

Sacramento–Yolo, CA National Compensation Survey June 2002



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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 Sacramento–Yolo, CA, metropolitan area. Data were collected between December 2001 and January 2003; the average reference month is June 2002. 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 individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3.

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, Sacramento-Yolo, CA, June 2002

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$20.64	2.4	37.2	\$18.59	3.9	36.5	\$23.33	2.9	38.1
Worker characteristics:⁴									
White-collar occupations ⁵	22.88	2.1	37.6	22.14	3.7	37.0	23.60	2.3	38.3
Professional specialty and technical	29.16	2.8	37.3	27.32	3.9	37.9	30.65	3.1	36.9
Executive, administrative, and managerial	29.21	3.7	40.6	32.77	4.4	41.5	27.02	3.7	40.0
Sales	16.94	5.0	32.3	16.97	5.1	32.5	-	-	-
Administrative support	15.28	3.1	37.9	15.64	5.6	36.9	14.96	2.4	38.7
Blue-collar occupations ⁵	16.34	4.5	37.2	15.41	5.7	37.0	20.09	2.7	38.1
Precision production, craft, and repair	20.96	2.9	39.4	20.47	4.9	39.2	21.92	1.1	39.8
Machine operators, assemblers, and inspectors	12.78	7.1	38.4	12.78	7.1	38.4	-	-	-
Transportation and material moving	16.30	4.6	36.6	15.98	5.4	38.0	17.11	4.9	33.5
Handlers, equipment cleaners, helpers, and laborers	12.44	6.9	34.7	12.00	7.1	34.2	16.84	13.4	40.0
Service occupations ⁵	16.06	17.3	34.9	10.60	4.9	33.6	24.04	15.1	36.9
Full time	21.39	2.4	39.8	19.56	3.6	40.1	23.54	3.1	39.4
Part time	13.33	6.6	22.7	12.68	7.3	23.5	17.11	17.5	19.1
Union	21.50	3.4	37.1	18.46	4.1	35.0	22.60	4.2	37.9
Nonunion	19.88	3.1	37.2	18.62	4.2	36.9	26.18	3.8	38.9
Time	20.57	2.5	37.1	18.38	4.2	36.3	23.33	2.9	38.1
Incentive	24.00	10.5	40.1	24.00	10.5	40.1	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	19.83	3.9	39.6	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	16.39	11.0	35.2	16.20	11.4	35.1	-	-	-
100-499 workers	18.89	7.4	37.0	18.74	8.1	37.1	20.69	3.6	34.9
500 workers or more	22.37	2.5	37.7	20.09	3.0	36.7	23.46	3.1	38.2

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Sacramento-Yolo, CA, June 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$20.64	2.4	\$18.59	3.9	\$23.33	2.9
All excluding sales	20.88	2.5	18.78	4.2	23.34	2.9
White collar	22.88	2.1	22.14	3.7	23.60	2.3
White collar excluding sales	23.48	1.9	23.30	3.1	23.62	2.3
Professional specialty and technical	29.16	2.8	27.32	3.9	30.65	3.1
Professional specialty	30.82	2.9	29.53	3.5	31.71	4.5
Engineers, architects, and surveyors	30.24	4.5	—	—	26.61	.0
Civil engineers	29.30	20.4	—	—	—	—
Mathematical and computer scientists	28.32	2.9	29.54	4.0	—	—
Computer systems analysts and scientists	28.49	3.2	30.05	4.2	—	—
Natural scientists	21.60	4.1	28.90	10.3	—	—
Chemists, except biochemists	30.22	6.0	—	—	—	—
Health related	33.19	7.0	31.78	6.6	—	—
Registered nurses	28.65	1.6	29.15	1.4	—	—
Teachers, college and university	37.35	7.9	—	—	—	—
Other post-secondary teachers	25.28	3.9	—	—	—	—
Teachers, except college and university	36.38	4.0	24.07	5.6	38.02	4.6
Elementary school teachers	38.67	3.1	—	—	38.77	3.1
Secondary school teachers	38.93	6.4	—	—	39.99	5.8
Teachers, n.e.c.	33.80	10.1	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.94	5.2	19.07	2.0	22.11	7.5
Social workers	21.43	4.2	—	—	22.74	4.8
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.15	5.0	—	—	—	—
Technical	21.58	2.7	20.69	3.2	23.04	2.2
Health technologists and technicians, n.e.c.	20.60	10.8	—	—	—	—
Electrical and electronic technicians	22.20	7.1	21.43	8.1	—	—
Technical and related, n.e.c.	17.61	16.1	17.61	16.1	—	—
Executive, administrative, and managerial	29.21	3.7	32.77	4.4	27.02	3.7
Executives, administrators, and managers	33.39	3.3	35.37	5.7	31.18	1.6
Financial managers	28.27	6.8	26.96	9.6	—	—
Managers and administrators, n.e.c.	37.98	4.5	37.96	4.7	—	—
Management related	24.51	3.8	25.64	4.2	24.20	4.5
Accountants and auditors	21.55	5.9	—	—	—	—
Other financial officers	26.12	4.9	26.12	4.9	—	—
Personnel, training, and labor relations specialists	26.18	4.7	25.08	10.5	—	—
Management related, n.e.c.	23.24	11.1	28.31	10.1	—	—
Sales	16.94	5.0	16.97	5.1	—	—
Supervisors, sales	25.20	14.0	25.20	14.0	—	—
Sales workers, other commodities	12.96	5.1	12.99	5.3	—	—
Cashiers	12.85	6.8	12.85	6.8	—	—
Administrative support, including clerical	15.28	3.1	15.64	5.6	14.96	2.4
Supervisors, general office	18.65	3.3	18.27	8.5	—	—
Secretaries	16.98	5.7	15.66	5.0	18.72	7.6
Receptionists	12.47	1.9	12.39	2.3	—	—
Information clerks, n.e.c.	12.24	4.1	12.24	4.1	—	—
Order clerks	15.12	8.3	14.82	8.2	—	—
File clerks	9.53	4.1	—	—	—	—
Records clerks, n.e.c.	14.16	.9	13.84	2.3	—	—
Bookkeepers, accounting and auditing clerks	14.34	2.6	14.87	4.4	—	—
Telephone operators	14.56	3.9	14.56	3.9	—	—
Traffic, shipping and receiving clerks	14.15	18.4	14.15	18.4	—	—
Stock and inventory clerks	16.80	6.6	15.92	6.3	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	12.19	6.3	12.19	6.3	—	—
Insurance adjusters, examiners, and investigators	24.57	7.8	24.57	7.8	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
General office clerks	\$13.83	3.2	\$14.52	5.1	\$13.12	2.4
Bank tellers	10.09	4.7	10.09	4.7	–	–
Data entry keyers	13.73	2.4	–	–	–	–
Teachers' aides	12.15	12.4	–	–	12.15	12.4
Administrative support, n.e.c.	14.25	2.4	13.99	3.3	14.43	3.7
Blue collar	16.34	4.5	15.41	5.7	20.09	2.7
Precision production, craft, and repair						
Bus, truck, and stationary engine mechanics	21.18	4.2	22.80	8.6	–	–
Industrial machinery repairers	21.76	7.8	21.76	7.8	–	–
Mechanics and repairers, n.e.c.	21.10	8.0	–	–	–	–
Construction trades, n.e.c.	18.20	6.8	–	–	–	–
Electrical and electronic equipment assemblers ..	11.91	1.5	11.91	1.5	–	–
Machine operators, assemblers, and inspectors						
Extruding and forming machine operators	14.63	4.1	14.63	4.1	–	–
Miscellaneous machine operators, n.e.c.	15.20	19.1	15.20	19.1	–	–
Assemblers	10.05	8.5	10.05	8.5	–	–
Transportation and material moving						
Truck drivers	16.71	4.4	16.76	4.9	–	–
Bus drivers	16.03	5.3	–	–	16.20	4.6
Industrial truck and tractor equipment operators ..	13.10	6.9	13.10	6.9	–	–
Handlers, equipment cleaners, helpers, and laborers						
Stock handlers and baggers	11.01	18.6	11.01	18.6	–	–
Freight, stock, and material handlers, n.e.c.	13.17	3.5	13.17	3.5	–	–
Vehicle washers and equipment cleaners	13.22	13.7	12.66	16.0	–	–
Laborers, except construction, n.e.c.	14.44	11.9	13.94	13.0	–	–
Service						
Protective service	24.65	16.7	12.75	2.0	27.82	9.2
Supervisors, guards	32.79	4.6	–	–	–	–
Guards and police, except public service	12.96	4.1	–	–	–	–
Food service	8.93	2.2	8.88	2.2	–	–
Waiters, waitresses, and bartenders	6.64	1.1	6.64	1.1	–	–
Waiters and waitresses	6.64	.2	6.64	.2	–	–
Other food service	10.33	2.6	10.29	2.6	–	–
Cooks	10.23	9.3	–	–	–	–
Food preparation, n.e.c.	7.32	2.6	7.07	3.0	–	–
Health service	11.92	4.4	11.98	4.9	–	–
Health aides, except nursing	12.80	5.5	13.21	5.7	–	–
Nursing aides, orderlies and attendants	10.96	5.5	10.96	5.5	–	–
Cleaning and building service	12.42	9.7	10.94	13.8	15.38	2.1
Maids and housemen	8.38	5.6	8.38	5.6	–	–
Janitors and cleaners	12.64	10.3	10.41	15.3	15.38	2.1
Personal service	9.99	6.5	9.50	7.7	10.97	7.2
Early childhood teachers' assistants	12.00	.8	–	–	12.03	1.0
Service, n.e.c.	10.30	4.1	10.35	4.2	–	–

