.8	1,318	3.5	37.4
Professional specialty	1,485	2.1	39.8	1,549	2.7	41.4	1,378	3.3	37.1
Engineers, architects, and surveyors	1,629	2.6	41.4	1,648	2.6	41.6	1,421	9.0	39.9
Civil engineers	1,434	5.9	39.9	1,351	4.2	40.0	1,494	9.0	39.9
Electrical and electronic engineers	1,738	4.3	42.2	1,740	4.4	42.2	-	-	-
Industrial engineers	1,724	13.0	44.2	1,724	13.0	44.2	-	-	-
Engineers, n.e.c.	1,609	3.1	41.0	1,634	2.8	41.1	-	-	-
Mathematical and computer scientists	1,610	3.5	41.5	1,626	3.4	41.6	-	-	-
Computer systems analysts and scientists	1,600	3.7	41.6	1,617	3.7	41.7	-	-	-
Natural scientists	1,238	9.6	39.9	1,366	10.7	39.8	-	-	-
Health related	1,198	4.6	40.8	1,097	5.2	39.6	1,375	7.8	43.1
Physicians	1,494	15.4	48.3	-	-	-	1,899	12.1	52.9
Registered nurses	1,153	4.2	39.4	1,158	5.6	39.2	1,141	5.1	40.0
Teachers, college and university Teachers, except college and university	1,828	11.3	38.8	1,970	12.7	37.9	1,646	20.0	40.0
Prekindergarten and kindergarten	1,395	4.1	34.8	870	12.0	39.2	1,445	3.6	34.4
Elementary school teachers	625	13.1	36.9	-	-	-	-	-	-
Secondary school teachers	1,503	2.9	31.6	985	11.3	38.9	1,517	2.7	31.4
Vocational and educational counselors	1,399	7.6	32.6	1,078	17.8	39.1	-	-	-
Librarians, archivists, and curators	1,067	5.0	38.9	-	-	-	-	-	-
Librarians	1,067	5.0	38.9	-	-	-	-	-	-
Social scientists and urban planners	1,556	8.6	43.8	-	-	-	1,216	5.5	40.0
Psychologists	1,216	5.5	40.0	-	-	-	1,216	5.5	40.0
Social, recreation, and religious workers	1,072	8.8	43.4	1,158	17.2	49.4	1,024	6.6	40.0
Social workers	1,039	5.9	40.0	-	-	-	1,085	6.1	40.0
Lawyers and judges	2,449	7.3	40.9	-	-	-	-	-	-
Lawyers	2,449	7.3	40.9	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,118	17.6	41.5	1,182	17.6	41.8	-	-	-
Professional, n.e.c.	890	10.6	41.5	-	-	-	-	-	-
Technical	1,016	3.5	39.2	1,051	4.1	39.0	869	3.6	40.0
Licensed practical nurses	854	7.2	39.6	763	2.0	39.3	-	-	-
Health technologists and technicians, n.e.c.	730	4.7	39.7	-	-	-	804	2.6	40.0
Electrical and electronic technicians	955	3.8	40.0	955	3.8	40.0	-	-	-
Airplane pilots and navigators	2,727	7.8	20.6	2,727	7.8	20.6	-	-	-
Computer programmers	1,122	5.3	40.0	1,122	5.3	40.0	-	-	-
Technical and related, n.e.c.	1,038	5.3	39.4	1,092	6.4	39.3	840	5.0	40.0
Executive, administrative, and managerial	1,497	4.2	40.9	1,581	4.6	41.0	1,208	7.1	40.3
Executives, administrators, and managers	1,781	5.4	40.8	1,828	6.1	40.8	1,543	7.3	40.9
Administrators and officials, public administration	1,424	9.3	39.9	-	-	-	1,424	9.3	39.9

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001 — 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 —Continued									
Executives, administrators, and managers —Continued									
Financial managers	\$1,664	9.2	39.4	\$1,664	9.2	39.4	—	—	—
Managers, marketing, advertising, and public relations	2,031	12.8	40.1	2,031	12.8	40.1	—	—	—
Administrators, education and related fields	1,582	8.0	41.3	1,116	7.3	38.9	—	—	—
Managers, medicine and health	1,721	10.4	42.0	1,455	10.3	41.1	—	—	—
Managers, service organizations, n.e.c.	979	13.9	39.5	994	15.0	39.5	—	—	—
Managers and administrators, n.e.c.	2,019	8.0	41.1	2,036	8.1	41.2	—	—	—
Management related	1,163	3.5	40.9	1,237	3.4	41.3	\$983	5.9	39.9
Accountants and auditors	1,143	4.8	40.2	1,147	5.3	40.3	—	—	—
Other financial officers	1,426	9.9	40.0	1,461	10.1	40.0	—	—	—
Management analysts	1,320	5.7	44.6	1,302	6.0	44.9	—	—	—
Personnel, training, and labor relations specialists	1,064	7.2	41.4	—	—	—	—	—	—
Inspectors and compliance officers, except construction	1,162	13.1	41.6	—	—	—	—	—	—
Management related, n.e.c.	1,101	7.3	40.7	1,250	6.2	41.2	862	5.7	40.0
Sales	710	13.6	40.1	708	13.7	40.1	—	—	—
Supervisors, sales	741	17.4	40.0	732	17.9	40.0	—	—	—
Sales workers, apparel	345	8.2	36.8	345	8.2	36.8	—	—	—
Sales workers, other commodities	636	33.1	38.5	636	33.1	38.5	—	—	—
Cashiers	483	6.7	39.4	483	6.7	39.4	—	—	—
Administrative support, including clerical									
Supervisors, general office	689	2.5	39.5	657	3.0	39.4	790	2.7	39.9
Computer operators	960	6.8	40.0	—	—	—	—	—	—
Secretaries	786	13.1	40.0	—	—	—	—	—	—
Typists	746	5.6	38.6	718	7.6	38.1	808	4.5	39.7
Typists	728	7.9	39.7	—	—	—	—	—	—
Transportation ticket and reservation agents	568	20.2	40.0	568	20.2	40.0	—	—	—
Receptionists	480	3.4	39.6	480	3.4	39.6	—	—	—
Order clerks	656	9.8	40.0	656	9.8	40.0	—	—	—
File clerks	444	7.0	40.0	—	—	—	—	—	—
Records clerks, n.e.c.	740	4.8	38.9	746	5.5	38.8	—	—	—
Bookkeepers, accounting and auditing clerks	652	5.7	39.0	642	6.6	38.8	710	2.6	40.0
Billing clerks	592	11.7	40.0	—	—	—	—	—	—
Dispatchers	846	9.4	40.0	—	—	—	977	4.4	40.0
Traffic, shipping and receiving clerks	728	14.5	40.0	728	14.5	40.0	—	—	—
Stock and inventory clerks	573	5.1	39.7	566	5.4	39.7	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	694	4.2	40.0	680	4.7	40.0	—	—	—
Eligibility clerks, social welfare	796	12.9	40.0	—	—	—	—	—	—
General office clerks	666	2.9	39.8	662	4.4	39.6	672	2.8	40.0
Bank tellers	506	2.5	40.0	506	2.5	40.0	—	—	—
Administrative support, n.e.c.	740	3.9	39.9	740	4.6	39.9	742	7.2	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 2001 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar	\$724	5.7	39.8	\$696	6.4	39.8	\$954	4.6	39.9
Precision production, craft, and repair	902	7.9	39.8	870	9.3	39.7	1,113	4.4	40.0
Supervisors, mechanics and repairers	1,102	9.6	40.0	990	11.7	40.0	—	—	—
Industrial machinery repairers	907	7.5	38.5	—	—	—	—	—	—
Electronic repairers, communications and industrial equipment	784	8.3	40.0	742	5.2	40.0	—	—	—
Mechanics and repairers, n.e.c.	866	8.5	40.0	790	8.4	40.0	1,111	10.7	40.0
Electricians	1,459	8.7	40.0	—	—	—	—	—	—
Supervisors, production	1,060	9.3	40.0	1,060	9.3	40.0	—	—	—
Electrical and electronic equipment assemblers	477	13.5	40.0	477	13.5	40.0	—	—	—
Machine operators, assemblers, and inspectors	606	5.5	39.9	606	5.5	39.9	—	—	—
Miscellaneous machine operators, n.e.c.	545	6.6	40.0	545	6.6	40.0	—	—	—
Assemblers	732	10.4	40.0	732	10.4	40.0	—	—	—
Transportation and material moving	738	10.2	40.2	725	12.6	40.3	791	5.4	39.6
Truck drivers	750	8.5	40.7	749	9.1	40.7	—	—	—
Industrial truck and tractor equipment operators	751	15.4	40.0	751	15.4	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	503	10.1	39.6	461	10.6	39.5	808	3.5	40.0
Groundskeepers and gardeners, except farm	682	17.1	40.0	—	—	—	—	—	—
Stock handlers and baggers	442	6.7	38.8	442	6.7	38.8	—	—	—
Freight, stock, and material handlers, n.e.c.	763	9.9	40.0	763	9.9	40.0	—	—	—
Hand packers and packagers	338	5.5	38.7	338	5.5	38.7	—	—	—
Laborers, except construction, n.e.c.	612	8.5	40.0	540	8.5	40.0	—	—	—
Service	651	6.3	39.6	455	3.9	38.9	1,028	4.7	41.1
Protective service	1,037	7.5	41.6	524	12.7	40.2	1,192	4.1	42.1
Firefighting	1,369	10.3	53.0	—	—	—	1,369	10.3	53.0
Police and detectives, public service	1,270	3.2	40.0	—	—	—	1,270	3.2	40.0
Sheriffs, bailiffs, and other law enforcement officers	938	9.4	40.0	—	—	—	938	9.4	40.0
Correctional institution officers	1,001	1.7	40.6	—	—	—	1,001	1.7	40.6
Guards and police, except public service	540	13.4	40.2	525	14.5	40.2	—	—	—
Food service	429	7.4	40.3	423	7.7	40.3	—	—	—
Waiters, waitresses, and bartenders	387	13.5	40.4	387	13.5	40.4	—	—	—
Waiters'/Waitresses' assistants	338	14.3	38.2	338	14.3	38.2	—	—	—
Other food service	451	6.6	40.3	443	6.8	40.3	—	—	—
Cooks	645	9.9	45.3	629	12.1	46.1	—	—	—
Kitchen workers, food preparation	394	6.4	38.4	394	6.4	38.4	—	—	—
Food preparation, n.e.c.	385	6.9	40.0	380	6.9	40.0	—	—	—
Health service	528	5.0	39.4	474	4.8	39.3	734	8.8	40.0
Health aides, except nursing ..	692	9.8	40.0	—	—	—	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Health service—Continued									
Nursing aides, orderlies and attendants	\$488	4.9	39.3	\$450	4.4	39.1	\$685	9.8	40.0
Cleaning and building service	508	8.1	39.9	436	6.4	39.8	743	5.9	40.0
Maids and housemen	449	7.5	39.7	446	7.6	39.7	—	—	—
Janitors and cleaners	516	9.7	39.9	430	7.7	39.8	744	6.0	40.0
Personal service	586	10.8	31.9	512	6.9	30.5	—	—	—
Child care workers, n.e.c.	741	26.1	37.6	—	—	—	—	—	—
Service, n.e.c.	481	8.5	39.0	436	8.0	38.8	—	—	—

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 2001

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	\$49,387	2.7	2,019	\$48,359	3.5	2,069	\$52,532	2.6	1,864
All excluding sales	50,110	2.8	2,015	49,259	3.6	2,068	52,529	2.6	1,864
White collar	57,174	2.5	1,999	58,801	3.2	2,086	52,993	3.7	1,776
White collar excluding sales	59,099	2.5	1,991	61,795	3.2	2,087	52,989	3.7	1,775
Professional specialty and technical	66,778	2.2	1,906	73,177	2.8	2,095	56,293	3.5	1,598
Professional specialty	70,033	2.1	1,875	79,205	2.7	2,116	57,484	3.3	1,546
Engineers, architects, and surveyors	84,612	2.6	2,153	85,711	2.6	2,163	72,961	9.0	2,047
Civil engineers	74,548	5.9	2,076	70,261	4.2	2,080	77,682	9.0	2,072
Electrical and electronic engineers	90,388	4.3	2,194	90,455	4.4	2,196	-	-	-
Industrial engineers	89,625	13.0	2,300	89,625	13.0	2,300	-	-	-
Engineers, n.e.c.	83,430	3.1	2,127	84,972	2.8	2,136	-	-	-
Mathematical and computer scientists	83,701	3.5	2,159	84,543	3.4	2,163	-	-	-
Computer systems analysts and scientists	83,224	3.7	2,164	84,097	3.7	2,168	-	-	-
Natural scientists	63,696	9.6	2,050	71,055	10.7	2,069	-	-	-
Health related	61,526	4.6	2,098	56,981	5.2	2,056	69,251	7.8	2,168
Physicians	77,685	15.4	2,511	-	-	-	98,741	12.1	2,751
Registered nurses	59,953	4.2	2,050	60,204	5.6	2,038	59,353	5.1	2,078
Teachers, college and university	76,501	11.3	1,623	78,629	12.7	1,511	73,436	20.0	1,784
Teachers, except college and university	52,417	4.1	1,309	36,796	12.0	1,660	53,699	3.6	1,280
Prekindergarten and kindergarten	28,348	13.1	1,675	-	-	-	-	-	-
Elementary school teachers	55,738	2.9	1,173	41,125	11.3	1,624	56,082	2.7	1,162
Secondary school teachers	53,480	7.6	1,248	45,079	17.8	1,637	-	-	-
Vocational and educational counselors	51,325	10.4	1,914	-	-	-	-	-	-
Librarians, archivists, and curators	55,086	5.0	2,007	-	-	-	-	-	-
Librarians	55,086	5.0	2,007	-	-	-	-	-	-
Social scientists and urban planners	80,886	8.6	2,277	-	-	-	63,217	5.5	2,080
Psychologists	63,217	5.5	2,080	-	-	-	63,217	5.5	2,080
Social, recreation, and religious workers	55,741	8.8	2,255	60,195	17.2	2,570	53,272	6.6	2,080
Social workers	54,039	5.9	2,080	-	-	-	56,408	6.1	2,080
Lawyers and judges	127,356	7.3	2,125	-	-	-	-	-	-
Lawyers	127,356	7.3	2,125	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	57,432	17.6	2,134	61,473	17.6	2,172	-	-	-
Professional, n.e.c.	44,824	10.6	2,092	-	-	-	-	-	-
Technical	52,827	3.5	2,040	54,665	4.1	2,030	45,172	3.6	2,080
Licensed practical nurses	44,425	7.2	2,058	39,689	2.0	2,043	-	-	-
Health technologists and technicians, n.e.c.	37,949	4.7	2,067	-	-	-	41,784	2.6	2,080
Electrical and electronic technicians	49,669	3.8	2,080	49,669	3.8	2,080	-	-	-
Airplane pilots and navigators	141,823	7.8	1,069	141,823	7.8	1,069	-	-	-
Computer programmers	58,357	5.3	2,079	58,357	5.3	2,079	-	-	-
Technical and related, n.e.c.	53,999	5.3	2,050	56,777	6.4	2,042	43,662	5.0	2,080
Executive, administrative, and managerial	77,159	4.2	2,106	82,179	4.6	2,133	60,478	7.1	2,017
Executives, administrators, and managers	91,807	5.4	2,104	95,072	6.1	2,122	76,305	7.3	2,020
Administrators and officials, public administration	74,038	9.3	2,075	-	-	-	74,038	9.3	2,075