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

² 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, Sacramento-Yolo, CA, June 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$21.39	2.4	\$19.56	3.6	\$23.54	3.1
All excluding sales	21.49	2.5	19.56	4.0	23.54	3.1
White collar	23.40	2.1	23.12	3.3	23.66	2.6
White collar excluding sales	23.70	2.0	23.76	3.0	23.66	2.6
Professional specialty and technical	29.23	3.1	27.07	4.1	30.91	3.5
Professional specialty	30.89	3.3	29.13	3.8	32.07	5.1
Engineers, architects, and surveyors	30.24	4.5	—	—	26.61	.0
Civil engineers	29.30	20.4	—	—	—	—
Mathematical and computer scientists	28.32	2.9	29.54	4.0	—	—
Computer systems analysts and scientists	28.49	3.2	30.05	4.2	—	—
Natural scientists	21.60	4.1	28.90	10.3	—	—
Chemists, except biochemists	30.22	6.0	—	—	—	—
Health related	33.08	8.9	31.01	9.3	—	—
Registered nurses	27.05	2.0	27.06	1.6	—	—
Teachers, college and university	36.73	6.6	—	—	—	—
Teachers, except college and university	37.27	3.6	—	—	39.08	3.1
Elementary school teachers	39.15	2.9	—	—	39.25	2.9
Secondary school teachers	38.93	6.4	—	—	39.99	5.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	21.02	5.0	19.07	2.0	22.56	6.1
Social workers	21.16	5.3	—	—	22.56	6.1
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.25	4.7	—	—	—	—
Technical	21.76	2.6	20.92	3.4	23.04	2.2
Electrical and electronic technicians	22.20	7.1	21.43	8.1	—	—
Technical and related, n.e.c.	17.61	16.1	17.61	16.1	—	—
Executive, administrative, and managerial	29.22	3.7	32.81	4.4	27.02	3.7
Executives, administrators, and managers	33.39	3.3	35.37	5.7	31.18	1.6
Financial managers	28.27	6.8	26.96	9.6	—	—
Managers and administrators, n.e.c.	37.98	4.5	37.96	4.7	—	—
Management related	24.52	3.8	25.69	4.2	24.20	4.5
Accountants and auditors	21.55	5.9	—	—	—	—
Other financial officers	26.12	4.9	26.12	4.9	—	—
Personnel, training, and labor relations specialists	26.18	4.7	25.08	10.5	—	—
Management related, n.e.c.	23.24	11.1	28.31	10.1	—	—
Sales	19.51	5.9	19.51	5.9	—	—
Supervisors, sales	25.69	13.6	25.69	13.6	—	—
Sales workers, other commodities	13.89	6.5	13.89	6.5	—	—
Cashiers	16.26	7.3	16.26	7.3	—	—
Administrative support, including clerical	15.54	3.2	16.20	5.6	15.01	2.3
Supervisors, general office	18.65	3.3	18.27	8.5	—	—
Secretaries	17.17	5.5	15.93	4.8	18.72	7.6
Receptionists	12.41	2.7	12.29	3.6	—	—
Information clerks, n.e.c.	12.24	4.1	12.24	4.1	—	—
Order clerks	15.24	7.9	14.93	7.8	—	—
Records clerks, n.e.c.	14.22	.8	13.99	3.5	—	—
Bookkeepers, accounting and auditing clerks	14.52	3.1	15.52	3.2	—	—
Telephone operators	14.82	3.8	14.82	3.8	—	—
Traffic, shipping and receiving clerks	14.15	18.4	14.15	18.4	—	—
Stock and inventory clerks	17.30	7.1	16.43	7.4	—	—
Insurance adjusters, examiners, and investigators	24.89	5.5	24.89	5.5	—	—
General office clerks	14.02	3.4	15.09	6.0	13.12	2.4
Teachers' aides	12.49	11.2	—	—	12.49	11.2
Administrative support, n.e.c.	14.56	2.7	14.79	3.8	—	—
Blue collar	16.81	4.2	15.80	5.0	20.53	2.0

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, Sacramento-Yolo, CA, June 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Precision production, craft, and repair	\$20.92	2.9	\$20.33	4.9	\$21.95	1.2
Bus, truck, and stationary engine mechanics	21.18	4.2	22.80	8.6	—	—
Industrial machinery repairers	21.76	7.8	21.76	7.8	—	—
Mechanics and repairers, n.e.c.	21.10	8.0	—	—	—	—
Construction trades, n.e.c.	18.34	7.1	—	—	—	—
Machine operators, assemblers, and inspectors	12.98	7.7	12.98	7.7	—	—
Extruding and forming machine operators	14.63	4.1	14.63	4.1	—	—
Miscellaneous machine operators, n.e.c.	15.20	19.1	15.20	19.1	—	—
Assemblers	10.19	9.2	10.19	9.2	—	—
Transportation and material moving	16.50	5.4	16.00	5.8	18.03	4.9
Truck drivers	16.84	4.9	16.91	5.5	—	—
Industrial truck and tractor equipment operators ..	13.10	6.9	13.10	6.9	—	—
Handlers, equipment cleaners, helpers, and laborers	13.43	8.4	12.97	8.8	17.27	15.5
Stock handlers and baggers	15.16	16.8	15.16	16.8	—	—
Freight, stock, and material handlers, n.e.c.	15.39	8.1	15.39	8.1	—	—
Vehicle washers and equipment cleaners	13.22	13.7	12.66	16.0	—	—
Laborers, except construction, n.e.c.	14.59	11.8	14.08	13.0	—	—
Service	17.58	17.5	11.28	5.1	24.96	13.9
Protective service	24.88	16.3	12.48	2.7	27.82	9.2
Supervisors, guards	32.79	4.6	—	—	—	—
Guards and police, except public service	12.72	4.9	—	—	—	—
Food service	10.48	3.9	10.46	3.9	—	—
Other food service	12.26	5.4	12.28	5.5	—	—
Health service	11.87	5.4	11.93	6.3	—	—
Health aides, except nursing	12.78	5.3	13.29	5.0	—	—
Nursing aides, orderlies and attendants	10.83	6.2	10.83	6.2	—	—
Cleaning and building service	12.56	9.9	11.02	14.3	15.58	2.1
Maids and housemen	8.31	6.1	8.31	6.1	—	—
Janitors and cleaners	12.77	10.8	10.45	16.2	15.58	2.1
Personal service	10.24	4.8	10.17	5.1	—	—

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

² 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, Sacramento-Yolo, CA, June 2002

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	\$13.33	6.6	\$12.68	7.3	\$17.11	17.5
All excluding sales	14.05	7.4	13.38	8.2	17.26	17.5
White collar	15.85	7.4	14.75	6.2	21.26	28.9
White collar excluding sales	19.10	9.2	18.23	8.1	21.76	28.4
Professional specialty and technical	28.15	9.5	30.09	6.3	25.31	24.0
Professional specialty	29.78	10.5	33.74	4.8	25.31	24.0
Health related	33.60	4.9	33.89	4.7	—	—
Registered nurses	34.06	3.0	34.49	2.7	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	17.05	25.7	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	17.91	7.4	17.91	7.4	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	9.87	4.2	9.81	4.4	—	—
Sales workers, other commodities	11.32	3.6	—	—	—	—
Cashiers	9.50	3.8	9.50	3.8	—	—
Administrative support, including clerical	11.48	2.7	11.51	3.0	—	—
General office clerks	12.16	4.1	12.16	4.1	—	—
Bank tellers	9.67	2.5	9.67	2.5	—	—
Administrative support, n.e.c.	11.14	3.7	—	—	—	—
Blue collar	12.95	19.0	12.92	21.3	13.20	6.8
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	14.54	6.5	15.69	7.8	—	—
Handlers, equipment cleaners, helpers, and laborers	8.59	2.1	8.50	1.9	—	—
Stock handlers and baggers	7.48	2.4	7.48	2.4	—	—
Freight, stock, and material handlers, n.e.c.	9.98	4.7	9.98	4.7	—	—
Service	8.95	5.5	8.57	6.4	11.02	5.4
Protective service	—	—	—	—	—	—
Food service	7.13	.9	6.99	.5	—	—
Waiters, waitresses, and bartenders	6.45	.9	6.45	.9	—	—
Other food service	7.65	1.3	7.44	.5	—	—
Food preparation, n.e.c.	7.39	4.8	—	—	—	—
Health service	12.16	5.6	12.16	5.6	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	9.67	10.1	—	—	10.96	7.6
Early childhood teachers' assistants	12.00	.8	—	—	12.03	1.0

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, Sacramento-Yolo, CA, June 2002

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	\$851	2.2	39.8	\$785	3.7	40.1	\$927	2.6	39.4
All excluding sales	854	2.3	39.7	784	4.0	40.1	927	2.6	39.4
White collar	929	1.8	39.7	933	3.4	40.4	926	1.6	39.1
White collar excluding sales	939	1.6	39.6	959	3.1	40.3	926	1.6	39.1
Professional specialty and technical	1,144	2.1	39.2	1,092	4.2	40.3	1,183	1.6	38.3
Professional specialty	1,204	2.3	39.0	1,179	3.9	40.5	1,220	3.1	38.0
Engineers, architects, and surveyors	1,296	5.9	42.9	-	-	-	1,064	.0	40.0
Civil engineers	1,250	27.0	42.7	-	-	-	-	-	-
Mathematical and computer scientists	1,150	4.0	40.6	1,228	4.9	41.6	-	-	-
Computer systems analysts and scientists	1,156	4.3	40.6	1,249	5.1	41.6	-	-	-
Natural scientists	864	4.1	40.0	1,156	10.3	40.0	-	-	-
Chemists, except biochemists	1,209	6.0	40.0	-	-	-	-	-	-
Health related	1,266	8.7	38.3	1,171	9.2	37.8	-	-	-
Registered nurses	1,035	2.0	38.3	1,019	.9	37.7	-	-	-
Teachers, college and university	1,620	11.2	44.1	-	-	-	-	-	-
Teachers, except college and university	1,301	6.0	34.9	-	-	-	1,347	7.6	34.5
Elementary school teachers	1,479	6.2	37.8	-	-	-	1,483	6.3	37.8
Secondary school teachers	1,416	3.4	36.4	-	-	-	1,442	2.8	36.0
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	830	5.4	39.5	741	1.6	38.9	902	6.1	40.0
Social workers	835	5.9	39.4	-	-	-	902	6.1	40.0
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	970	4.7	40.0	-	-	-	-	-	-
Technical	870	2.6	40.0	836	3.4	39.9	921	2.2	40.0
Electrical and electronic technicians	888	7.1	40.0	857	8.1	40.0	-	-	-
Technical and related, n.e.c.	705	16.1	40.0	705	16.1	40.0	-	-	-
Executive, administrative, and managerial	1,186	4.0	40.6	1,364	5.2	41.6	1,081	3.7	40.0
Executives, administrators, and managers	1,365	3.7	40.9	1,475	6.4	41.7	1,247	1.6	40.0
Financial managers	1,177	5.1	41.6	1,162	4.8	43.1	-	-	-
Managers and administrators, n.e.c.	1,583	6.9	41.7	1,584	7.1	41.7	-	-	-
Management related	987	4.0	40.2	1,058	5.0	41.2	968	4.5	40.0
Accountants and auditors	858	5.9	39.8	-	-	-	-	-	-
Other financial officers	1,085	5.2	41.5	1,085	5.2	41.5	-	-	-
Personnel, training, and labor relations specialists	1,042	5.1	39.8	991	11.2	39.5	-	-	-
Management related, n.e.c.	932	11.1	40.1	1,173	12.7	41.4	-	-	-
Sales	791	7.0	40.5	791	7.0	40.5	-	-	-
Supervisors, sales	1,067	16.4	41.5	1,067	16.4	41.5	-	-	-
Sales workers, other commodities	548	9.0	39.5	548	9.0	39.5	-	-	-
Cashiers	651	7.3	40.0	651	7.3	40.0	-	-	-
Administrative support, including clerical	614	3.2	39.5	644	5.5	39.7	590	2.5	39.3
Supervisors, general office	751	3.9	40.3	757	10.0	41.4	-	-	-