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 2001 — 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 —Continued									
Executives, administrators, and managers —Continued									
Financial managers	\$86,527	9.2	2,049	\$86,527	9.2	2,049	—	—	—
Managers, marketing, advertising, and public relations	105,607	12.8	2,087	105,607	12.8	2,087	—	—	—
Administrators, education and related fields	69,109	8.0	1,805	58,041	7.3	2,024	—	—	—
Managers, medicine and health	89,472	10.4	2,184	75,634	10.3	2,140	—	—	—
Managers, service organizations, n.e.c.	50,888	13.9	2,056	51,679	15.0	2,054	—	—	—
Managers and administrators, n.e.c.	104,975	8.0	2,140	105,879	8.1	2,141	—	—	—
Management related	59,883	3.5	2,108	64,262	3.4	2,147	\$49,615	5.9	2,015
Accountants and auditors	59,422	4.8	2,092	59,668	5.3	2,095	—	—	—
Other financial officers	74,172	9.9	2,080	75,979	10.1	2,080	—	—	—
Management analysts	68,621	5.7	2,318	67,683	6.0	2,334	—	—	—
Personnel, training, and labor relations specialists	55,306	7.2	2,152	—	—	—	—	—	—
Inspectors and compliance officers, except construction	60,438	13.1	2,163	—	—	—	—	—	—
Management related, n.e.c.	55,734	7.3	2,062	64,833	6.2	2,136	42,031	5.7	1,951
Sales	36,848	13.6	2,081	36,754	13.7	2,081	—	—	—
Supervisors, sales	38,509	17.4	2,082	38,040	17.9	2,082	—	—	—
Sales workers, apparel	17,959	8.2	1,916	17,959	8.2	1,916	—	—	—
Sales workers, other commodities	32,822	33.1	1,986	32,822	33.1	1,986	—	—	—
Cashiers	25,131	6.7	2,048	25,131	6.7	2,048	—	—	—
Administrative support, including clerical									
Supervisors, general office	49,914	6.8	2,080	—	—	—	—	—	—
Computer operators	40,878	13.1	2,080	—	—	—	—	—	—
Secretaries	37,935	5.6	1,960	37,289	7.6	1,976	39,279	4.5	1,928
Typists	37,846	7.9	2,064	—	—	—	—	—	—
Transportation ticket and reservation agents	29,546	20.2	2,080	29,546	20.2	2,080	—	—	—
Receptionists	24,954	3.4	2,059	24,954	3.4	2,059	—	—	—
Order clerks	34,131	9.8	2,080	34,131	9.8	2,080	—	—	—
File clerks	23,064	7.0	2,080	—	—	—	—	—	—
Records clerks, n.e.c.	38,505	4.8	2,022	38,777	5.5	2,019	—	—	—
Bookkeepers, accounting and auditing clerks	33,884	5.7	2,028	33,386	6.6	2,019	36,931	2.6	2,080
Billing clerks	30,784	11.7	2,080	—	—	—	—	—	—
Dispatchers	44,003	9.4	2,080	—	—	—	50,829	4.4	2,080
Traffic, shipping and receiving clerks	37,853	14.5	2,080	37,853	14.5	2,080	—	—	—
Stock and inventory clerks	29,772	5.1	2,065	29,458	5.4	2,064	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	36,080	4.2	2,080	35,339	4.7	2,080	—	—	—
Eligibility clerks, social welfare	40,582	12.9	2,040	—	—	—	—	—	—
General office clerks	34,632	2.9	2,068	34,440	4.4	2,062	34,923	2.8	2,077
Bank tellers	26,335	2.5	2,080	26,335	2.5	2,080	—	—	—
Administrative support, n.e.c.	38,307	3.9	2,067	38,185	4.6	2,061	38,561	7.2	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 2001 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar	\$37,363	5.7	2,055	\$35,911	6.4	2,054	\$49,260	4.6	2,061
Precision production, craft, and repair	46,868	7.9	2,067	45,179	9.3	2,064	57,900	4.4	2,080
Supervisors, mechanics and repairers	57,322	9.6	2,080	51,489	11.7	2,080	—	—	—
Industrial machinery repairers	47,185	7.5	2,003	—	—	—	—	—	—
Electronic repairers, communications and industrial equipment	40,744	8.3	2,080	38,602	5.2	2,080	—	—	—
Mechanics and repairers, n.e.c.	44,612	8.5	2,062	40,594	8.4	2,056	57,768	10.7	2,080
Electricians	75,863	8.7	2,080	—	—	—	—	—	—
Supervisors, production	55,118	9.3	2,080	55,118	9.3	2,080	—	—	—
Electrical and electronic equipment assemblers	24,827	13.5	2,080	24,827	13.5	2,080	—	—	—
Machine operators, assemblers, and inspectors	31,468	5.5	2,073	31,468	5.5	2,073	—	—	—
Miscellaneous machine operators, n.e.c.	28,356	6.6	2,080	28,356	6.6	2,080	—	—	—
Assemblers	38,085	10.4	2,080	38,085	10.4	2,080	—	—	—
Transportation and material moving	37,929	10.2	2,064	37,386	12.6	2,077	40,146	5.4	2,012
Truck drivers	39,014	8.5	2,114	38,965	9.1	2,117	—	—	—
Industrial truck and tractor equipment operators	37,803	15.4	2,012	37,803	15.4	2,012	—	—	—
Handlers, equipment cleaners, helpers, and laborers	25,493	10.1	2,009	23,331	10.6	1,999	42,015	3.5	2,080
Groundskeepers and gardeners, except farm	35,442	17.1	2,080	—	—	—	—	—	—
Stock handlers and baggers	22,984	6.7	2,017	22,984	6.7	2,017	—	—	—
Freight, stock, and material handlers, n.e.c.	39,665	9.9	2,080	39,665	9.9	2,080	—	—	—
Hand packers and packagers	16,233	5.5	1,857	16,233	5.5	1,857	—	—	—
Laborers, except construction, n.e.c.	31,395	8.5	2,051	27,559	8.5	2,040	—	—	—
Service	33,610	6.3	2,047	23,581	3.9	2,016	52,663	4.7	2,105
Protective service	53,404	7.5	2,143	27,223	12.7	2,089	61,202	4.1	2,158
Firefighting	71,184	10.3	2,756	—	—	—	71,184	10.3	2,756
Police and detectives, public service	66,034	3.2	2,080	—	—	—	66,034	3.2	2,080
Sheriffs, bailiffs, and other law enforcement officers	48,766	9.4	2,080	—	—	—	48,766	9.4	2,080
Correctional institution officers	52,030	1.7	2,112	—	—	—	52,030	1.7	2,112
Guards and police, except public service	26,860	13.4	1,999	27,274	14.5	2,091	—	—	—
Food service	22,291	7.4	2,097	22,002	7.7	2,097	—	—	—
Waiters, waitresses, and bartenders	20,147	13.5	2,101	20,147	13.5	2,101	—	—	—
Waiters'/Waitresses' assistants	17,566	14.3	1,988	17,566	14.3	1,988	—	—	—
Other food service	23,428	6.6	2,095	23,020	6.8	2,095	—	—	—
Cooks	33,556	9.9	2,355	32,691	12.1	2,395	—	—	—
Kitchen workers, food preparation	20,476	6.4	1,998	20,476	6.4	1,998	—	—	—
Food preparation, n.e.c.	20,016	6.9	2,080	19,769	6.9	2,080	—	—	—
Health service	27,432	5.0	2,050	24,633	4.8	2,042	38,184	8.8	2,080
Health aides, except nursing ..	35,972	9.8	2,080	—	—	—	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Health service—Continued									
Nursing aides, orderlies and attendants	\$25,392	4.9	2,043	\$23,384	4.4	2,035	\$35,641	9.8	2,080
Cleaning and building service	26,299	8.1	2,065	22,545	6.4	2,060	38,659	5.9	2,080
Maids and housemen	23,342	7.5	2,067	23,186	7.6	2,067	—	—	—
Janitors and cleaners	26,730	9.7	2,064	22,228	7.7	2,058	38,703	6.0	2,080
Personal service	29,622	10.8	1,611	26,560	6.9	1,583	—	—	—
Child care workers, n.e.c.	34,770	26.1	1,766	—	—	—	—	—	—
Service, n.e.c.	24,975	8.5	2,025	22,585	8.0	2,012	—	—	—

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 2001

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	\$23.36	2.7	\$22.26	3.3	\$27.19	3.6
All excluding sales	23.94	2.8	22.92	3.5	27.19	3.6
White collar	27.45	2.7	27.00	3.1	28.79	5.3
1	8.74	10.2	8.74	10.2	—	—
2	12.96	9.7	13.05	10.8	12.25	8.5
3	12.77	3.5	12.20	3.4	17.98	4.8
4	15.37	3.1	14.93	3.5	17.55	4.0
5	18.36	3.2	17.83	4.0	19.33	5.6
6	25.00	14.7	20.88	3.9	34.98	23.7
7	25.05	4.7	23.92	2.7	26.43	9.2
8	25.76	4.0	25.87	4.6	25.14	6.5
9	33.06	3.1	31.99	3.2	34.36	5.2
10	31.78	4.0	33.05	4.7	28.62	6.6
11	40.86	3.5	41.85	3.8	35.30	6.3
12	43.17	4.7	42.98	5.0	45.88	5.9
13	53.42	3.2	53.86	3.4	49.92	9.2
14	59.97	5.6	59.11	6.4	—	—
Not able to be leveled	35.61	13.9	36.38	15.1	29.07	18.2
White collar excluding sales	28.94	2.6	28.99	3.0	28.79	5.3
1	11.64	13.6	11.64	13.6	—	—
2	13.98	7.7	14.28	8.3	12.25	8.5
3	13.70	4.4	12.98	4.2	17.98	4.8
4	16.12	3.3	15.72	4.0	17.55	4.0
5	18.47	2.9	17.91	3.0	19.33	5.6
6	26.11	15.1	21.79	3.5	34.98	23.7
7	25.09	4.7	23.98	2.7	26.43	9.2
8	24.94	3.6	24.90	4.1	25.14	6.5
9	32.98	3.1	31.80	3.2	34.40	5.2
10	31.78	4.0	33.05	4.7	28.62	6.6
11	40.79	3.5	41.77	3.8	35.30	6.3
12	44.62	4.1	44.52	4.4	45.88	5.9
13	53.42	3.2	53.86	3.4	49.92	9.2
14	59.97	5.6	59.11	6.4	—	—
Not able to be leveled	36.98	13.9	37.97	15.1	29.07	18.2
Professional specialty and technical	34.49	2.5	34.39	2.7	34.69	5.2
Professional specialty	36.68	2.5	36.74	2.7	36.56	5.2
5	27.30	14.8	—	—	—	—
6	37.29	21.5	22.61	6.8	48.33	10.6
7	30.32	8.3	26.70	5.0	33.35	11.8
8	26.27	4.5	25.95	5.1	28.02	8.1
9	34.42	3.8	32.55	2.3	35.83	5.8
10	31.17	6.4	32.43	8.4	28.56	7.3
11	39.44	3.7	40.42	4.0	34.32	8.3
12	45.71	5.8	45.46	6.0	—	—
13	50.85	4.3	51.05	4.6	49.65	10.7
14	62.18	6.7	61.45	7.5	—	—
Not able to be leveled	36.08	8.0	37.91	7.2	—	—
Engineers, architects, and surveyors	39.30	2.6	39.63	2.6	35.64	9.1
7	28.38	8.7	26.80	7.8	—	—
9	33.46	2.4	33.27	2.5	—	—
11	39.17	3.9	38.88	4.3	—	—
12	46.14	5.3	46.14	5.3	—	—
13	50.71	5.8	51.25	6.2	—	—
Civil engineers	35.92	5.9	33.78	4.2	37.49	9.1
Electrical and electronic engineers	41.20	4.8	41.19	4.8	—	—
12	47.23	9.7	47.23	9.7	—	—
Industrial engineers	38.97	13.0	38.97	13.0	—	—
Engineers, n.e.c.	39.22	3.4	39.79	3.1	—	—
9	33.29	4.8	33.29	4.8	—	—
11	42.50	6.3	42.50	6.3	—	—
12	45.63	3.6	45.63	3.6	—	—
Mathematical and computer scientists	38.76	3.7	39.09	3.7	—	—
7	29.37	2.8	29.37	2.8	—	—
8	31.79	8.5	31.79	8.5	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001 — 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						
9	\$35.21	6.4	\$35.29	6.4	–	–
10	34.95	6.3	–	–	–	–
11	36.64	5.2	36.89	5.7	–	–
12	42.62	4.9	42.62	4.9	–	–
13	49.20	2.8	49.20	2.8	–	–
14	68.43	5.8	68.43	5.8	–	–
Computer systems analysts and scientists	38.45	4.0	38.78	4.0	–	–
7	29.37	2.8	29.37	2.8	–	–
9	35.21	6.4	35.29	6.4	–	–
10	34.95	6.3	–	–	–	–
11	36.10	5.9	36.32	6.6	–	–
12	41.18	4.3	41.18	4.3	–	–
13	49.20	2.8	49.20	2.8	–	–
14	68.43	5.8	68.43	5.8	–	–
Natural scientists	31.07	9.5	34.35	10.4	–	–
Health related	30.74	3.4	29.98	3.5	\$32.44	7.7
7	30.72	8.1	29.18	7.0	–	–
8	26.00	5.4	25.36	5.7	–	–
9	30.72	3.1	32.67	2.0	27.38	5.5
10	31.79	10.1	34.31	11.0	–	–
Physicians	32.35	18.4	–	–	37.51	22.2
Registered nurses	31.11	2.7	31.50	3.3	29.96	3.9
7	31.19	4.7	31.19	4.7	–	–
8	27.34	6.4	26.61	6.8	–	–
9	31.45	2.5	32.67	2.0	28.84	4.4
10	36.08	3.1	–	–	–	–
Teachers, college and university	43.77	10.3	49.75	11.3	37.69	16.5
9	36.18	2.3	–	–	–	–
10	29.02	10.6	30.11	12.0	–	–
11	61.53	15.0	69.00	8.9	–	–
13	40.13	10.9	40.13	10.9	–	–
Psychology teachers	34.62	10.7	34.62	10.7	–	–
Other post-secondary teachers	30.03	12.7	37.01	19.2	–	–
Teachers, except college and university	39.47	7.0	21.37	11.8	41.67	6.5
6	43.98	17.3	15.58	7.0	48.93	9.8
7	39.58	10.8	14.02	15.8	43.40	9.7
8	19.00	19.6	19.00	19.6	–	–
9	39.11	6.1	33.44	6.3	39.35	6.2
10	33.93	21.9	–	–	–	–
Prekindergarten and kindergarten	16.87	18.0	–	–	–	–
Elementary school teachers	47.48	4.1	25.18	9.6	48.25	3.8
9	46.83	.9	–	–	–	–
Secondary school teachers	42.74	11.5	27.40	18.5	–	–
9	45.51	5.4	35.73	5.4	–	–
Teachers, n.e.c.	30.61	2.5	–	–	–	–
Vocational and educational counselors	26.56	12.6	16.77	4.5	–	–
Librarians, archivists, and curators	27.44	5.0	–	–	27.86	3.5
Librarians	27.44	5.0	–	–	27.86	3.5
Social scientists and urban planners	35.00	8.0	–	–	29.38	5.9
Psychologists	29.38	5.9	–	–	29.38	5.9
Social, recreation, and religious workers	23.78	5.0	22.17	8.8	25.08	6.1
8	22.82	13.3	–	–	–	–
9	24.93	7.0	–	–	–	–
11	32.96	8.5	–	–	–	–
Social workers	24.24	7.2	–	–	26.27	5.9
8	22.82	13.3	–	–	–	–
Lawyers and judges	59.92	7.9	–	–	–	–
Lawyers	59.92	7.9	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	27.08	12.9	28.31	13.4	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001 — 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						
Writers, authors, entertainers, athletes, and professionals, n.e.c. –Continued						
Professional, n.e.c.	\$22.68	9.1	–	–	–	–
Technical	25.69	3.7	\$26.72	4.4	\$21.41	3.6
4	18.59	9.2	19.36	11.0	–	–
5	19.97	3.6	20.31	4.2	18.91	6.6
6	22.33	6.2	21.97	6.8	–	–
7	23.14	4.0	23.93	5.4	21.72	5.3
8	26.45	3.6	26.90	3.8	–	–
9	33.54	12.2	34.17	12.8	–	–
11	53.19	33.4	53.19	33.4	–	–
Not able to be leveled	25.43	11.3	25.43	11.3	–	–
Clinical laboratory technologists and technicians	26.41	4.4	26.23	4.9	–	–
Radiological technicians	27.08	4.2	27.34	4.4	–	–
Licensed practical nurses	21.58	5.8	19.74	2.0	–	–
5	20.11	1.6	–	–	–	–
Health technologists and technicians, n.e.c.	18.22	4.3	15.68	5.0	20.05	2.6
Electrical and electronic technicians	24.02	4.1	24.02	4.1	–	–
7	22.38	4.4	22.38	4.4	–	–
Engineering technicians, n.e.c.	21.03	10.6	–	–	–	–
Airplane pilots and navigators	132.64	19.3	132.64	19.3	–	–
Computer programmers	28.07	4.5	28.07	4.5	–	–
Technical and related, n.e.c.	26.15	3.7	27.81	3.3	20.59	4.8
Executive, administrative, and managerial	36.48	4.2	38.36	4.7	29.91	6.8
6	24.70	6.4	24.90	6.6	–	–
7	22.89	5.6	23.03	5.4	22.74	10.0
8	21.23	7.9	21.07	10.5	–	–
9	30.90	4.4	31.81	5.3	28.84	6.9
10	33.90	4.1	34.47	4.8	–	–
11	42.31	5.9	43.19	6.5	37.55	7.2
12	43.01	4.6	43.01	5.2	43.03	4.0
13	55.80	4.1	55.99	4.2	–	–
14	58.81	7.7	58.13	8.5	–	–
Not able to be leveled	59.94	33.5	61.53	34.8	–	–
Executives, administrators, and managers	43.60	5.4	44.78	6.1	37.75	6.9
7	21.98	4.7	21.98	4.7	–	–
8	20.09	11.0	20.09	11.0	–	–
9	33.84	9.1	34.85	11.6	32.08	13.4
10	36.15	4.3	36.64	5.2	–	–
11	42.88	6.8	43.98	7.5	–	–
12	44.55	6.1	44.88	7.4	–	–
13	55.85	4.1	56.04	4.2	–	–
14	58.81	7.7	58.13	8.5	–	–
Not able to be leveled	83.90	30.1	89.68	30.0	–	–
Administrators and officials, public administration	35.67	9.4	–	–	35.67	9.4
Financial managers	42.23	9.8	42.23	9.8	–	–
Managers, marketing, advertising, and public relations	50.61	13.0	50.61	13.0	–	–
Administrators, education and related fields	37.99	9.8	27.80	7.9	–	–
11	35.27	8.7	–	–	–	–
Managers, medicine and health	40.97	9.6	35.35	10.2	–	–
Managers, service organizations, n.e.c.	24.75	12.1	25.16	12.9	–	–
Managers and administrators, n.e.c.	49.06	7.8	49.45	7.9	–	–
10	35.66	5.3	–	–	–	–
11	43.53	7.7	44.07	7.8	–	–
12	43.83	9.0	43.83	9.0	–	–
13	55.67	5.2	55.67	5.2	–	–
14	55.71	9.9	55.71	9.9	–	–
Not able to be leveled	89.68	30.0	89.68	30.0	–	–
Management related	28.22	3.4	29.68	3.5	24.58	5.8

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 2001 — 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						
6	\$26.52	5.1	\$26.52	5.1	–	–
7	23.13	7.0	23.74	8.5	\$22.74	10.0
8	21.78	10.2	21.85	16.1	–	–
9	29.32	4.1	30.38	5.0	26.49	3.3
10	29.99	4.8	30.32	6.4	–	–
11	39.22	6.0	39.13	6.8	–	–
12	39.86	5.1	39.87	5.1	–	–
Accountants and auditors	28.41	4.9	28.48	5.4	–	–
9	32.51	3.7	33.77	1.7	–	–
Other financial officers	35.66	9.9	36.53	10.1	–	–
Management analysts	29.27	5.3	29.00	5.4	–	–
Personnel, training, and labor relations specialists	23.50	9.0	–	–	–	–
Inspectors and compliance officers, except construction	27.94	13.0	–	–	–	–
Management related, n.e.c.	27.02	7.2	30.33	6.9	21.55	5.7
7	21.14	5.4	–	–	–	–
9	27.75	5.7	28.59	7.5	–	–
Sales	15.35	11.8	15.31	11.9	–	–
1	7.39	3.9	7.39	3.9	–	–
3	10.76	6.3	10.76	6.3	–	–
4	12.74	6.9	12.74	6.9	–	–
5	17.51	15.9	17.51	15.9	–	–
6	15.79	13.8	15.79	13.8	–	–
8	33.35	11.1	33.35	11.1	–	–
Supervisors, sales	18.50	17.3	18.27	17.8	–	–
5	13.72	6.6	13.72	6.6	–	–
Sales workers, apparel	8.05	7.6	8.05	7.6	–	–
Sales workers, other commodities	14.48	29.3	14.48	29.3	–	–
3	10.58	14.3	10.58	14.3	–	–
4	11.07	9.6	11.07	9.6	–	–
Cashiers	11.33	6.3	11.33	6.3	–	–
1	8.06	5.1	8.06	5.1	–	–
3	11.19	9.6	11.19	9.6	–	–
4	12.03	12.6	12.03	12.6	–	–
Administrative support, including clerical	16.95	2.2	16.27	2.7	18.84	2.9
1	11.64	13.6	11.64	13.6	–	–
2	14.24	7.4	14.61	7.8	12.25	8.5
3	13.65	4.6	12.87	4.3	17.98	4.8
4	16.05	3.5	15.60	4.2	17.64	4.1
5	17.93	2.9	17.29	3.4	18.79	5.2
6	19.99	3.9	19.83	5.2	20.30	5.3
7	22.43	3.6	22.16	3.5	22.83	6.9
8	21.23	19.3	21.17	21.3	–	–
Not able to be leveled	18.95	15.7	19.24	15.8	–	–
Supervisors, general office	24.00	6.8	–	–	–	–
Computer operators	19.65	13.1	–	–	–	–
Secretaries	19.09	3.7	18.53	4.8	20.37	4.2
4	17.29	5.6	16.48	5.0	–	–
5	20.12	3.9	19.66	4.1	20.51	6.4
6	20.14	11.3	19.88	13.2	–	–
7	20.77	6.2	20.77	6.2	–	–
Stenographers	22.37	13.3	–	–	–	–
Typists	17.03	10.1	–	–	–	–
Transportation ticket and reservation agents	13.80	18.9	13.80	18.9	–	–
Receptionists	12.09	2.8	12.09	2.8	–	–
Order clerks	16.51	9.7	16.51	9.7	–	–
Library clerks	16.62	5.8	–	–	17.69	5.8
File clerks	11.09	7.0	–	–	–	–

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 2001 — 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						
Records clerks, n.e.c.	\$18.60	5.5	\$19.20	5.8	–	–
4	19.18	6.1	–	–	–	–
Bookkeepers, accounting and auditing clerks	16.70	4.9	16.52	5.7	\$17.76	2.6
4	15.07	3.3	14.91	3.6	–	–
5	17.04	11.0	–	–	–	–
6	20.99	6.9	21.32	7.9	–	–
Billing clerks	14.80	11.7	–	–	–	–
Dispatchers	21.43	9.2	–	–	24.69	4.2
Traffic, shipping and receiving clerks	17.89	14.0	17.89	14.0	–	–
Stock and inventory clerks	14.00	5.3	13.84	5.6	–	–
4	14.13	7.3	14.13	7.3	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	17.35	4.2	16.99	4.7	–	–
Investigators and adjusters, except insurance	17.28	8.5	–	–	–	–
Eligibility clerks, social welfare	19.90	12.9	–	–	–	–
General office clerks	15.97	3.2	15.71	4.8	16.42	2.6
2	14.01	4.3	14.34	3.4	–	–
3	15.72	5.4	15.18	5.8	–	–
4	15.31	3.7	14.62	5.7	15.88	4.8
5	18.03	5.0	18.66	6.6	16.87	4.4
6	16.93	2.2	–	–	–	–
Bank tellers	11.78	3.6	11.78	3.6	–	–
3	12.05	8.7	12.05	8.7	–	–
Data entry keyers	14.35	5.8	14.35	5.8	–	–
Teachers' aides	14.68	4.3	–	–	14.74	4.4
Administrative support, n.e.c.	18.35	4.0	18.33	4.8	18.38	7.0
4	19.26	6.4	–	–	–	–
5	17.73	6.9	–	–	–	–
Blue collar	17.86	5.5	17.18	6.1	23.57	4.5
1	9.53	10.1	9.46	10.2	–	–
2	13.16	10.6	12.95	11.0	–	–
3	14.99	4.5	14.76	4.8	17.26	3.5
4	15.43	7.1	14.52	7.5	21.20	8.7
5	16.85	8.9	16.15	9.7	20.83	2.1
6	22.64	6.2	22.46	6.7	24.60	9.6
7	25.57	6.9	25.55	8.3	25.69	3.6
8	32.19	12.0	31.39	13.9	–	–
9	31.23	5.1	28.91	7.3	–	–
Not able to be leveled	17.04	31.2	17.04	31.2	–	–
Precision production, craft, and repair	22.78	7.8	22.01	9.1	27.84	4.4
4	16.06	11.2	–	–	–	–
5	15.44	15.1	15.00	15.3	–	–
6	24.67	5.5	24.30	6.1	–	–
7	25.86	7.7	25.91	9.0	25.59	3.8
8	32.19	12.0	31.39	13.9	–	–
9	31.23	5.1	28.91	7.3	–	–
Supervisors, mechanics and repairers	27.56	9.6	24.75	11.7	–	–
Industrial machinery repairers	23.56	5.8	–	–	–	–
7	23.56	5.8	–	–	–	–
Electronic repairers, communications and industrial equipment	19.57	8.3	18.55	5.1	–	–
Mechanics and repairers, n.e.c.	21.64	8.5	19.74	8.4	27.77	10.7
7	23.69	4.0	22.42	4.3	–	–
Electricians	36.47	8.7	–	–	–	–
Construction trades, n.e.c.	20.00	6.3	–	–	–	–
Supervisors, production	26.50	9.3	26.50	9.3	–	–
Electrical and electronic equipment assemblers ..	11.94	13.5	11.94	13.5	–	–
Machine operators, assemblers, and inspectors	15.17	5.4	15.17	5.4	–	–
1	9.21	5.0	9.21	5.0	–	–

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 2001 — 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						
Machine operators, assemblers, and inspectors						
—Continued						
3	\$16.22	6.1	\$16.22	6.1	—	—
4	12.82	10.0	12.82	10.0	—	—
5	16.62	6.4	16.62	6.4	—	—
Miscellaneous machine operators, n.e.c.	13.63	6.6	13.63	6.6	—	—
3	15.17	11.6	15.17	11.6	—	—
Assemblers	18.31	10.4	18.31	10.4	—	—
Transportation and material moving	18.07	9.4	17.67	11.6	\$19.76	4.7
2	12.93	23.9	12.93	23.9	—	—
4	18.34	5.1	18.49	6.9	—	—
5	20.10	8.0	19.84	11.5	—	—
6	25.22	6.3	25.54	6.4	—	—
Truck drivers	18.33	7.3	18.28	7.8	—	—
2	17.66	8.0	17.66	8.0	—	—
6	23.62	5.6	—	—	—	—
Industrial truck and tractor equipment operators ..	18.78	15.4	18.78	15.4	—	—
Handlers, equipment cleaners, helpers, and laborers	12.35	8.5	11.50	8.9	19.59	4.0
1	8.80	11.0	8.69	10.9	—	—
2	13.70	14.0	13.60	14.6	—	—
3	13.13	6.4	12.62	6.3	—	—
4	17.49	5.2	16.59	4.2	—	—
5	16.31	9.9	13.07	7.9	—	—
Groundskeepers and gardeners, except farm	17.04	17.1	—	—	—	—
Stock handlers and baggers	11.05	5.1	11.05	5.1	—	—
1	7.87	3.3	7.87	3.3	—	—
2	9.69	6.0	9.69	6.0	—	—
3	10.86	3.2	10.86	3.2	—	—
4	15.97	3.6	15.97	3.6	—	—
Freight, stock, and material handlers, n.e.c.	16.51	11.9	16.51	11.9	—	—
2	17.37	18.4	17.37	18.4	—	—
3	15.05	3.9	15.05	3.9	—	—
Hand packers and packagers	8.74	4.0	8.74	4.0	—	—
Laborers, except construction, n.e.c.	13.49	11.5	11.72	11.6	—	—
1	12.02	7.7	11.45	8.2	—	—
Service	14.97	5.9	11.17	3.9	23.71	4.0
1	9.40	5.4	9.42	5.5	—	—
2	10.20	3.8	10.13	3.9	—	—
3	12.38	11.0	10.09	6.3	18.27	5.9
4	14.84	6.3	13.40	8.1	17.51	6.4
5	19.45	10.9	17.32	17.8	22.27	4.0
6	22.20	15.9	—	—	29.01	9.1
7	25.51	7.0	15.34	22.5	27.87	5.3
8	29.59	7.0	—	—	31.49	3.8
9	27.19	9.6	—	—	30.48	4.6
Protective service	19.80	15.6	10.42	8.8	28.14	3.1
4	18.88	8.7	—	—	—	—
5	20.96	10.4	—	—	—	—
6	28.55	9.0	—	—	29.01	9.1
7	29.04	3.9	—	—	29.06	4.0
8	30.42	4.5	—	—	—	—
9	30.48	4.6	—	—	30.48	4.6
Firefighting	25.83	10.3	—	—	25.83	10.3
Police and detectives, public service	31.75	3.2	—	—	31.75	3.2
7	31.77	5.2	—	—	31.77	5.2
Sheriffs, bailiffs, and other law enforcement officers	23.45	9.4	—	—	23.45	9.4
Correctional institution officers	24.64	1.1	—	—	24.64	1.1
Guards and police, except public service	10.51	9.5	10.30	8.8	—	—
Food service	10.81	5.0	10.46	5.6	14.57	10.1