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, Sacramento-Yolo, CA, June 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Secretaries	\$681	5.8	39.7	\$628	5.2	39.4	\$749	7.6	40.0
Receptionists	486	4.6	39.1	478	6.0	38.9	—	—	—
Information clerks, n.e.c.	486	3.4	39.7	486	3.4	39.7	—	—	—
Order clerks	609	7.9	40.0	597	7.8	40.0	—	—	—
Records clerks, n.e.c.	567	1.0	39.8	548	3.1	39.2	—	—	—
Bookkeepers, accounting and auditing clerks	581	3.1	40.0	621	3.2	40.0	—	—	—
Telephone operators	582	4.9	39.3	582	4.9	39.3	—	—	—
Traffic, shipping and receiving clerks	566	18.4	40.0	566	18.4	40.0	—	—	—
Stock and inventory clerks	692	7.1	40.0	657	7.4	40.0	—	—	—
Insurance adjusters, examiners, and investigators	966	5.5	38.8	966	5.5	38.8	—	—	—
General office clerks	545	5.3	38.8	604	6.0	40.0	498	6.7	37.9
Teachers' aides	375	11.2	30.0	—	—	—	375	11.2	30.0
Administrative support, n.e.c.	582	2.7	40.0	591	3.8	39.9	—	—	—
Blue collar	670	4.0	39.9	631	4.7	39.9	814	2.8	39.6
Precision production, craft, and repair	836	2.9	39.9	812	4.9	39.9	878	1.2	40.0
Bus, truck, and stationary engine mechanics	847	4.2	40.0	912	8.6	40.0	—	—	—
Industrial machinery repairers	870	7.8	40.0	870	7.8	40.0	—	—	—
Mechanics and repairers, n.e.c.	844	8.0	40.0	—	—	—	—	—	—
Construction trades, n.e.c.	734	7.1	40.0	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	513	7.1	39.5	513	7.1	39.5	—	—	—
Extruding and forming machine operators	585	4.1	40.0	585	4.1	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	574	15.8	37.8	574	15.8	37.8	—	—	—
Assemblers	408	9.2	40.0	408	9.2	40.0	—	—	—
Transportation and material moving	657	5.4	39.8	647	5.7	40.4	688	9.8	38.2
Truck drivers	680	4.3	40.4	684	4.8	40.4	—	—	—
Industrial truck and tractor equipment operators	524	6.9	40.0	524	6.9	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	536	8.3	39.9	518	8.7	39.9	691	15.5	40.0
Stock handlers and baggers ...	605	16.9	39.9	605	16.9	39.9	—	—	—
Freight, stock, and material handlers, n.e.c.	609	8.2	39.6	609	8.2	39.6	—	—	—
Vehicle washers and equipment cleaners	523	13.0	39.5	499	14.8	39.4	—	—	—
Laborers, except construction, n.e.c.	584	11.8	40.0	563	13.0	40.0	—	—	—
Service	704	17.6	40.1	444	5.7	39.4	1,020	13.0	40.9
Protective service	1,019	15.6	41.0	499	2.7	40.0	1,146	7.3	41.2
Supervisors, guards	1,312	4.6	40.0	—	—	—	—	—	—
Guards and police, except public service	509	4.9	40.0	—	—	—	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2002 — 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									
Food service	\$416	6.7	39.7	\$415	6.8	39.7	—	—	—
Other food service	496	9.1	40.4	496	9.3	40.4	—	—	—
Health service	454	7.4	38.2	453	8.7	38.0	—	—	—
Health aides, except nursing ..	492	7.2	38.5	504	9.1	37.9	—	—	—
Nursing aides, orderlies and attendants	410	7.0	37.9	410	7.0	37.9	—	—	—
Cleaning and building service	503	10.2	40.1	442	14.7	40.1	\$623	2.1	40.0
Maids and housemen	326	4.4	39.2	326	4.4	39.2	—	—	—
Janitors and cleaners	511	10.8	40.0	418	16.2	40.0	623	2.1	40.0
Personal service	400	4.6	39.1	405	5.1	39.8	—	—	—

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, Sacramento-Yolo, CA, June 2002

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$43,224	2.2	2,020	\$40,448	3.7	2,068	\$46,303	2.6	1,967
All excluding sales	43,353	2.3	2,017	40,431	4.0	2,067	46,303	2.6	1,967
White collar	46,900	1.8	2,004	48,125	3.4	2,082	45,898	1.6	1,940
White collar excluding sales	47,363	1.6	1,998	49,477	3.1	2,082	45,898	1.6	1,940
Professional specialty and technical	55,352	2.1	1,894	55,786	4.2	2,061	55,061	1.6	1,782
Professional specialty	57,389	2.3	1,858	59,932	3.9	2,057	55,949	3.1	1,745
Engineers, architects, and surveyors	67,382	5.9	2,229	-	-	-	55,343	.0	2,080
Civil engineers	64,978	27.0	2,218	-	-	-	-	-	-
Mathematical and computer scientists	59,798	4.0	2,111	63,857	4.9	2,162	-	-	-
Computer systems analysts and scientists	60,128	4.3	2,110	64,943	5.1	2,161	-	-	-
Natural scientists	44,981	4.1	2,082	60,103	10.3	2,080	-	-	-
Chemists, except biochemists	62,864	6.0	2,080	-	-	-	-	-	-
Health related	64,417	8.7	1,947	60,903	9.2	1,964	-	-	-
Registered nurses	53,834	2.0	1,990	52,993	.9	1,958	-	-	-
Teachers, college and university	71,301	11.2	1,941	-	-	-	-	-	-
Teachers, except college and university	52,392	6.0	1,406	-	-	-	54,023	7.6	1,382
Elementary school teachers	54,621	6.2	1,395	-	-	-	54,786	6.3	1,396
Secondary school teachers	55,800	3.4	1,433	-	-	-	57,298	2.8	1,433
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	43,160	5.4	2,053	38,524	1.6	2,021	46,928	6.1	2,080
Social workers	43,406	5.9	2,051	-	-	-	46,928	6.1	2,080
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	50,555	4.7	2,085	-	-	-	-	-	-
Technical	45,164	2.6	2,075	43,356	3.4	2,072	47,916	2.2	2,080
Electrical and electronic technicians	46,176	7.1	2,080	44,564	8.1	2,080	-	-	-
Technical and related, n.e.c. ...	36,639	16.1	2,080	36,639	16.1	2,080	-	-	-
Executive, administrative, and managerial	61,609	4.0	2,108	70,765	5.2	2,157	56,184	3.7	2,079
Executives, administrators, and managers	70,896	3.7	2,123	76,610	6.4	2,166	64,763	1.6	2,077
Financial managers	61,218	5.1	2,166	60,413	4.8	2,241	-	-	-
Managers and administrators, n.e.c.	82,307	6.9	2,167	82,393	7.1	2,170	-	-	-
Management related	51,301	4.0	2,092	54,802	5.0	2,133	50,368	4.5	2,081
Accountants and auditors	43,219	5.9	2,005	-	-	-	-	-	-
Other financial officers	56,422	5.2	2,160	56,422	5.2	2,160	-	-	-
Personnel, training, and labor relations specialists	54,274	5.1	2,073	51,542	11.2	2,055	-	-	-
Management related, n.e.c.	48,463	11.1	2,086	61,000	12.7	2,155	-	-	-
Sales	40,617	7.0	2,081	40,617	7.0	2,081	-	-	-
Supervisors, sales	55,488	16.4	2,160	55,488	16.4	2,160	-	-	-
Sales workers, other commodities	28,514	9.0	2,053	28,514	9.0	2,053	-	-	-
Cashiers	32,819	7.3	2,018	32,819	7.3	2,018	-	-	-
Administrative support, including clerical	31,545	3.2	2,030	33,421	5.5	2,062	30,083	2.5	2,004
Supervisors, general office	39,063	3.9	2,095	39,365	10.0	2,155	-	-	-

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, Sacramento-Yolo, CA, June 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Secretaries	\$34,756	5.8	2,024	\$32,434	5.2	2,036	\$37,605	7.6	2,009
Receptionists	25,256	4.6	2,036	24,844	6.0	2,022	—	—	—
Information clerks, n.e.c.	25,269	3.4	2,065	25,269	3.4	2,065	—	—	—
Order clerks	31,691	7.9	2,080	31,056	7.8	2,080	—	—	—
Records clerks, n.e.c.	29,329	1.0	2,062	28,522	3.1	2,038	—	—	—
Bookkeepers, accounting and auditing clerks	30,194	3.1	2,080	32,287	3.2	2,080	—	—	—
Telephone operators	30,258	4.9	2,042	30,258	4.9	2,042	—	—	—
Traffic, shipping and receiving clerks	29,438	18.4	2,080	29,438	18.4	2,080	—	—	—
Stock and inventory clerks	35,988	7.1	2,080	34,167	7.4	2,080	—	—	—
Insurance adjusters, examiners, and investigators	50,219	5.5	2,018	50,219	5.5	2,018	—	—	—
General office clerks	28,048	5.3	2,001	31,396	6.0	2,080	25,445	6.7	1,939
Teachers' aides	15,064	11.2	1,206	—	—	—	15,064	11.2	1,206
Administrative support, n.e.c.	30,186	2.7	2,074	30,433	3.8	2,058	—	—	—
Blue collar	34,598	4.0	2,059	32,625	4.7	2,065	41,773	2.8	2,035
Precision production, craft, and repair	43,152	2.9	2,063	41,732	4.9	2,053	45,678	1.2	2,081
Bus, truck, and stationary engine mechanics	44,113	4.2	2,083	47,422	8.6	2,080	—	—	—
Industrial machinery repairers	45,251	7.8	2,080	45,251	7.8	2,080	—	—	—
Mechanics and repairers, n.e.c.	43,896	8.0	2,080	—	—	—	—	—	—
Construction trades, n.e.c.	38,150	7.1	2,080	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	26,684	7.1	2,056	26,684	7.1	2,056	—	—	—
Extruding and forming machine operators	30,436	4.1	2,080	30,436	4.1	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	29,845	15.8	1,963	29,845	15.8	1,963	—	—	—
Assemblers	21,205	9.2	2,080	21,205	9.2	2,080	—	—	—
Transportation and material moving	33,638	5.4	2,039	33,619	5.7	2,101	33,688	9.8	1,869
Truck drivers	35,371	4.3	2,100	35,567	4.8	2,103	—	—	—
Industrial truck and tractor equipment operators	27,257	6.9	2,080	27,257	6.9	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	27,756	8.3	2,067	26,793	8.7	2,065	35,925	15.5	2,080
Stock handlers and baggers ...	31,439	16.9	2,074	31,439	16.9	2,074	—	—	—
Freight, stock, and material handlers, n.e.c.	31,682	8.2	2,059	31,682	8.2	2,059	—	—	—
Vehicle washers and equipment cleaners	27,181	13.0	2,056	25,942	14.8	2,050	—	—	—
Laborers, except construction, n.e.c.	30,352	11.8	2,080	29,287	13.0	2,080	—	—	—
Service	36,072	17.6	2,052	22,694	5.7	2,013	52,428	13.0	2,101
Protective service	52,522	15.6	2,111	25,234	2.7	2,022	59,350	7.3	2,134
Supervisors, guards	68,208	4.6	2,080	—	—	—	—	—	—
Guards and police, except public service	26,460	4.9	2,080	—	—	—	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2002 — 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									
Food service	\$21,261	6.7	2,029	\$21,214	6.8	2,028	—	—	—
Other food service	25,778	9.1	2,102	25,811	9.3	2,103	—	—	—
Health service	23,613	7.4	1,989	23,557	8.7	1,974	—	—	—
Health aides, except nursing ..	25,599	7.2	2,003	26,195	9.1	1,972	—	—	—
Nursing aides, orderlies and attendants	21,335	7.0	1,971	21,335	7.0	1,971	—	—	—
Cleaning and building service	25,854	10.2	2,059	22,576	14.7	2,048	\$32,405	2.1	2,080
Maids and housemen	16,955	4.4	2,040	16,955	4.4	2,040	—	—	—
Janitors and cleaners	26,136	10.8	2,047	21,118	16.2	2,021	32,405	2.1	2,080
Personal service	18,494	4.6	1,806	19,966	5.1	1,963	—	—	—

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

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

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

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2002

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$20.64	2.4	\$18.59	3.9	\$23.33	2.9
All excluding sales	20.88	2.5	18.78	4.2	23.34	2.9
White collar	22.88	2.1	22.14	3.7	23.60	2.3
1	11.10	28.0	14.09	32.6	—	—
2	11.82	3.3	11.83	4.0	—	—
3	13.38	3.3	13.25	4.6	13.58	3.5
4	13.98	1.9	14.00	2.3	13.96	3.0
5	15.65	2.8	15.90	2.0	15.18	6.0
6	23.93	7.5	18.58	2.8	30.73	9.9
7	23.58	7.9	23.21	2.7	23.68	9.9
8	26.89	4.3	25.92	1.9	28.60	8.8
9	28.14	1.2	28.17	1.8	28.10	1.7
10	31.49	3.8	34.12	5.8	31.02	4.5
11	35.86	4.5	36.23	4.6	35.25	9.6
12	36.19	5.4	38.07	3.0	—	—
13	54.89	8.4	54.89	8.4	—	—
14	44.17	4.9	—	—	—	—
Not able to be leveled	24.65	9.2	25.48	9.5	—	—
White collar excluding sales	23.48	1.9	23.30	3.1	23.62	2.3
2	10.81	2.1	10.29	3.1	—	—
3	13.55	3.5	13.52	5.7	13.58	3.5
4	13.82	2.1	13.61	2.9	13.96	3.0
5	15.69	3.1	16.01	2.2	15.18	6.0
6	24.48	7.5	18.84	2.0	30.73	9.9
7	23.39	8.3	22.13	2.6	23.68	9.9
8	26.30	5.3	24.67	2.0	28.60	8.8
9	28.20	1.2	28.31	1.8	28.10	1.7
10	31.49	3.8	34.12	5.8	31.02	4.5
11	35.86	4.5	36.23	4.6	35.25	9.6
12	36.19	5.4	38.07	3.0	—	—
13	54.89	8.4	54.89	8.4	—	—
14	44.17	4.9	—	—	—	—
Not able to be leveled	24.88	9.2	25.76	9.5	—	—
Professional specialty and technical	29.16	2.8	27.32	3.9	30.65	3.1
Professional specialty	30.82	2.9	29.53	3.5	31.71	4.5
5	16.85	9.7	—	—	—	—
6	33.42	8.7	—	—	36.85	5.7
7	29.85	15.7	26.79	20.5	30.12	16.9
8	29.33	8.2	26.15	2.3	—	—
9	29.71	2.1	28.92	1.6	31.48	6.3
10	31.57	8.5	36.06	6.8	30.56	11.8
11	36.12	10.5	—	—	39.30	9.0
12	33.36	8.9	38.56	2.4	—	—
Not able to be leveled	25.39	8.0	26.73	10.2	—	—
Engineers, architects, and surveyors	30.24	4.5	—	—	26.61	.0
10	32.58	4.3	—	—	—	—
Civil engineers	29.30	20.4	—	—	—	—
Mathematical and computer scientists	28.32	2.9	29.54	4.0	—	—
9	28.00	2.5	28.00	2.5	—	—
Computer systems analysts and scientists	28.49	3.2	30.05	4.2	—	—
9	28.64	2.5	28.64	2.5	—	—
Natural scientists	21.60	4.1	28.90	10.3	—	—
Chemists, except biochemists	30.22	6.0	—	—	—	—
Health related	33.19	7.0	31.78	6.6	—	—
8	26.96	4.2	25.63	2.9	—	—
9	30.37	4.8	29.64	1.5	—	—
Registered nurses	28.65	1.6	29.15	1.4	—	—
8	28.50	1.3	27.77	.1	—	—
9	28.93	2.1	29.64	1.5	—	—
Teachers, college and university	37.35	7.9	—	—	—	—
Other post-secondary teachers	25.28	3.9	—	—	—	—
Teachers, except college and university	36.38	4.0	24.07	5.6	38.02	4.6
6	38.32	5.0	—	—	38.32	5.0
7	38.30	2.9	—	—	38.49	3.4