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 2001 — 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						
1	\$8.96	4.0	\$8.93	4.2	—	—
2	9.87	4.2	9.54	4.3	—	—
3	9.57	15.5	8.96	15.4	—	—
4	8.57	14.4	8.57	14.4	—	—
Waiters, waitresses, and bartenders	9.35	11.5	9.35	11.5	—	—
1	8.97	8.4	8.97	8.4	—	—
Waiters and waitresses	9.76	22.1	9.76	22.1	—	—
Waiters'/Waitresses' assistants	8.72	10.5	8.72	10.5	—	—
1	9.15	9.7	9.15	9.7	—	—
Other food service	11.48	4.6	11.04	4.7	\$14.57	10.1
1	8.96	3.7	8.92	3.9	—	—
2	10.00	5.3	9.56	5.6	—	—
3	12.30	7.4	11.77	7.8	—	—
Cooks	13.30	7.9	12.77	8.2	—	—
Kitchen workers, food preparation	10.79	4.8	10.57	5.0	—	—
Food preparation, n.e.c.	10.28	7.4	9.90	8.0	—	—
Health service	13.60	3.8	12.66	3.4	17.99	8.3
2	11.05	8.6	11.05	8.6	—	—
3	14.10	6.5	12.61	4.9	16.70	10.4
4	14.13	7.6	13.00	6.0	—	—
Health aides, except nursing	16.50	7.3	15.10	5.0	20.09	12.9
4	17.10	9.5	—	—	—	—
Nursing aides, orderlies and attendants	12.77	3.8	12.07	3.4	16.84	9.1
2	11.05	8.6	11.05	8.6	—	—
3	14.09	7.3	12.75	5.2	—	—
4	12.39	6.0	11.71	4.5	—	—
Cleaning and building service	12.47	7.4	10.73	5.9	18.52	5.7
1	9.73	8.9	9.73	8.9	—	—
2	10.40	6.1	10.40	6.1	—	—
3	15.74	8.9	11.43	6.1	19.64	6.2
4	13.65	23.2	—	—	—	—
Maids and housemen	11.26	7.3	11.18	7.5	—	—
1	10.98	14.8	10.98	14.8	—	—
Janitors and cleaners	12.62	8.7	10.56	6.8	18.53	5.8
2	10.33	6.6	10.33	6.6	—	—
3	17.03	7.9	11.41	8.2	19.64	6.2
Personal service	14.88	11.3	13.87	11.9	17.41	20.2
1	8.98	12.6	9.06	12.9	—	—
2	9.92	11.8	9.08	11.9	—	—
3	11.03	12.6	—	—	—	—
4	16.15	6.0	17.62	10.9	14.35	5.7
Attendants, amusement, and recreation facilities	10.45	13.4	—	—	—	—
Child care workers, n.e.c.	15.57	26.0	—	—	—	—
Service, n.e.c.	12.19	5.8	11.28	4.6	—	—
4	13.53	11.2	—	—	—	—

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 2001

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$24.46	2.8	\$23.37	3.4	\$28.18	3.4
All excluding sales	24.87	2.9	23.81	3.6	28.18	3.4
White collar	28.60	2.6	28.19	3.1	29.84	5.0
1	9.40	9.5	9.40	9.5	—	—
2	13.92	10.1	13.91	11.1	—	—
3	13.34	4.3	12.78	3.9	18.60	5.9
4	15.54	3.2	15.13	3.5	17.81	3.7
5	18.72	3.3	17.88	4.2	20.70	4.3
6	25.32	15.0	20.98	3.9	36.22	23.0
7	24.85	5.0	23.44	2.8	26.49	9.7
8	25.90	4.4	26.07	5.0	24.82	6.8
9	33.13	3.4	31.91	3.6	34.48	5.4
10	31.60	4.2	32.84	5.0	28.58	6.9
11	40.96	3.5	41.94	3.8	35.39	6.3
12	43.15	4.7	43.00	5.0	45.52	6.2
13	53.51	3.2	53.95	3.4	49.92	9.2
14	59.97	5.6	59.11	6.4	—	—
Not able to be leveled	36.81	14.1	37.79	15.2	—	—
White collar excluding sales	29.68	2.7	29.61	3.1	29.85	5.0
2	14.88	7.9	14.99	8.5	—	—
3	13.71	5.2	13.02	4.8	18.60	5.9
4	16.17	3.4	15.77	4.0	17.81	3.7
5	18.86	2.9	17.91	3.1	20.70	4.3
6	26.53	15.3	21.95	3.4	36.22	23.0
7	24.89	5.0	23.51	2.8	26.49	9.7
8	24.93	3.8	24.95	4.3	24.82	6.8
9	33.05	3.4	31.69	3.6	34.53	5.4
10	31.60	4.2	32.84	5.0	28.58	6.9
11	40.88	3.5	41.86	3.8	35.39	6.3
12	44.61	4.1	44.54	4.4	45.52	6.2
13	53.51	3.2	53.95	3.4	49.92	9.2
14	59.97	5.6	59.11	6.4	—	—
Not able to be leveled	37.70	14.3	38.84	15.4	—	—
Professional specialty and technical	35.03	2.6	34.94	2.9	35.23	5.4
Professional specialty	37.35	2.6	37.44	2.8	37.18	5.4
6	38.10	21.3	22.44	7.4	—	—
7	30.53	9.7	25.58	5.2	34.50	12.9
8	26.48	4.8	26.14	5.3	—	—
9	34.76	4.3	32.55	2.9	36.08	6.1
10	30.74	7.1	31.88	9.5	28.49	7.8
11	39.54	3.7	40.50	4.0	34.45	8.3
12	45.69	5.8	45.49	6.0	—	—
13	50.96	4.3	51.18	4.6	49.65	10.7
14	62.18	6.7	61.45	7.5	—	—
Not able to be leveled	35.71	8.0	37.84	7.3	—	—
Engineers, architects, and surveyors	39.30	2.6	39.63	2.6	35.64	9.1
7	28.38	8.7	26.80	7.8	—	—
9	33.46	2.4	33.27	2.5	—	—
11	39.17	3.9	38.88	4.3	—	—
12	46.14	5.3	46.14	5.3	—	—
13	50.71	5.8	51.25	6.2	—	—
Civil engineers	35.92	5.9	33.78	4.2	37.49	9.1
Electrical and electronic engineers	41.20	4.8	41.19	4.8	—	—
12	47.23	9.7	47.23	9.7	—	—
Industrial engineers	38.97	13.0	38.97	13.0	—	—
Engineers, n.e.c.	39.22	3.4	39.79	3.1	—	—
9	33.29	4.8	33.29	4.8	—	—
11	42.50	6.3	42.50	6.3	—	—
12	45.63	3.6	45.63	3.6	—	—
Mathematical and computer scientists	38.76	3.7	39.09	3.7	—	—
7	29.37	2.8	29.37	2.8	—	—
8	31.79	8.5	31.79	8.5	—	—
9	35.21	6.4	35.29	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 2001 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Mathematical and computer scientists —Continued						
10	\$34.95	6.3	—	—	—	—
11	36.64	5.2	\$36.89	5.7	—	—
12	42.62	4.9	42.62	4.9	—	—
13	49.20	2.8	49.20	2.8	—	—
14	68.43	5.8	68.43	5.8	—	—
Computer systems analysts and scientists	38.45	4.0	38.78	4.0	—	—
7	29.37	2.8	29.37	2.8	—	—
9	35.21	6.4	35.29	6.4	—	—
10	34.95	6.3	—	—	—	—
11	36.10	5.9	36.32	6.6	—	—
12	41.18	4.3	41.18	4.3	—	—
13	49.20	2.8	49.20	2.8	—	—
14	68.43	5.8	68.43	5.8	—	—
Natural scientists	31.07	9.5	34.35	10.4	—	—
Health related	29.33	4.9	27.71	5.0	\$31.94	9.5
7	29.79	12.4	25.53	6.5	—	—
8	24.20	6.7	24.12	6.8	—	—
9	28.44	4.7	31.22	3.4	25.79	6.4
10	29.27	13.6	—	—	—	—
Physicians	30.94	18.9	—	—	35.89	23.3
Registered nurses	29.25	4.3	29.54	5.7	28.56	5.1
9	29.49	3.7	31.22	3.4	27.23	5.0
Teachers, college and university	47.13	11.1	52.03	11.5	41.16	20.0
9	36.18	2.3	—	—	—	—
Teachers, except college and university	40.05	6.8	22.17	12.4	41.95	6.4
6	44.55	16.7	—	—	—	—
7	41.47	10.2	13.83	16.8	—	—
8	19.00	19.6	19.00	19.6	—	—
9	39.13	6.1	33.70	6.3	39.35	6.2
10	33.93	21.9	—	—	—	—
Prekindergarten and kindergarten	16.93	18.2	—	—	—	—
Elementary school teachers	47.52	4.1	25.33	10.1	48.25	3.8
9	46.87	.8	—	—	—	—
Secondary school teachers	42.87	11.5	27.54	18.8	—	—
9	45.57	5.4	35.85	5.4	—	—
Vocational and educational counselors	26.82	12.9	—	—	—	—
Librarians, archivists, and curators	27.45	5.0	—	—	30.39	5.5
Librarians	27.45	5.0	—	—	30.39	5.5
Social scientists and urban planners	35.52	8.0	—	—	—	—
Psychologists	30.39	5.5	—	—	—	—
Social, recreation, and religious workers	24.72	4.4	23.42	6.5	25.61	6.6
Social workers	25.98	5.9	—	—	27.12	6.1
Lawyers and judges	59.92	7.9	—	—	—	—
Lawyers	59.92	7.9	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.91	13.9	28.31	13.4	—	—
Professional, n.e.c.	21.42	7.9	—	—	—	—
Technical	25.90	3.9	26.92	4.7	21.72	3.6
5	20.60	3.9	20.73	4.5	—	—
6	22.33	6.2	21.97	6.8	—	—
7	22.84	4.4	23.57	6.2	21.72	5.3
8	26.02	3.8	26.44	4.1	—	—
9	33.66	12.7	34.32	13.3	—	—
11	53.19	33.4	53.19	33.4	—	—
Not able to be leveled	26.25	10.3	26.25	10.3	—	—
Licensed practical nurses	21.59	6.7	19.43	1.6	—	—
Health technologists and technicians, n.e.c.	18.36	4.7	—	—	20.09	2.6
Electrical and electronic technicians	23.88	3.8	23.88	3.8	—	—
7	22.38	4.4	22.38	4.4	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Technical —Continued						
Airplane pilots and navigators	\$132.64	19.3	\$132.64	19.3	—	—
Computer programmers	28.07	4.5	28.07	4.5	—	—
Technical and related, n.e.c.	26.34	3.7	27.81	3.3	\$20.99	5.0
Executive, administrative, and managerial	36.64	4.2	38.53	4.7	29.98	6.8
6	24.68	6.5	24.88	6.6	—	—
7	22.89	5.6	23.03	5.4	22.74	10.0
8	21.93	8.2	22.05	10.7	—	—
9	30.90	4.4	31.81	5.3	28.84	6.9
10	33.90	4.1	34.47	4.8	—	—
11	42.38	5.9	43.27	6.5	37.55	7.2
12	43.01	4.6	43.01	5.2	43.03	4.0
13	55.80	4.1	55.99	4.2	—	—
14	58.81	7.7	58.13	8.5	—	—
Not able to be leveled	60.11	33.7	61.53	34.8	—	—
Executives, administrators, and managers	43.63	5.4	44.80	6.1	37.77	7.0
7	21.98	4.7	21.98	4.7	—	—
8	20.09	11.0	20.09	11.0	—	—
9	33.84	9.1	34.85	11.6	32.08	13.4
10	36.15	4.3	36.64	5.2	—	—
11	42.96	6.8	44.08	7.4	—	—
12	44.55	6.1	44.88	7.4	—	—
13	55.85	4.1	56.04	4.2	—	—
14	58.81	7.7	58.13	8.5	—	—
Not able to be leveled	84.47	30.2	89.68	30.0	—	—
Administrators and officials, public administration	35.67	9.4	—	—	35.67	9.4
Financial managers	42.23	9.8	42.23	9.8	—	—
Managers, marketing, advertising, and public relations	50.61	13.0	50.61	13.0	—	—
Administrators, education and related fields	38.28	9.8	28.67	7.0	—	—
11	35.74	8.7	—	—	—	—
Managers, medicine and health	40.97	9.6	35.35	10.2	—	—
Managers, service organizations, n.e.c.	24.75	12.1	25.16	12.9	—	—
Managers and administrators, n.e.c.	49.06	7.8	49.45	7.9	—	—
10	35.66	5.3	—	—	—	—
11	43.53	7.7	44.07	7.8	—	—
12	43.83	9.0	43.83	9.0	—	—
13	55.67	5.2	55.67	5.2	—	—
14	55.71	9.9	55.71	9.9	—	—
Not able to be leveled	89.68	30.0	89.68	30.0	—	—
Management related	28.41	3.4	29.93	3.5	24.62	5.9
6	26.51	5.1	26.51	5.1	—	—
7	23.13	7.0	23.74	8.5	22.74	10.0
8	23.01	10.7	24.04	16.2	—	—
9	29.32	4.1	30.38	5.0	26.49	3.3
10	29.99	4.8	30.32	6.4	—	—
11	39.22	6.0	39.13	6.8	—	—
12	39.86	5.1	39.87	5.1	—	—
Accountants and auditors	28.41	4.9	28.48	5.4	—	—
9	32.51	3.7	33.77	1.7	—	—
Other financial officers	35.66	9.9	36.53	10.1	—	—
Management analysts	29.60	5.3	29.00	5.4	—	—
Personnel, training, and labor relations specialists	25.70	4.2	—	—	—	—
Inspectors and compliance officers, except construction	27.94	13.0	—	—	—	—
Management related, n.e.c.	27.03	7.2	30.35	6.9	21.55	5.7
7	21.14	5.4	—	—	—	—
9	27.75	5.7	28.59	7.5	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001 — 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	\$17.71	12.2	\$17.66	12.3	—	—
3	12.09	7.3	12.09	7.3	—	—
4	13.32	6.5	13.32	6.5	—	—
5	17.72	17.7	17.72	17.7	—	—
6	15.79	13.9	15.79	13.9	—	—
8	33.35	11.1	33.35	11.1	—	—
Supervisors, sales	18.50	17.3	18.27	17.8	—	—
5	13.72	6.6	13.72	6.6	—	—
Sales workers, apparel	9.37	9.1	9.37	9.1	—	—
Sales workers, other commodities	16.52	32.7	16.52	32.7	—	—
Cashiers	12.27	6.9	12.27	6.9	—	—
Administrative support, including clerical	17.42	2.5	16.66	2.9	\$19.80	2.7
2	15.25	7.1	15.41	7.5	—	—
3	13.65	5.5	12.89	5.0	18.60	5.9
4	16.17	3.5	15.74	4.2	17.91	3.7
5	18.30	3.0	17.29	3.4	20.08	3.6
6	20.39	3.7	20.23	4.8	20.75	5.6
7	22.43	3.6	22.16	3.5	22.83	6.9
8	21.23	19.3	21.17	21.3	—	—
Not able to be leveled	19.93	17.4	19.93	17.4	—	—
Supervisors, general office	24.00	6.8	—	—	—	—
Computer operators	19.65	13.1	—	—	—	—
Secretaries	19.35	3.8	18.87	5.0	20.37	4.2
4	17.39	6.2	16.49	5.7	—	—
5	20.15	4.0	19.72	4.1	20.51	6.4
6	21.34	9.6	21.23	11.3	—	—
7	20.77	6.2	20.77	6.2	—	—
Typists	18.34	8.2	—	—	—	—
Transportation ticket and reservation agents	14.20	20.2	14.20	20.2	—	—
Receptionists	12.12	3.1	12.12	3.1	—	—
Order clerks	16.41	9.8	16.41	9.8	—	—
File clerks	11.09	7.0	—	—	—	—
Records clerks, n.e.c.	19.04	5.1	19.20	5.8	—	—
Bookkeepers, accounting and auditing clerks	16.71	5.0	16.53	5.8	17.76	2.6
4	15.07	3.3	14.91	3.6	—	—
5	17.04	11.0	—	—	—	—
6	20.99	6.9	21.32	7.9	—	—
Billing clerks	14.80	11.7	—	—	—	—
Dispatchers	21.16	9.4	—	—	24.44	4.4
Traffic, shipping and receiving clerks	18.20	14.5	18.20	14.5	—	—
Stock and inventory clerks	14.42	5.0	14.27	5.3	—	—
4	14.12	7.7	14.12	7.7	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	17.35	4.2	16.99	4.7	—	—
Eligibility clerks, social welfare	19.90	12.9	—	—	—	—
General office clerks	16.75	3.0	16.71	4.7	16.81	2.8
3	17.02	5.7	—	—	—	—
4	15.58	4.1	14.74	6.7	16.13	5.2
5	18.25	4.9	18.66	6.6	17.38	3.8
Bank tellers	12.66	2.5	12.66	2.5	—	—
Administrative support, n.e.c.	18.53	3.9	18.53	4.6	18.54	7.2
4	19.61	6.0	—	—	—	—
5	17.73	6.9	—	—	—	—
Blue collar	18.18	5.8	17.48	6.4	23.90	4.6
1	9.32	10.6	9.24	10.6	—	—
2	13.45	11.6	13.23	12.0	—	—
3	15.04	4.7	14.81	5.0	—	—
4	15.50	7.6	14.51	8.2	21.20	8.7
5	17.01	9.3	16.31	10.2	20.83	2.1
6	22.26	6.2	22.04	6.6	24.60	9.6