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Teachers, except college and university —Continued						
Elementary school teachers	\$38.67	3.1	—	—	\$38.77	3.1
Secondary school teachers	38.93	6.4	—	—	39.99	5.8
6	39.99	5.8	—	—	39.99	5.8
Teachers, n.e.c.	33.80	10.1	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.94	5.2	\$19.07	2.0	22.11	7.5
Social workers	21.43	4.2	—	—	22.74	4.8
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.15	5.0	—	—	—	—
Technical	21.58	2.7	20.69	3.2	23.04	2.2
5	16.79	9.9	15.16	9.4	—	—
6	19.94	5.2	19.94	5.2	—	—
7	22.66	3.0	22.81	7.2	—	—
8	24.24	2.8	22.20	2.3	—	—
9	25.30	2.5	—	—	—	—
Health technologists and technicians, n.e.c.	20.60	10.8	—	—	—	—
Electrical and electronic technicians	22.20	7.1	21.43	8.1	—	—
Technical and related, n.e.c.	17.61	16.1	17.61	16.1	—	—
Executive, administrative, and managerial	29.21	3.7	32.77	4.4	27.02	3.7
7	20.82	5.6	23.53	16.4	—	—
8	22.87	3.2	22.67	5.4	—	—
9	26.65	1.2	27.60	3.6	—	—
10	31.47	1.8	32.13	10.9	—	—
11	35.76	4.7	37.37	4.6	—	—
12	38.09	4.1	37.87	4.2	—	—
Not able to be leveled	32.33	5.9	33.38	4.2	—	—
Executives, administrators, and managers	33.39	3.3	35.37	5.7	31.18	1.6
8	21.29	3.2	20.65	2.9	—	—
9	26.36	4.0	26.36	4.0	—	—
10	31.42	1.8	32.01	11.7	—	—
11	37.16	4.0	37.80	4.5	—	—
12	40.07	4.0	40.36	3.4	—	—
Not able to be leveled	33.92	5.8	35.41	2.8	—	—
Financial managers	28.27	6.8	26.96	9.6	—	—
Managers and administrators, n.e.c.	37.98	4.5	37.96	4.7	—	—
12	43.86	3.1	43.44	3.2	—	—
Management related	24.51	3.8	25.64	4.2	24.20	4.5
7	20.78	5.7	23.59	18.1	—	—
8	24.26	6.3	25.41	10.5	—	—
9	26.69	1.2	29.51	5.8	—	—
Not able to be leveled	26.60	8.8	26.60	8.8	—	—
Accountants and auditors	21.55	5.9	—	—	—	—
Other financial officers	26.12	4.9	26.12	4.9	—	—
Personnel, training, and labor relations specialists	26.18	4.7	25.08	10.5	—	—
Management related, n.e.c.	23.24	11.1	28.31	10.1	—	—
Sales	16.94	5.0	16.97	5.1	—	—
1	14.16	32.2	14.22	33.1	—	—
2	14.48	9.1	14.48	9.1	—	—
3	12.67	4.0	12.67	4.0	—	—
4	14.86	3.4	14.86	3.4	—	—
5	15.30	2.4	15.30	2.4	—	—
Supervisors, sales	25.20	14.0	25.20	14.0	—	—
Sales workers, other commodities	12.96	5.1	12.99	5.3	—	—
Cashiers	12.85	6.8	12.85	6.8	—	—
1	8.04	5.5	8.04	5.5	—	—

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, Sacramento-Yolo, CA, June 2002** — 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 —Continued						
3	\$13.55	9.4	\$13.55	9.4	—	—
Administrative support, including clerical						
2	15.28	3.1	15.64	5.6	\$14.96	2.4
3	10.81	2.1	10.29	3.1	—	—
4	13.56	3.6	13.53	5.9	13.58	3.5
5	13.83	2.1	13.61	2.6	13.96	3.0
6	15.44	3.4	16.03	2.4	14.40	4.2
7	17.82	3.0	18.13	2.3	17.19	7.6
Not able to be leveled	19.60	7.0	18.96	5.4	19.75	8.5
Supervisors, general office	21.02	20.5	21.51	22.4	—	—
Secretaries	18.65	3.3	18.27	8.5	—	—
4	16.98	5.7	15.66	5.0	18.72	7.6
5	14.77	10.0	12.81	3.1	—	—
Receptionists	16.80	5.9	—	—	—	—
Information clerks, n.e.c.	12.47	1.9	12.39	2.3	—	—
Order clerks	12.24	4.1	12.24	4.1	—	—
File clerks	15.12	8.3	14.82	8.2	—	—
Records clerks, n.e.c.	9.53	4.1	—	—	—	—
4	14.16	.9	13.84	2.3	—	—
Bookkeepers, accounting and auditing clerks	14.06	1.8	—	—	—	—
Telephone operators	14.34	2.6	14.87	4.4	—	—
Traffic, shipping and receiving clerks	14.56	3.9	14.56	3.9	—	—
Stock and inventory clerks	14.15	18.4	14.15	18.4	—	—
4	16.80	6.6	15.92	6.3	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	17.30	9.0	—	—	—	—
Insurance adjusters, examiners, and investigators	12.19	6.3	12.19	6.3	—	—
General office clerks	24.57	7.8	24.57	7.8	—	—
3	13.83	3.2	14.52	5.1	13.12	2.4
4	13.85	6.4	15.66	6.0	—	—
Bank tellers	15.17	8.0	15.60	9.4	—	—
Data entry keyers	10.09	4.7	10.09	4.7	—	—
Teachers' aides	13.73	2.4	—	—	—	—
3	12.15	12.4	—	—	12.15	12.4
Administrative support, n.e.c.	12.96	8.5	—	—	12.96	8.5
5	14.25	2.4	13.99	3.3	14.43	3.7
Not able to be leveled	14.26	2.2	14.87	2.3	—	—
14.19	13.8	—	—	—	—	—
Blue collar						
1	16.34	4.5	15.41	5.7	20.09	2.7
2	8.87	3.5	8.87	3.5	—	—
3	11.17	8.5	11.12	8.8	—	—
4	13.36	3.0	13.08	3.3	14.71	2.2
5	15.31	6.6	14.98	8.0	—	—
6	18.06	2.3	17.82	2.8	18.63	4.9
7	19.15	4.8	18.70	5.4	—	—
8	22.66	2.8	22.85	3.4	22.28	4.8
9	22.64	5.9	23.94	8.3	—	—
28.89	4.8	28.25	4.2	—	—	
Precision production, craft, and repair						
3	20.96	2.9	20.47	4.9	21.92	1.1
4	13.78	27.8	13.65	31.7	—	—
5	13.76	7.5	11.76	12.0	—	—
6	18.73	2.4	18.41	2.9	—	—
7	18.57	7.5	17.51	9.7	—	—
8	22.97	2.8	23.33	3.1	22.38	4.6
9	22.46	6.0	23.74	8.7	—	—
28.89	4.8	28.25	4.2	—	—	
Bus, truck, and stationary engine mechanics	21.18	4.2	22.80	8.6	—	—
7	23.60	6.5	23.84	8.2	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Industrial machinery repairers	\$21.76	7.8	\$21.76	7.8	—	—
Mechanics and repairers, n.e.c.	21.10	8.0	—	—	—	—
Construction trades, n.e.c.	18.20	6.8	—	—	—	—
Electrical and electronic equipment assemblers ..	11.91	1.5	11.91	1.5	—	—
Machine operators, assemblers, and inspectors						
1	12.78	7.1	12.78	7.1	—	—
2	8.21	3.9	8.21	3.9	—	—
3	10.11	1.9	10.11	1.9	—	—
4	11.82	4.9	11.82	4.9	—	—
5	16.25	9.0	16.25	9.0	—	—
7	20.14	9.2	20.14	9.2	—	—
Extruding and forming machine operators	14.63	4.1	14.63	4.1	—	—
Miscellaneous machine operators, n.e.c.	15.20	19.1	15.20	19.1	—	—
Assemblers	10.05	8.5	10.05	8.5	—	—
Transportation and material moving						
2	16.30	4.6	15.98	5.4	\$17.11	4.9
3	12.50	13.5	12.50	13.5	—	—
4	13.78	8.0	13.36	11.7	—	—
5	16.06	7.4	15.95	10.3	—	—
6	17.54	2.2	17.76	3.5	—	—
7	20.04	4.2	20.04	4.2	—	—
Truck drivers	16.71	4.4	16.76	4.9	—	—
5	18.00	3.8	18.00	3.8	—	—
Bus drivers	16.03	5.3	—	—	16.20	4.6
Industrial truck and tractor equipment operators ..	13.10	6.9	13.10	6.9	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	12.44	6.9	12.00	7.1	16.84	13.4
2	8.93	4.8	8.93	4.8	—	—
3	11.23	11.3	11.17	11.8	—	—
4	13.97	4.3	13.82	5.3	—	—
5	18.47	1.2	18.47	1.2	—	—
6	18.53	9.7	—	—	—	—
Stock handlers and baggers	11.01	18.6	11.01	18.6	—	—
1	7.58	2.5	7.58	2.5	—	—
Freight, stock, and material handlers, n.e.c.	13.17	3.5	13.17	3.5	—	—
Vehicle washers and equipment cleaners	13.22	13.7	12.66	16.0	—	—
Laborers, except construction, n.e.c.	14.44	11.9	13.94	13.0	—	—
Service						
1	16.06	17.3	10.60	4.9	24.04	15.1
2	7.47	4.0	7.30	3.6	—	—
3	11.58	11.4	8.64	6.2	14.87	4.2
4	10.52	4.8	9.97	4.5	12.71	6.3
5	11.36	6.3	11.22	6.3	—	—
6	14.93	2.1	—	—	16.06	3.2
7	16.83	4.5	—	—	—	—
8	21.24	3.6	—	—	21.86	4.5
9	29.46	3.2	—	—	29.46	3.2
Protective service	24.65	16.7	12.75	2.0	27.82	9.2
7	21.62	4.1	—	—	21.86	4.5
9	29.46	3.2	—	—	29.46	3.2
Supervisors, guards	32.79	4.6	—	—	—	—
Guards and police, except public service	12.96	4.1	—	—	—	—
Food service	8.93	2.2	8.88	2.2	—	—
1	6.84	3.0	6.84	3.0	—	—
2	7.96	6.2	—	—	—	—
3	8.40	5.5	8.29	5.9	—	—
Waiters, waitresses, and bartenders	6.64	1.1	6.64	1.1	—	—
Waiters and waitresses	6.64	.2	6.64	.2	—	—
Other food service	10.33	2.6	10.29	2.6	—	—
1	7.05	3.0	7.05	3.0	—	—
Cooks	10.23	9.3	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service—Continued						
Food preparation, n.e.c.	\$7.32	2.6	\$7.07	3.0	—	—
1	7.07	3.0	7.07	3.0	—	—
Health service	11.92	4.4	11.98	4.9	—	—
3	10.94	5.0	10.78	6.5	—	—
4	12.92	4.4	12.92	4.4	—	—
Health aides, except nursing	12.80	5.5	13.21	5.7	—	—
4	13.04	5.3	13.04	5.3	—	—
Nursing aides, orderlies and attendants	10.96	5.5	10.96	5.5	—	—
3	10.78	6.5	10.78	6.5	—	—
4	12.33	.8	12.33	.8	—	—
Cleaning and building service	12.42	9.7	10.94	13.8	\$15.38	2.1
1	8.16	7.3	7.93	6.4	—	—
2	14.20	8.1	—	—	—	—
3	13.27	5.6	—	—	—	—
Maids and housemen	8.38	5.6	8.38	5.6	—	—
1	8.35	7.3	8.35	7.3	—	—
Janitors and cleaners	12.64	10.3	10.41	15.3	15.38	2.1
2	14.98	4.8	—	—	—	—
3	13.73	3.5	—	—	—	—
Personal service	9.99	6.5	9.50	7.7	10.97	7.2
1	8.20	6.0	—	—	—	—
Early childhood teachers' assistants	12.00	.8	—	—	12.03	1.0
Service, n.e.c.	10.30	4.1	10.35	4.2	—	—

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, Sacramento-Yolo, CA, June 2002