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001 — 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						
7	\$25.57	6.9	\$25.55	8.3	\$25.69	3.6
8	32.19	12.0	31.39	13.9	—	—
9	31.23	5.1	28.91	7.3	—	—
Precision production, craft, and repair	22.68	7.9	21.88	9.3	27.84	4.4
4	16.06	11.2	—	—	—	—
5	15.45	15.1	15.00	15.3	—	—
6	24.02	5.4	23.55	6.0	—	—
7	25.86	7.7	25.91	9.0	25.59	3.8
8	32.19	12.0	31.39	13.9	—	—
9	31.23	5.1	28.91	7.3	—	—
Supervisors, mechanics and repairers	27.56	9.6	24.75	11.7	—	—
Industrial machinery repairers	23.56	5.8	—	—	—	—
7	23.56	5.8	—	—	—	—
Electronic repairers, communications and industrial equipment	19.59	8.3	18.56	5.2	—	—
Mechanics and repairers, n.e.c.	21.64	8.5	19.74	8.4	27.77	10.7
7	23.69	4.0	22.42	4.3	—	—
Electricians	36.47	8.7	—	—	—	—
Supervisors, production	26.50	9.3	26.50	9.3	—	—
Electrical and electronic equipment assemblers ..	11.94	13.5	11.94	13.5	—	—
Machine operators, assemblers, and inspectors	15.18	5.5	15.18	5.5	—	—
1	9.21	5.0	9.21	5.0	—	—
3	16.30	5.9	16.30	5.9	—	—
4	12.87	10.3	12.87	10.3	—	—
5	16.50	6.4	16.50	6.4	—	—
Miscellaneous machine operators, n.e.c.	13.63	6.6	13.63	6.6	—	—
3	15.17	11.6	15.17	11.6	—	—
Assemblers	18.31	10.4	18.31	10.4	—	—
Transportation and material moving	18.37	9.9	18.00	12.4	19.95	4.9
2	13.01	25.4	13.01	25.4	—	—
4	18.34	5.1	18.49	6.9	—	—
5	21.07	7.1	21.26	10.5	—	—
6	25.28	6.2	25.60	6.4	—	—
Truck drivers	18.45	7.6	18.41	8.1	—	—
2	18.13	6.2	18.13	6.2	—	—
6	23.67	5.6	—	—	—	—
Industrial truck and tractor equipment operators ..	18.78	15.4	18.78	15.4	—	—
Handlers, equipment cleaners, helpers, and laborers	12.69	10.4	11.67	11.0	20.20	3.5
1	8.58	11.8	8.45	11.5	—	—
2	14.54	15.4	14.44	16.1	—	—
3	13.21	7.1	12.58	6.9	—	—
4	18.61	5.4	17.57	5.2	—	—
5	16.74	9.5	13.40	8.6	—	—
Groundskeepers and gardeners, except farm	17.04	17.1	—	—	—	—
Stock handlers and baggers	11.40	6.5	11.40	6.5	—	—
Freight, stock, and material handlers, n.e.c.	19.07	9.9	19.07	9.9	—	—
Hand packers and packagers	8.74	4.0	8.74	4.0	—	—
Laborers, except construction, n.e.c.	15.30	8.5	13.51	8.5	—	—
1	12.36	7.3	—	—	—	—
Service	16.42	6.1	11.70	4.2	25.02	4.0
1	9.52	6.1	9.52	6.1	—	—
2	10.52	3.3	10.52	3.3	—	—
3	14.67	8.6	10.90	8.2	19.42	5.5
4	15.48	7.2	13.71	10.1	18.16	6.6
5	20.40	13.5	17.94	22.4	23.56	4.0
6	24.46	12.1	13.88	9.2	29.01	9.1
7	25.57	7.0	15.36	23.2	27.87	5.3

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 2001 — 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						
8	\$29.59	7.0	—	—	\$31.49	3.8
9	27.19	9.6	—	—	30.48	4.6
Protective service	24.93	6.7	\$13.03	12.5	28.36	3.2
5	20.96	10.4	—	—	—	—
6	28.55	9.0	—	—	29.01	9.1
7	29.04	3.9	—	—	29.06	4.0
8	30.42	4.5	—	—	—	—
9	30.48	4.6	—	—	30.48	4.6
Firefighting	25.83	10.3	—	—	25.83	10.3
Police and detectives, public service	31.75	3.2	—	—	31.75	3.2
7	31.77	5.2	—	—	31.77	5.2
Sheriffs, bailiffs, and other law enforcement officers	23.45	9.4	—	—	23.45	9.4
Correctional institution officers	24.64	1.1	—	—	24.64	1.1
Guards and police, except public service	13.44	13.3	13.04	14.3	—	—
Food service	10.63	5.9	10.49	6.2	—	—
1	9.15	4.1	9.15	4.1	—	—
2	9.79	4.2	9.79	4.2	—	—
3	8.39	16.6	—	—	—	—
Waiters, waitresses, and bartenders	9.59	12.6	9.59	12.6	—	—
Waiters'/waitresses' assistants	8.84	11.1	8.84	11.1	—	—
Other food service	11.18	5.1	10.99	5.1	—	—
1	9.04	3.7	9.04	3.7	—	—
Cooks	14.25	5.5	13.65	5.5	—	—
Kitchen workers, food preparation	10.25	5.7	10.25	5.7	—	—
Food preparation, n.e.c.	9.62	6.9	9.50	6.9	—	—
Health service	13.38	4.9	12.06	4.5	18.36	8.8
3	14.15	8.3	11.94	3.9	—	—
4	14.16	9.1	12.68	7.1	—	—
Health aides, except nursing	17.29	9.8	—	—	—	—
4	17.49	11.8	—	—	—	—
Nursing aides, orderlies and attendants	12.43	4.7	11.49	4.1	17.14	9.8
3	13.92	9.2	11.95	4.0	—	—
4	12.25	6.7	—	—	—	—
Cleaning and building service	12.74	8.1	10.94	6.5	18.59	5.9
1	9.53	8.7	9.53	8.7	—	—
2	10.95	3.6	10.95	3.6	—	—
3	15.99	9.1	11.54	6.5	19.76	6.2
Maids and housemen	11.29	7.4	11.22	7.5	—	—
1	11.11	14.8	11.11	14.8	—	—
Janitors and cleaners	12.95	9.7	10.80	7.8	18.61	6.0
2	10.96	3.2	10.96	3.2	—	—
3	17.44	7.7	11.64	9.1	19.76	6.2
Personal service	18.38	13.5	16.78	13.8	—	—
4	18.78	8.0	—	—	—	—
Child care workers, n.e.c.	19.69	29.3	—	—	—	—
Service, n.e.c.	12.33	7.1	11.22	5.7	—	—

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

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

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

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

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

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

Table 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 2001**

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	\$14.88	5.8	\$14.10	6.8	\$18.19	5.6
All excluding sales	16.00	6.7	15.36	8.3	18.19	5.6
White collar	17.75	5.4	17.02	7.0	19.91	7.8
1	8.26	15.2	8.26	15.2	—	—
2	10.71	6.5	10.78	7.8	10.40	7.5
3	11.18	6.1	10.56	5.9	—	—
4	14.14	7.4	13.22	9.1	16.51	10.7
5	15.44	3.6	16.72	7.0	15.05	2.3
6	17.78	11.6	17.88	21.0	—	—
7	28.27	5.9	29.84	5.5	25.09	14.3
8	24.99	8.1	24.62	9.8	—	—
9	32.32	2.4	32.50	3.0	31.68	3.2
10	34.82	8.5	36.40	9.2	—	—
Not able to be leveled	19.20	19.7	—	—	—	—
White collar excluding sales	21.12	5.0	21.75	6.1	19.91	7.8
2	11.56	4.6	11.97	4.5	10.40	7.5
3	13.66	5.2	12.77	5.2	—	—
4	15.76	6.7	15.32	8.7	16.51	10.7
5	15.34	3.3	17.71	9.6	15.05	2.3
6	17.78	11.7	17.87	21.4	—	—
7	28.27	5.9	29.84	5.5	25.09	14.3
8	24.99	8.1	24.62	9.8	—	—
9	32.32	2.4	32.50	3.0	31.68	3.2
10	34.82	8.5	36.40	9.2	—	—
Not able to be leveled	22.52	19.7	—	—	—	—
Professional specialty and technical	28.97	3.5	29.31	4.2	27.99	6.2
Professional specialty	30.16	3.8	30.53	4.6	29.24	6.5
6	22.97	8.9	24.33	9.2	—	—
7	28.98	7.5	32.46	3.0	25.09	14.3
8	25.65	8.4	25.24	10.0	—	—
9	32.36	2.5	32.56	3.1	31.68	3.2
10	34.82	8.5	36.40	9.2	—	—
Health related	33.02	3.1	32.78	3.5	34.02	5.8
7	32.43	3.3	33.06	2.6	—	—
8	28.87	6.0	27.93	6.4	—	—
9	33.40	2.0	33.70	2.4	32.20	3.6
Registered nurses	33.24	1.6	33.46	2.0	32.35	2.1
7	33.16	2.7	33.16	2.7	—	—
8	31.55	4.8	—	—	—	—
9	33.50	2.0	33.74	2.4	32.53	2.7
Teachers, college and university	26.63	12.9	26.15	5.6	—	—
Other post-secondary teachers	26.42	15.6	—	—	—	—
Teachers, except college and university	18.91	12.7	—	—	—	—
7	21.87	12.3	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.10	4.1	—	—	—	—
Social workers	19.05	4.4	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	23.26	7.5	24.43	7.4	16.66	10.2
4	23.73	13.1	—	—	—	—
5	16.40	8.3	—	—	—	—
Executive, administrative, and managerial	17.22	14.0	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.83	6.2	8.83	6.2	—	—
1	7.13	3.1	7.13	3.1	—	—
3	9.24	5.9	9.24	5.9	—	—
Sales workers, apparel	7.43	5.4	7.43	5.4	—	—
Sales workers, other commodities	8.70	5.4	8.70	5.4	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
Cashiers	\$9.92	10.4	\$9.92	10.4	—	—
3	9.74	12.2	9.74	12.2	—	—
Administrative support, including clerical	13.76	3.3	12.79	5.4	\$15.08	3.8
2	11.60	4.7	12.04	4.5	10.40	7.5
3	13.66	5.2	12.77	5.2	—	—
4	15.10	6.4	14.14	7.5	16.54	11.1
Transportation ticket and reservation agents	12.44	15.1	12.44	15.1	—	—
General office clerks	13.40	8.5	13.08	11.1	—	—
3	13.36	8.6	—	—	—	—
4	14.09	8.1	—	—	—	—
Bank tellers	10.77	3.1	10.77	3.1	—	—
Teachers' aides	14.68	4.4	—	—	14.74	4.4
Blue collar	12.98	10.7	12.89	11.4	—	—
1	10.89	16.9	10.96	17.5	—	—
2	10.72	5.1	10.72	5.1	—	—
3	14.35	8.1	13.66	9.2	—	—
4	14.63	7.8	14.63	7.8	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	14.56	11.3	13.98	12.6	—	—
Handlers, equipment cleaners, helpers, and laborers	10.77	5.7	10.79	5.9	—	—
1	9.83	11.4	9.85	11.9	—	—
2	10.39	5.1	10.39	5.1	—	—
3	12.55	6.1	12.95	6.2	—	—
Stock handlers and baggers	10.59	7.4	10.59	7.4	—	—
1	7.87	3.3	7.87	3.3	—	—
Freight, stock, and material handlers, n.e.c.	11.50	4.6	11.50	4.6	—	—
Service	10.35	5.5	9.91	4.9	13.09	6.3
1	8.81	12.5	8.81	14.0	—	—
2	9.14	7.1	8.55	6.5	—	—
3	9.83	6.7	—	—	12.56	9.3
4	12.44	5.0	12.53	5.7	—	—
5	16.61	7.9	—	—	—	—
Protective service	—	—	—	—	—	—
Food service	11.44	8.3	10.29	9.3	—	—
3	12.21	11.8	—	—	—	—
Waiters, waitresses, and bartenders	7.79	7.8	7.79	7.8	—	—
Other food service	12.34	7.6	11.29	8.6	—	—
Health service	14.34	2.9	14.34	3.1	—	—
3	13.97	7.2	13.89	9.2	—	—
4	14.00	6.1	14.00	6.1	—	—
Health aides, except nursing	14.85	3.1	14.88	3.3	—	—
Nursing aides, orderlies and attendants	14.10	4.2	14.09	4.5	—	—
3	14.62	7.0	—	—	—	—
Cleaning and building service	9.90	15.4	8.90	13.1	—	—
Janitors and cleaners	9.93	15.7	—	—	—	—

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 2001 — 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	\$10.46	7.2	\$9.71	8.3	\$11.95	8.1
3	11.02	13.0	—	—	—	—
4	11.85	6.1	—	—	—	—
Attendants, amusement, and recreation facilities	10.45	13.4	—	—	—	—
Child care workers, n.e.c.	10.30	7.0	—	—	—	—

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 2001**

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	\$24.46	\$14.88	\$24.11	\$22.88	\$23.41	\$20.18
All excluding sales	24.87	16.00	24.27	23.71	23.99	18.58
White collar	28.60	17.75	27.30	27.51	27.56	20.83
White-collar excluding sales	29.68	21.12	27.78	29.52	28.98	15.36
Professional specialty and technical	35.03	28.97	34.86	34.27	34.49	–
Professional specialty	37.35	30.16	36.28	36.93	36.68	–
Technical	25.90	23.26	28.16	24.50	25.69	–
Executive, administrative, and managerial	36.64	17.22	27.01	38.48	36.62	–
Sales	17.71	8.83	17.13	15.09	14.40	21.85
Administrative support, including clerical	17.42	13.76	18.45	16.06	16.97	–
Blue collar	18.18	12.98	22.09	13.29	17.78	20.65
Precision production, craft, and repair	22.68	–	26.39	17.33	22.70	–
Machine operators, assemblers, and inspectors	15.18	–	19.41	13.04	15.17	–
Transportation and material moving	18.37	14.56	21.16	11.98	17.60	–
Handlers, equipment cleaners, helpers, and laborers	12.69	10.77	15.81	9.39	12.40	–
Service	16.42	10.35	19.04	11.05	14.99	–
	Relative error ⁶ (percent)					
All occupations	2.8	5.8	3.4	3.9	2.8	15.6
All excluding sales	2.9	6.7	3.5	4.1	2.8	16.5
White collar	2.6	5.4	4.7	3.3	2.7	19.9
White-collar excluding sales	2.7	5.0	4.8	3.3	2.6	13.3
Professional specialty and technical	2.6	3.5	4.5	2.9	2.5	–
Professional specialty	2.6	3.8	4.7	2.9	2.5	–
Technical	3.9	7.5	8.8	3.0	3.7	–
Executive, administrative, and managerial	4.2	14.0	5.7	4.4	4.2	–
Sales	12.2	6.2	14.3	13.5	13.5	22.0
Administrative support, including clerical	2.5	3.3	2.5	3.0	2.2	–
Blue collar	5.8	10.7	5.0	5.4	5.6	17.2
Precision production, craft, and repair	7.9	–	7.1	10.7	8.0	–
Machine operators, assemblers, and inspectors	5.5	–	3.5	4.7	5.4	–
Transportation and material moving	9.9	11.3	5.9	15.4	9.8	–
Handlers, equipment cleaners, helpers, and laborers	10.4	5.7	6.3	7.6	8.9	–
Service	6.1	5.5	8.3	4.7	5.9	–

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 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 2001

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	\$22.26	-	\$31.39	-	-	-	\$21.37	-	-	-
All excluding sales	22.92	-	31.42	-	-	-	21.30	-	-	-
White collar	27.00	-	-	-	-	-	26.37	-	-	-
White-collar excluding sales	28.99	-	-	-	-	-	26.31	-	-	-
Professional specialty and technical	34.39	-	-	-	-	-	48.75	-	-	-
Professional specialty	36.74	-	-	-	-	-	32.26	-	-	-
Technical	26.72	-	-	-	-	-	110.06	-	-	-
Executive, administrative, and managerial	38.36	-	-	-	-	-	35.36	-	-	-
Sales	15.31	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	16.27	-	-	-	-	-	17.82	-	-	-
Blue collar	17.18	-	-	-	-	-	18.02	-	-	-
Precision production, craft, and repair	22.01	-	-	-	-	-	22.90	-	-	-
Machine operators, assemblers, and inspectors	15.17	-	-	-	-	-	-	-	-	-
Transportation and material moving	17.67	-	-	-	-	-	16.35	-	-	-
Handlers, equipment cleaners, helpers, and laborers	11.50	-	-	-	-	-	14.06	-	-	-
Service	11.17	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.3	-	8.4	-	-	-	6.6	-	-	-
All excluding sales	3.5	-	8.5	-	-	-	6.6	-	-	-
White collar	3.1	-	-	-	-	-	9.4	-	-	-
White-collar excluding sales	3.0	-	-	-	-	-	9.7	-	-	-
Professional specialty and technical	2.7	-	-	-	-	-	17.4	-	-	-
Professional specialty	2.7	-	-	-	-	-	12.4	-	-	-
Technical	4.4	-	-	-	-	-	20.8	-	-	-
Executive, administrative, and managerial	4.7	-	-	-	-	-	8.5	-	-	-
Sales	11.9	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	2.7	-	-	-	-	-	8.2	-	-	-
Blue collar	6.1	-	-	-	-	-	7.0	-	-	-
Precision production, craft, and repair	9.1	-	-	-	-	-	3.1	-	-	-
Machine operators, assemblers, and inspectors	5.4	-	-	-	-	-	-	-	-	-
Transportation and material moving	11.6	-	-	-	-	-	14.1	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.9	-	-	-	-	-	4.6	-	-	-
Service	3.9	-	-	-	-	-	-	-	-	-

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 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 2001

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	\$22.26	\$19.95	\$22.87	\$17.32	\$28.73
All excluding sales	22.92	20.96	23.41	17.77	28.93
White collar	27.00	23.05	28.08	22.05	32.55
White-collar excluding sales	28.99	25.61	29.85	24.51	33.07
Professional specialty and technical	34.39	34.92	34.33	30.06	35.96
Professional specialty	36.74	39.35	36.47	31.91	38.21
Technical	26.72	25.95	26.86	23.72	28.08
Executive, administrative, and managerial	38.36	36.13	39.13	34.66	41.69
Sales	15.31	12.60	16.42	13.80	24.08
Administrative support, including clerical	16.27	15.25	16.68	15.63	17.93
Blue collar	17.18	16.93	17.25	14.47	21.21
Precision production, craft, and repair	22.01	20.44	22.58	17.56	26.41
Machine operators, assemblers, and inspectors	15.17	12.63	15.63	15.00	16.58
Transportation and material moving	17.67	16.20	18.30	18.34	18.25
Handlers, equipment cleaners, helpers, and laborers	11.50	11.69	11.47	10.87	14.19
Service	11.17	10.72	11.27	10.12	14.80
	Relative error ⁴ (percent)				
All occupations	3.3	7.3	3.8	6.2	3.4
All excluding sales	3.5	7.4	4.0	6.7	3.5
White collar	3.1	9.6	3.1	6.6	3.0
White-collar excluding sales	3.0	10.1	2.9	6.6	3.0
Professional specialty and technical	2.7	11.5	2.7	6.5	3.1
Professional specialty	2.7	13.3	2.6	6.8	2.8
Technical	4.4	5.5	5.1	7.3	6.5
Executive, administrative, and managerial	4.7	9.3	5.5	7.5	7.2
Sales	11.9	18.0	13.5	9.9	20.5
Administrative support, including clerical	2.7	5.8	2.7	4.3	3.1
Blue collar	6.1	8.8	7.5	7.5	9.8
Precision production, craft, and repair	9.1	12.9	11.7	14.3	11.1
Machine operators, assemblers, and inspectors	5.4	19.1	5.9	8.8	5.9
Transportation and material moving	11.6	9.4	15.5	10.1	29.3
Handlers, equipment cleaners, helpers, and laborers	8.9	5.8	10.1	11.9	9.1
Service	3.9	6.3	4.6	4.0	9.0

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 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 2001

Occupation ³	10	25	Median 50	75	90
All	\$9.15	\$13.38	\$19.83	\$30.32	\$41.96
All excluding sales	9.83	14.10	20.36	30.42	42.51
White collar	11.85	16.41	24.30	34.51	47.03
White collar excluding sales	14.14	17.89	26.13	36.17	48.11
Professional specialty and technical	19.19	25.13	31.79	42.25	49.93
Professional specialty	21.49	28.42	34.31	45.60	51.09
Engineers, architects, and surveyors	28.34	31.63	39.31	44.62	49.93
Civil engineers	28.42	28.42	36.72	43.09	45.22
Electrical and electronic engineers	29.67	33.93	41.53	46.56	49.56
Industrial engineers	28.36	33.02	34.06	36.64	71.79
Engineers, n.e.c.	26.55	30.69	38.80	45.77	50.72
Mathematical and computer scientists	26.74	31.43	37.11	44.07	50.33
Computer systems analysts and scientists	26.74	31.43	36.06	44.07	49.87
Natural scientists	19.19	22.06	26.46	39.71	43.25
Health related	21.16	24.24	30.66	34.12	38.88
Physicians	18.68	18.68	21.13	57.33	63.82
Registered nurses	24.19	27.85	31.66	34.51	38.11
Teachers, college and university	19.46	27.14	37.93	51.09	78.60
Psychology teachers	22.78	31.09	38.24	39.22	39.22
Other post-secondary teachers	19.46	19.46	27.14	44.19	50.57
Teachers, except college and university	22.24	30.42	44.64	48.57	53.38
Prekindergarten and kindergarten	9.95	12.79	16.30	22.24	22.24
Elementary school teachers	41.31	45.60	47.10	51.70	54.49
Secondary school teachers	14.32	36.91	49.46	52.33	53.38
Teachers, n.e.c.	30.42	30.42	30.42	30.42	30.42
Vocational and educational counselors	17.17	21.66	21.66	26.30	64.55
Librarians, archivists, and curators	21.00	26.90	26.90	27.57	34.21
Librarians	21.00	26.90	26.90	27.57	34.21
Social scientists and urban planners	25.33	28.94	33.25	41.31	49.62
Psychologists	20.43	25.33	31.64	34.35	34.51
Social, recreation, and religious workers	16.41	19.72	21.49	28.41	32.12
Social workers	18.31	20.35	21.49	28.41	32.06
Lawyers and judges	39.40	50.92	58.29	74.85	74.85
Lawyers	39.40	50.92	58.29	74.85	74.85
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.18	17.80	21.35	34.58	47.18
Professional, n.e.c.	17.12	17.12	18.30	27.93	29.87
Technical	16.45	19.20	24.42	28.36	31.33
Clinical laboratory technologists and technicians	18.48	26.79	27.64	27.84	29.43
Radiological technicians	23.10	26.54	26.54	27.37	31.85
Licensed practical nurses	18.46	19.51	20.38	25.13	25.13
Health technologists and technicians, n.e.c.	14.14	14.73	18.34	20.69	21.14
Electrical and electronic technicians	16.85	18.93	23.13	31.03	31.38
Engineering technicians, n.e.c.	15.01	15.01	23.51	25.87	28.19
Airplane pilots and navigators	27.87	76.77	153.38	178.72	183.22
Computer programmers	22.69	24.08	27.88	30.53	36.70
Technical and related, n.e.c.	16.66	19.20	28.92	30.78	33.65
Executive, administrative, and managerial	19.86	24.53	32.86	43.09	58.85
Executives, administrators, and managers	22.24	30.03	41.99	52.88	65.47
Administrators and officials, public administration	25.84	26.49	36.42	39.43	51.67
Financial managers	23.83	26.50	41.96	52.88	57.69
Managers, marketing, advertising, and public relations	21.61	38.92	42.41	67.31	75.60
Administrators, education and related fields	26.21	32.79	34.23	49.93	49.93
Managers, medicine and health	26.44	33.65	40.87	44.92	68.90
Managers, service organizations, n.e.c.	15.06	16.87	21.01	34.24	34.24
Managers and administrators, n.e.c.	28.32	35.24	43.09	58.85	65.47
Management related	19.61	22.15	27.50	32.86	38.77
Accountants and auditors	17.38	21.03	28.05	35.10	36.17
Other financial officers	22.31	25.33	38.33	42.32	46.76
Management analysts	24.48	24.48	29.75	33.33	33.33
Personnel, training, and labor relations specialists	14.10	23.15	23.97	26.55	29.97
Inspectors and compliance officers, except construction	17.87	23.81	26.33	29.19	44.28
Management related, n.e.c.	19.61	19.61	24.41	31.43	39.66

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 2001 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales	\$7.53	\$8.48	\$11.88	\$17.19	\$33.26
Supervisors, sales	11.00	12.00	15.25	21.62	30.00
Sales workers, apparel	6.78	6.78	7.69	8.45	10.40
Sales workers, other commodities	6.51	7.69	10.53	12.26	41.29
Cashiers	7.88	8.50	10.41	14.00	16.36
Administrative support, including clerical	11.44	13.72	16.44	19.63	23.08
Supervisors, general office	20.83	20.83	23.84	27.61	30.46
Computer operators	14.98	14.98	18.35	26.00	26.00
Secretaries	14.95	16.06	19.39	20.84	24.74
Stenographers	17.82	17.82	19.58	29.37	29.37
Typists	12.00	12.00	18.52	20.01	24.67
Transportation ticket and reservation agents	8.09	8.09	11.62	21.00	21.48
Receptionists	10.30	11.44	11.44	12.39	14.68
Order clerks	11.95	15.03	15.03	19.77	22.99
Library clerks	13.96	13.96	15.63	16.91	22.31
File clerks	10.00	10.00	10.00	10.93	13.85
Records clerks, n.e.c.	15.38	16.62	17.80	21.38	22.25
Bookkeepers, accounting and auditing clerks	11.50	14.50	16.30	18.71	21.45
Billing clerks	11.50	11.50	13.82	17.28	22.86
Dispatchers	14.98	14.98	22.14	26.97	28.08
Traffic, shipping and receiving clerks	11.08	13.56	14.77	19.48	31.95
Stock and inventory clerks	9.42	12.50	14.19	15.47	17.69
Material recording, scheduling, and distribution clerks, n.e.c.	14.18	16.98	18.35	18.42	18.79
Investigators and adjusters, except insurance	13.71	13.71	19.25	19.42	19.42
Eligibility clerks, social welfare	12.54	16.17	20.72	25.09	25.09
General office clerks	11.25	14.17	16.33	18.02	20.90
Bank tellers	10.13	10.39	10.93	13.84	14.02
Data entry keyers	11.21	12.61	14.29	16.67	16.67
Teachers' aides	11.69	14.38	14.88	16.51	17.44
Administrative support, n.e.c.	13.98	15.44	19.24	20.21	22.13
Blue collar	8.47	10.83	16.76	22.45	27.31
Precision production, craft, and repair	10.30	16.67	22.60	26.83	36.83
Supervisors, mechanics and repairers	19.70	23.72	26.24	36.86	36.99
Industrial machinery repairers	21.46	21.46	21.46	25.63	26.37
Electronic repairers, communications and industrial equipment	13.50	15.60	20.36	21.22	24.30
Mechanics and repairers, n.e.c.	15.70	17.51	22.15	25.09	27.05
Electricians	21.26	32.90	41.22	41.22	41.22
Construction trades, n.e.c.	19.01	19.01	19.01	22.70	26.72
Supervisors, production	19.25	20.00	26.66	31.94	34.43
Electrical and electronic equipment assemblers ..	8.80	8.80	10.14	14.25	16.72
Machine operators, assemblers, and inspectors	9.83	10.83	14.58	18.76	21.44
Miscellaneous machine operators, n.e.c.	9.83	10.83	14.23	14.58	18.76
Assemblers	10.63	18.31	20.69	20.80	22.02
Transportation and material moving	6.61	13.03	18.26	21.37	26.21
Truck drivers	13.03	13.03	19.35	20.28	26.21
Industrial truck and tractor equipment operators ..	14.50	14.50	16.49	26.05	31.36
Handlers, equipment cleaners, helpers, and laborers	6.50	8.15	11.00	15.66	20.45
Groundskeepers and gardeners, except farm	10.90	10.95	18.14	20.93	20.93
Stock handlers and baggers	7.50	8.71	10.55	11.44	16.73
Freight, stock, and material handlers, n.e.c.	10.92	12.03	15.00	23.24	23.24
Hand packers and packagers	8.14	8.15	8.15	9.65	10.00
Laborers, except construction, n.e.c.	7.03	8.33	12.85	18.70	20.61
Service	8.45	9.00	11.88	18.27	28.20
Protective service	9.00	9.00	18.55	28.91	33.29
Firefighting	21.12	21.12	24.16	29.27	33.31
Police and detectives, public service	26.24	29.17	33.08	33.29	37.31
Sheriffs, bailiffs, and other law enforcement officers	18.44	18.44	25.68	28.20	28.91

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 2001 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Protective service—Continued					
Correctional institution officers	\$23.09	\$24.75	\$25.14	\$25.32	\$25.32
Guards and police, except public service	8.78	9.00	9.00	9.86	14.52
Food service	6.25	8.40	9.90	13.21	16.28
Waiters, waitresses, and bartenders	5.75	6.25	8.02	9.90	19.76
Waiters and waitresses	5.75	6.25	6.25	12.30	19.76
Waiters/waitresses' assistants	5.75	6.16	9.90	9.90	10.85
Other food service	8.40	8.98	10.56	13.38	16.04
Cooks	9.17	9.68	14.42	14.42	16.62
Kitchen workers, food preparation	8.38	8.98	11.14	11.88	13.21
Food preparation, n.e.c.	8.50	8.58	9.75	10.56	14.87
Health service	10.13	11.01	13.05	15.06	17.69
Health aides, except nursing	13.05	14.51	15.06	18.02	26.34
Nursing aides, orderlies and attendants	9.19	10.69	12.70	14.26	16.91
Cleaning and building service	8.45	8.59	11.11	14.05	19.04
Maids and housemen	7.91	9.40	10.29	13.63	13.78
Janitors and cleaners	8.45	8.59	11.11	15.00	19.04
Personal service	7.32	9.20	11.30	14.93	33.87
Attendants, amusement, and recreation facilities	7.25	8.36	9.51	14.66	14.66
Child care workers, n.e.c.	9.20	10.08	11.30	14.83	33.87
Service, n.e.c.	9.10	10.58	12.35	13.08	15.62

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

nonproduction bonuses, and tips.

² 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 2001

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.80	\$11.71	\$18.16	\$29.10	\$41.22
All excluding sales	9.00	12.35	18.99	29.84	41.66
White collar	11.22	15.06	23.44	34.58	45.96
White collar excluding sales	13.19	16.88	26.33	36.72	48.11
Professional specialty and technical	18.71	26.13	32.23	40.77	49.65
Professional specialty	21.35	29.30	35.04	43.19	50.72
Engineers, architects, and surveyors	28.34	32.53	39.31	45.77	50.72
Civil engineers	21.81	30.33	36.72	40.79	41.71
Electrical and electronic engineers	29.67	33.93	40.22	46.56	49.56
Industrial engineers	28.36	33.02	34.06	36.64	71.79
Engineers, n.e.c.	27.66	30.69	40.77	45.77	50.72
Mathematical and computer scientists	26.85	31.43	37.15	46.48	50.53
Computer systems analysts and scientists	26.19	31.43	36.86	44.42	49.87
Natural scientists	18.44	22.06	38.35	39.71	43.25
Health related	22.11	25.33	29.96	33.14	38.23
Registered nurses	22.25	28.65	31.93	35.04	38.56
Teachers, college and university	22.78	34.83	40.04	76.82	83.13
Psychology teachers	22.78	31.09	38.24	39.22	39.22
Other post-secondary teachers	20.02	21.25	31.54	50.57	50.57
Teachers, except college and university	10.00	13.74	17.17	31.85	37.10
Elementary school teachers	18.75	20.61	26.95	29.12	32.60
Secondary school teachers	14.32	14.32	31.85	37.10	39.97
Vocational and educational counselors	12.92	15.55	17.17	17.38	17.38
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	15.80	16.41	19.71	24.70	38.21
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	8.42	18.21	21.35	47.18	47.18
Technical	16.33	19.25	25.87	30.04	32.00
Clinical laboratory technologists and technicians	18.48	26.79	27.64	27.64	27.84
Radiological technicians	20.10	26.54	26.67	27.37	34.03
Licensed practical nurses	18.46	18.60	19.51	20.38	20.67
Health technologists and technicians, n.e.c.	14.14	14.73	14.73	16.45	18.91
Electrical and electronic technicians	16.85	18.93	23.13	31.03	31.38
Airplane pilots and navigators	27.87	76.77	153.38	178.72	183.22
Computer programmers	22.69	24.08	27.88	30.53	36.70
Technical and related, n.e.c.	16.33	24.50	30.04	30.78	33.65
Executive, administrative, and managerial	20.68	26.33	34.29	44.44	60.65
Executives, administrators, and managers	21.61	31.23	42.06	56.38	65.85
Financial managers	23.83	26.50	41.96	52.88	57.69
Managers, marketing, advertising, and public relations	21.61	38.92	42.41	67.31	75.60
Administrators, education and related fields	21.30	23.18	26.21	28.54	42.03
Managers, medicine and health	18.00	27.20	34.19	40.87	42.30
Managers, service organizations, n.e.c.	15.06	15.06	21.01	34.24	36.06
Managers and administrators, n.e.c.	30.01	35.24	43.09	58.85	65.47
Management related	20.28	23.80	29.10	35.10	40.87
Accountants and auditors	15.80	21.03	29.10	35.10	38.77
Other financial officers	22.31	25.33	38.33	46.76	46.76
Management analysts	24.48	24.89	29.75	30.12	33.33
Management related, n.e.c.	20.68	21.92	29.53	34.12	45.43
Sales	7.53	8.48	11.88	17.19	33.26
Supervisors, sales	11.00	12.00	15.25	18.32	30.00
Sales workers, apparel	6.78	6.78	7.69	8.45	10.40
Sales workers, other commodities	6.51	7.69	10.53	12.26	41.29
Cashiers	7.88	8.50	10.41	14.00	16.36
Administrative support, including clerical	10.93	12.98	15.44	19.21	22.18
Secretaries	14.41	15.06	17.67	21.34	23.68
Transportation ticket and reservation agents	8.09	8.09	11.62	21.00	21.48
Receptionists	10.30	11.44	11.44	12.39	14.68
Order clerks	11.95	15.03	15.03	19.77	22.99
Records clerks, n.e.c.	15.71	16.62	21.38	21.38	22.25

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 2001 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Bookkeepers, accounting and auditing clerks	\$11.50	\$13.50	\$15.50	\$18.71	\$25.06
Traffic, shipping and receiving clerks	11.08	13.56	14.77	19.48	31.95
Stock and inventory clerks	9.42	12.00	14.19	15.47	17.50
Material recording, scheduling, and distribution clerks, n.e.c.	14.18	14.18	17.57	18.35	18.42
General office clerks	9.88	13.38	16.14	18.14	22.78
Bank tellers	10.13	10.39	10.93	13.84	14.02
Data entry keyers	11.21	12.61	14.29	16.67	16.67
Administrative support, n.e.c.	14.14	15.44	19.24	20.21	22.13
Blue collar	8.15	10.70	15.88	21.64	26.83
Precision production, craft, and repair					
Supervisors, mechanics and repairers	10.30	15.40	21.47	26.72	35.24
Electronic repairers, communications and industrial equipment	10.82	19.70	26.15	26.24	36.86
Mechanics and repairers, n.e.c.	13.50	15.60	20.36	21.22	24.27
Supervisors, production	8.09	17.51	19.49	23.18	26.60
Electrical and electronic equipment assemblers ..	19.25	20.00	26.66	31.94	34.43
Assemblers	8.80	8.80	10.14	14.25	16.72
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	9.83	10.83	14.58	18.76	21.44
Assemblers	9.83	10.83	14.23	14.58	18.76
Assemblers	10.63	18.31	20.69	20.80	22.02
Transportation and material moving					
Truck drivers	6.61	13.03	18.00	21.56	26.21
Truck drivers	13.03	13.03	19.35	20.28	26.21
Industrial truck and tractor equipment operators ..	14.50	14.50	16.49	26.05	31.36
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	6.50	7.75	10.55	13.96	18.00
Stock handlers and baggers	7.50	8.71	10.55	11.44	16.73
Freight, stock, and material handlers, n.e.c.	10.92	12.03	15.00	23.24	23.24
Hand packers and packagers	8.14	8.15	8.15	9.65	10.00
Laborers, except construction, n.e.c.	6.72	7.60	12.85	13.86	18.00
Service					
Protective service	8.00	8.60	9.86	12.59	14.74
Protective service	8.78	9.00	9.00	9.86	13.39
Guards and police, except public service	8.78	9.00	9.00	9.67	12.95
Food service	6.25	8.40	9.90	11.88	15.20
Waiters, waitresses, and bartenders	5.75	6.25	8.02	9.90	19.76
Waiters and waitresses	5.75	6.25	6.25	12.30	19.76
Waiters/Waitresses' assistants	5.75	6.16	9.90	9.90	10.85
Other food service	8.40	8.58	10.16	13.21	14.50
Cooks	9.17	9.68	14.42	14.42	16.28
Kitchen workers, food preparation	8.38	8.98	10.16	11.88	13.21
Food preparation, n.e.c.	8.50	8.50	8.58	9.75	14.50
Health service	9.37	10.69	12.70	14.39	15.68
Health aides, except nursing	11.94	13.05	14.82	16.97	18.52
Nursing aides, orderlies and attendants	9.19	10.64	12.16	13.36	15.26
Cleaning and building service	7.91	8.59	9.83	12.00	13.88
Maids and housemen	7.91	9.40	10.29	13.63	13.78
Janitors and cleaners	7.33	8.59	9.62	11.11	13.88
Personal service	7.32	9.00	10.81	13.40	27.61
Service, n.e.c.	9.10	10.00	11.04	12.35	13.08

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

nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$16.11	\$19.05	\$24.54	\$32.06	\$46.56
All excluding sales	16.11	19.05	24.54	32.06	46.56
White collar	16.44	19.41	25.33	34.51	48.21
White collar excluding sales	16.44	19.41	25.33	34.51	48.21
Professional specialty and technical	19.72	24.55	30.42	46.56	51.70
Professional specialty	21.49	26.90	32.12	47.10	53.34
Engineers, architects, and surveyors	22.70	28.42	36.43	43.09	45.22
Civil engineers	28.42	28.42	37.91	43.09	47.27
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	19.79	24.19	31.00	34.51	57.33
Physicians	18.68	18.68	21.94	57.33	65.40
Registered nurses	24.19	24.54	31.00	32.40	35.39
Teachers, college and university	17.84	19.46	37.24	51.09	77.06
Teachers, except college and university	30.42	30.42	46.56	49.46	53.38
Elementary school teachers	41.31	46.56	47.10	51.70	54.49
Librarians, archivists, and curators	26.90	26.90	26.90	27.57	33.47
Librarians	26.90	26.90	26.90	27.57	33.47
Social scientists and urban planners	20.43	25.33	31.64	34.35	34.51
Psychologists	20.43	25.33	31.64	34.35	34.51
Social, recreation, and religious workers	19.72	20.35	24.66	28.41	32.12
Social workers	20.35	21.49	27.87	29.30	32.12
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	18.01	18.34	20.94	24.71	25.13
Health technologists and technicians, n.e.c.	18.34	18.34	20.69	20.94	21.88
Technical and related, n.e.c.	16.66	19.20	19.20	23.33	24.55
Executive, administrative, and managerial	19.61	23.08	26.51	34.23	44.92
Executives, administrators, and managers	25.84	26.49	36.42	44.92	51.05
Administrators and officials, public administration	25.84	26.49	36.42	39.43	51.67
Management related	19.41	19.61	23.96	27.22	32.75
Management related, n.e.c.	19.41	19.61	19.61	23.08	26.51
Sales	—	—	—	—	—
Administrative support, including clerical	14.17	15.66	18.41	20.83	25.09
Secretaries	16.06	19.39	19.63	20.38	25.98
Library clerks	12.14	15.45	16.91	22.31	26.27
Bookkeepers, accounting and auditing clerks	15.09	17.41	17.48	18.68	19.01
Dispatchers	22.14	22.46	23.69	28.08	28.08
General office clerks	13.46	14.20	16.50	17.13	19.83
Teachers' aides	11.69	14.38	14.88	16.51	17.44
Administrative support, n.e.c.	13.98	14.90	19.34	20.11	22.35
Blue collar	17.77	19.83	21.37	25.80	33.72
Precision production, craft, and repair	21.26	23.03	25.78	31.92	36.83
Mechanics and repairers, n.e.c.	22.58	24.46	25.09	31.92	40.30
Transportation and material moving	16.60	17.77	20.15	20.15	22.15
Handlers, equipment cleaners, helpers, and laborers	16.91	18.47	19.83	20.61	20.93
Service	13.92	17.49	24.23	30.03	33.31
Protective service	21.12	24.16	28.20	33.13	34.28
Firefighting	21.12	21.12	24.16	29.27	33.31
Police and detectives, public service	26.24	29.17	33.08	33.29	37.31
Sheriffs, bailiffs, and other law enforcement officers	18.44	18.44	25.68	28.20	28.91
Correctional institution officers	23.09	24.75	25.14	25.32	25.32
Food service	9.59	10.56	14.87	19.03	19.43
Other food service	9.59	10.56	14.87	19.03	19.43

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 2001 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service --Continued					
Health service	\$13.30	\$14.87	\$16.91	\$23.19	\$26.34
Health aides, except nursing	14.51	17.00	17.00	26.34	26.34
Nursing aides, orderlies and attendants	13.30	14.70	14.87	17.49	23.19
Cleaning and building service	13.92	16.48	18.27	19.04	24.23
Janitors and cleaners	13.92	16.48	18.27	20.41	24.23
Personal service	9.20	13.57	14.83	18.44	33.87

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

nonproduction bonuses, and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001

Occupation ³	10	25	Median 50	75	90
All	\$10.29	\$14.58	\$20.93	\$30.89	\$43.13
All excluding sales	10.37	14.83	21.38	31.33	43.85
White collar	13.26	17.38	25.35	36.06	47.93
White collar excluding sales	14.50	18.52	26.51	37.67	49.38
Professional specialty and technical	19.20	25.33	32.00	43.25	50.72
Professional specialty	21.66	28.65	35.95	46.48	51.70
Engineers, architects, and surveyors	28.34	31.63	39.31	44.62	49.93
Civil engineers	28.42	28.42	36.72	43.09	45.22
Electrical and electronic engineers	29.67	33.93	41.53	46.56	49.56
Industrial engineers	28.36	33.02	34.06	36.64	71.79
Engineers, n.e.c.	26.55	30.69	38.80	45.77	50.72
Mathematical and computer scientists	26.74	31.43	37.11	44.07	50.33
Computer systems analysts and scientists	26.74	31.43	36.06	44.07	49.87
Natural scientists	19.19	22.06	26.46	39.71	43.25
Health related	18.71	22.25	28.20	32.44	39.12
Physicians	18.68	18.68	21.13	57.33	63.82
Registered nurses	22.25	24.54	28.65	32.57	38.74
Teachers, college and university	17.84	34.83	38.52	76.82	78.60
Teachers, except college and university	22.24	30.42	44.64	48.57	53.38
Prekindergarten and kindergarten	9.95	12.79	16.30	22.24	22.24
Elementary school teachers	41.31	45.60	47.10	51.70	54.49
Secondary school teachers	14.32	36.91	49.46	52.33	53.38
Vocational and educational counselors	17.17	21.66	22.55	26.30	64.55
Librarians, archivists, and curators	21.00	26.90	26.90	27.57	34.21
Librarians	21.00	26.90	26.90	27.57	34.21
Social scientists and urban planners	28.94	28.94	33.25	41.31	49.62
Psychologists	25.33	25.33	31.64	34.35	34.51
Social, recreation, and religious workers	16.41	19.72	23.88	29.30	32.12
Social workers	19.71	21.49	27.87	29.30	32.12
Lawyers and judges	39.40	50.92	58.29	74.85	74.85
Lawyers	39.40	50.92	58.29	74.85	74.85
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.18	17.12	18.30	34.58	47.18
Professional, n.e.c.	17.12	17.12	17.80	27.93	27.93
Technical	16.85	19.20	24.32	28.36	31.33
Licensed practical nurses	18.46	19.51	20.38	25.13	25.13
Health technologists and technicians, n.e.c.	14.14	14.73	18.34	20.94	21.14
Electrical and electronic technicians	18.40	19.25	22.89	28.81	31.33
Airplane pilots and navigators	27.87	76.77	153.38	178.72	183.22
Computer programmers	22.69	24.08	27.88	30.53	36.70
Technical and related, n.e.c.	16.88	19.20	28.92	30.78	33.65
Executive, administrative, and managerial	20.00	24.82	33.33	43.09	58.85
Executives, administrators, and managers	22.24	30.03	41.99	52.88	65.47
Administrators and officials, public administration	25.84	26.49	36.42	39.43	51.67
Financial managers	23.83	26.50	41.96	52.88	57.69
Managers, marketing, advertising, and public relations	21.61	38.92	42.41	67.31	75.60
Administrators, education and related fields	26.67	32.79	34.23	49.93	49.93
Managers, medicine and health	26.44	33.65	40.87	44.92	68.90
Managers, service organizations, n.e.c.	15.06	16.87	21.01	34.24	34.24
Managers and administrators, n.e.c.	28.32	35.24	43.09	58.85	65.47
Management related	19.61	22.31	28.05	33.33	38.77
Accountants and auditors	17.38	21.03	28.05	35.10	36.17
Other financial officers	22.31	25.33	38.33	42.32	46.76
Management analysts	24.48	24.89	29.75	33.33	33.33
Personnel, training, and labor relations specialists	23.15	23.97	23.97	29.70	29.97
Inspectors and compliance officers, except construction	17.87	23.81	26.33	29.19	44.28
Management related, n.e.c.	19.61	19.61	24.41	31.43	39.66
Sales	8.50	11.00	14.88	21.76	33.26
Supervisors, sales	11.00	12.00	15.25	21.62	30.00
Sales workers, apparel	7.69	7.69	8.54	10.40	14.88
Sales workers, other commodities	6.51	8.48	11.39	15.24	41.29
Cashiers	8.50	9.34	11.42	15.75	16.36

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 2001 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical	\$11.50	\$14.17	\$16.83	\$20.19	\$23.74
Supervisors, general office	20.83	20.83	23.84	27.61	30.46
Computer operators	14.98	14.98	18.35	26.00	26.00
Secretaries	15.06	16.65	19.39	21.34	25.98
Typists	13.31	13.31	20.01	20.01	25.35
Transportation ticket and reservation agents	8.09	8.09	11.03	21.48	21.48
Receptionists	11.00	11.44	11.44	12.19	14.68
Order clerks	11.95	15.03	15.03	18.71	22.99
File clerks	10.00	10.00	10.00	10.93	13.85
Records clerks, n.e.c.	15.71	16.68	18.00	21.38	22.25
Bookkeepers, accounting and auditing clerks	11.50	14.50	16.30	18.71	21.45
Billing clerks	11.50	11.50	13.82	17.28	22.86
Dispatchers	14.98	14.98	22.14	23.69	28.08
Traffic, shipping and receiving clerks	11.08	13.56	14.77	19.48	31.95
Stock and inventory clerks	12.00	13.00	14.56	15.47	17.69
Material recording, scheduling, and distribution clerks, n.e.c.	14.18	16.98	18.35	18.42	18.79
Eligibility clerks, social welfare	12.54	16.17	20.72	25.09	25.09
General office clerks	13.00	14.42	16.44	18.26	21.75
Bank tellers	10.13	10.85	11.62	13.84	15.66
Administrative support, n.e.c.	14.01	15.47	19.24	20.21	22.35
Blue collar	8.80	10.96	17.67	22.70	27.31
Precision production, craft, and repair	10.30	16.67	22.51	26.83	36.83
Supervisors, mechanics and repairers	19.70	23.72	26.24	36.86	36.99
Industrial machinery repairers	21.46	21.46	21.46	25.63	26.37
Electronic repairers, communications and industrial equipment	13.50	15.60	20.36	21.22	24.30
Mechanics and repairers, n.e.c.	15.70	17.51	22.15	25.09	27.05
Electricians	21.26	32.90	41.22	41.22	41.22
Supervisors, production	19.25	20.00	26.66	31.94	34.43
Electrical and electronic equipment assemblers ..	8.80	8.80	10.14	14.25	16.72
Machine operators, assemblers, and inspectors	9.83	10.83	14.58	18.76	20.96
Miscellaneous machine operators, n.e.c.	9.83	10.83	14.23	14.58	18.76
Assemblers	10.63	18.31	20.69	20.80	22.02
Transportation and material moving	6.61	13.03	19.35	21.67	26.21
Truck drivers	13.03	13.03	19.48	20.74	26.21
Industrial truck and tractor equipment operators ..	14.50	14.50	16.49	26.05	31.36
Handlers, equipment cleaners, helpers, and laborers	6.50	8.15	11.44	16.73	20.93
Groundskeepers and gardeners, except farm	10.90	10.95	18.14	20.93	20.93
Stock handlers and baggers	8.71	9.59	10.55	11.44	16.73
Freight, stock, and material handlers, n.e.c.	13.46	15.00	21.56	23.24	23.24
Hand packers and packagers	8.14	8.15	8.15	9.65	10.00
Laborers, except construction, n.e.c.	9.59	12.85	13.86	19.76	20.61
Service	8.51	9.83	13.39	23.09	30.03
Protective service	11.97	18.44	25.37	30.62	33.72
Firefighting	21.12	21.12	24.16	29.27	33.31
Police and detectives, public service	26.24	29.17	33.08	33.29	37.31
Sheriffs, bailiffs, and other law enforcement officers	18.44	18.44	25.68	28.20	28.91
Correctional institution officers	23.09	24.75	25.14	25.32	25.32
Guards and police, except public service	8.78	8.78	12.59	14.83	20.13
Food service	6.25	8.40	9.90	11.88	16.35
Waiters, waitresses, and bartenders	5.75	6.25	8.40	9.90	19.76
Waiters/Waitresses' assistants	5.75	6.16	9.90	9.90	10.85
Other food service	8.40	8.58	10.16	13.21	15.20
Cooks	9.79	14.42	14.42	16.28	19.03
Kitchen workers, food preparation	8.38	8.40	10.16	11.88	11.88
Food preparation, n.e.c.	8.50	8.50	8.58	9.75	14.10
Health service	9.37	10.69	12.70	15.06	18.02
Health aides, except nursing	13.05	13.70	15.78	18.52	26.34

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 2001** — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Health service—Continued					
Nursing aides, orderlies and attendants	\$9.19	\$10.64	\$12.16	\$13.36	\$15.68
Cleaning and building service	8.59	8.59	11.11	14.50	19.04
Maids and housemen	7.91	9.40	10.29	13.63	13.78
Janitors and cleaners	8.59	8.59	11.11	16.48	19.04
Personal service	9.00	10.81	13.74	27.61	33.87
Child care workers, n.e.c.	10.81	10.81	14.83	33.87	33.87
Service, n.e.c.	9.10	10.00	12.35	13.08	15.62

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

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001

Occupation ³	10	25	Median 50	75	90
All	\$7.42	\$9.00	\$11.38	\$17.00	\$30.76
All excluding sales	8.33	9.00	13.21	18.44	31.66
White collar	7.50	9.51	14.88	25.93	32.82
White collar excluding sales	10.40	14.10	17.02	29.84	34.31
Professional specialty and technical	17.65	24.24	29.96	33.14	37.68
Professional specialty	19.71	24.47	31.09	34.31	38.11
Health related	27.53	29.84	32.28	35.50	38.56
Registered nurses	29.65	31.00	32.82	35.50	38.11
Teachers, college and university	19.46	19.46	24.02	30.80	44.19
Other post-secondary teachers	19.46	19.46	20.02	27.12	44.19
Teachers, except college and university	10.00	13.25	19.00	25.93	25.93
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	15.80	17.00	20.35	20.35	20.53
Social workers	15.80	17.00	20.35	20.53	20.53
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	14.04	16.66	26.54	26.79	31.85
Executive, administrative, and managerial	14.10	14.10	14.10	22.15	22.15
Executives, administrators, and managers	-	-	-	-	-
Management related	-	-	-	-	-
Sales	6.78	7.14	8.00	9.51	11.38
Sales workers, apparel	6.78	6.78	6.78	8.09	8.45
Sales workers, other commodities	6.41	7.53	9.00	9.51	10.53
Cashiers	7.25	7.88	8.17	11.22	17.58
Administrative support, including clerical	9.25	11.50	14.38	16.47	17.44
Transportation ticket and reservation agents	8.39	8.39	11.62	15.16	19.16
General office clerks	5.80	10.40	13.69	16.54	17.02
Bank tellers	10.07	10.18	10.56	10.93	13.13
Teachers' aides	10.25	14.38	14.88	16.51	17.44
Blue collar	7.50	8.73	11.17	15.55	19.58
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	10.13	11.25	16.75	18.47	18.47
Handlers, equipment cleaners, helpers, and laborers	7.50	8.33	10.50	12.03	16.74
Stock handlers and baggers	7.50	7.50	8.44	14.27	16.74
Freight, stock, and material handlers, n.e.c.	9.00	10.92	11.29	12.37	13.68
Service	7.33	9.00	9.00	11.46	14.71
Protective service	-	-	-	-	-
Food service	6.92	8.28	11.14	13.38	16.04
Waiters, waitresses, and bartenders	6.25	6.33	8.02	8.14	12.30
Other food service	9.17	9.59	11.29	14.87	16.04
Health service	10.32	13.37	14.65	15.26	17.69
Health aides, except nursing	11.46	14.51	14.82	16.97	17.69
Nursing aides, orderlies and attendants	10.32	13.00	14.39	15.26	16.96

See footnotes at end of table.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$7.33	\$7.33	\$8.00	\$12.58	\$14.03
Janitors and cleaners	7.33	7.33	8.00	12.58	14.03
Personal service	7.32	7.32	10.08	11.58	14.66
Attendants, amusement, and recreation facilities	7.25	8.36	9.51	14.66	14.66
Child care workers, n.e.c.	9.20	9.20	10.08	10.08	14.46

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

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

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

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

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

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

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size, as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–99	8
100–249	10
250–999	12
1,000–2,499	16
2,500+	20

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

additionally defined by major occupation group and job level.

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	9,249
Total in sample	621
Responding	318
Out of business or not in survey scope	68
Unable or refused to provide data	235

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

Estimation

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

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

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

Percentiles

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

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that had average hourly wages at the 10th percentile or less for that occupation.

Note that the percentiles in earlier NCS bulletins for this area (in the 3090 and 3095 bulletin series) were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Research has shown that using average-wage data for jobs instead of individual-worker data has the effect of moving percentile estimates toward the median (50th percentile). This effect is greatest for occupations with a high degree of wage dispersion. However, medians calculated using the two methods are nearly identical.

Data reliability

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

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

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

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

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2001**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,369,000	1,033,100	335,900
All excluding sales	1,266,200	930,600	335,600
White collar	856,500	614,400	242,100
White-collar excluding sales	753,700	511,900	241,800
Professional specialty and technical	362,900	226,600	136,300
Professional specialty	297,200	173,300	123,900
Technical	65,800	53,300	12,500
Executive, administrative, and managerial	130,500	99,900	30,600
Sales	102,800	102,500	–
Administrative support, including clerical	260,300	185,400	74,900
Blue collar	300,000	268,400	31,600
Precision production, craft, and repair	108,700	94,400	14,200
Machine operators, assemblers, and inspectors	62,700	62,700	–
Transportation and material moving	49,000	39,700	9,300
Handlers, equipment cleaners, helpers, and laborers	79,800	71,700	8,100
Service	212,500	150,300	62,200

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.