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$21.39	2.4	\$19.56	3.6	\$23.54	3.1
All excluding sales	21.49	2.5	19.56	4.0	23.54	3.1
White collar	23.40	2.1	23.12	3.3	23.66	2.6
2	11.88	3.6	11.97	4.4	—	—
3	13.90	3.2	14.15	5.2	13.62	3.2
4	14.18	1.7	14.36	2.4	14.04	2.5
5	15.75	3.0	16.02	2.1	15.24	6.5
6	24.16	7.5	18.51	2.9	31.44	9.5
7	23.59	7.9	23.25	2.7	23.68	9.9
8	27.00	4.4	26.06	2.1	28.60	8.8
9	27.90	1.2	27.47	2.1	28.30	1.5
10	31.35	3.8	33.08	5.6	31.07	4.4
11	35.41	4.2	36.23	4.6	33.87	8.2
12	36.19	5.4	38.07	3.0	—	—
13	54.89	8.4	54.89	8.4	—	—
14	44.17	4.9	—	—	—	—
Not able to be leveled	25.29	8.6	26.24	8.6	—	—
White collar excluding sales	23.70	2.0	23.76	3.0	23.66	2.6
2	10.80	2.4	10.23	3.9	—	—
3	13.84	3.6	14.11	6.7	13.62	3.2
4	14.00	1.9	13.93	3.0	14.04	2.5
5	15.79	3.3	16.12	2.2	15.24	6.5
6	24.77	7.5	18.77	2.0	31.44	9.5
7	23.40	8.3	22.16	2.7	23.68	9.9
8	26.42	5.4	24.79	2.2	28.60	8.8
9	27.97	1.2	27.62	2.0	28.30	1.5
10	31.35	3.8	33.08	5.6	31.07	4.4
11	35.41	4.2	36.23	4.6	33.87	8.2
12	36.19	5.4	38.07	3.0	—	—
13	54.89	8.4	54.89	8.4	—	—
14	44.17	4.9	—	—	—	—
Not able to be leveled	25.45	8.6	26.44	8.5	—	—
Professional specialty and technical	29.23	3.1	27.07	4.1	30.91	3.5
Professional specialty	30.89	3.3	29.13	3.8	32.07	5.1
6	34.44	8.2	—	—	38.41	3.8
7	29.87	15.7	27.03	20.5	30.12	16.9
8	29.74	8.2	26.51	2.3	—	—
9	29.47	2.0	28.08	1.8	32.51	5.2
10	31.27	9.2	34.43	7.2	30.66	11.8
11	34.38	9.5	—	—	37.35	9.3
12	33.36	8.9	38.56	2.4	—	—
Not able to be leveled	25.47	8.1	26.73	10.2	—	—
Engineers, architects, and surveyors	30.24	4.5	—	—	26.61	.0
10	32.58	4.3	—	—	—	—
Civil engineers	29.30	20.4	—	—	—	—
Mathematical and computer scientists	28.32	2.9	29.54	4.0	—	—
9	28.00	2.5	28.00	2.5	—	—
Computer systems analysts and scientists	28.49	3.2	30.05	4.2	—	—
9	28.64	2.5	28.64	2.5	—	—
Natural scientists	21.60	4.1	28.90	10.3	—	—
Chemists, except biochemists	30.22	6.0	—	—	—	—
Health related	33.08	8.9	31.01	9.3	—	—
8	28.02	2.4	—	—	—	—
9	29.00	7.2	27.22	1.3	—	—
Registered nurses	27.05	2.0	27.06	1.6	—	—
9	26.74	1.9	27.22	1.3	—	—
Teachers, college and university	36.73	6.6	—	—	—	—
Teachers, except college and university	37.27	3.6	—	—	39.08	3.1
6	39.15	2.9	—	—	39.15	2.9
7	38.38	3.1	—	—	38.49	3.4
Elementary school teachers	39.15	2.9	—	—	39.25	2.9
Secondary school teachers	38.93	6.4	—	—	39.99	5.8
6	39.99	5.8	—	—	39.99	5.8
Librarians, archivists, and curators	—	—	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2002 — 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						
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	\$21.02	5.0	\$19.07	2.0	\$22.56	6.1
Social workers	21.16	5.3	–	–	22.56	6.1
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.25	4.7	–	–	–	–
Technical	21.76	2.6	20.92	3.4	23.04	2.2
5	16.66	11.6	14.64	11.8	–	–
6	19.87	6.2	19.87	6.2	–	–
7	22.66	3.0	22.81	7.2	–	–
8	24.24	2.8	22.20	2.3	–	–
Electrical and electronic technicians	22.20	7.1	21.43	8.1	–	–
Technical and related, n.e.c.	17.61	16.1	17.61	16.1	–	–
Executive, administrative, and managerial	29.22	3.7	32.81	4.4	27.02	3.7
7	20.82	5.7	23.67	17.1	–	–
8	22.87	3.2	22.67	5.4	–	–
9	26.65	1.2	27.60	3.6	–	–
10	31.47	1.8	32.13	10.9	–	–
11	35.76	4.7	37.37	4.6	–	–
12	38.09	4.1	37.87	4.2	–	–
Not able to be leveled	32.33	5.9	33.38	4.2	–	–
Executives, administrators, and managers	33.39	3.3	35.37	5.7	31.18	1.6
8	21.29	3.2	20.65	2.9	–	–
9	26.36	4.0	26.36	4.0	–	–
10	31.42	1.8	32.01	11.7	–	–
11	37.16	4.0	37.80	4.5	–	–
12	40.07	4.0	40.36	3.4	–	–
Not able to be leveled	33.92	5.8	35.41	2.8	–	–
Financial managers	28.27	6.8	26.96	9.6	–	–
Managers and administrators, n.e.c.	37.98	4.5	37.96	4.7	–	–
12	43.86	3.1	43.44	3.2	–	–
Management related	24.52	3.8	25.69	4.2	24.20	4.5
7	20.78	5.7	23.74	19.0	–	–
8	24.26	6.3	25.41	10.5	–	–
9	26.69	1.2	29.51	5.8	–	–
Not able to be leveled	26.60	8.8	26.60	8.8	–	–
Accountants and auditors	21.55	5.9	–	–	–	–
Other financial officers	26.12	4.9	26.12	4.9	–	–
Personnel, training, and labor relations specialists	26.18	4.7	25.08	10.5	–	–
Management related, n.e.c.	23.24	11.1	28.31	10.1	–	–
Sales	19.51	5.9	19.51	5.9	–	–
3	14.28	6.6	14.28	6.6	–	–
4	15.24	4.1	15.24	4.1	–	–
5	15.44	2.7	15.44	2.7	–	–
Supervisors, sales	25.69	13.6	25.69	13.6	–	–
Sales workers, other commodities	13.89	6.5	13.89	6.5	–	–
Cashiers	16.26	7.3	16.26	7.3	–	–
Administrative support, including clerical	15.54	3.2	16.20	5.6	15.01	2.3
2	10.80	2.4	10.23	3.9	–	–
3	13.85	3.7	14.14	6.9	13.62	3.2
4	14.01	1.9	13.95	2.8	14.04	2.5
5	15.52	3.6	16.17	2.3	14.40	4.2
6	17.82	3.0	18.13	2.3	17.19	7.6
7	19.60	7.0	18.96	5.4	19.75	8.5
Not able to be leveled	22.00	19.1	22.72	20.5	–	–
Supervisors, general office	18.65	3.3	18.27	8.5	–	–
Secretaries	17.17	5.5	15.93	4.8	18.72	7.6

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, Sacramento-Yolo, CA, June 2002 — 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						
Secretaries –Continued						
4	\$14.87	10.1	–	–	–	–
5	16.80	5.9	–	–	–	–
Receptionists	12.41	2.7	\$12.29	3.6	–	–
Information clerks, n.e.c.	12.24	4.1	12.24	4.1	–	–
Order clerks	15.24	7.9	14.93	7.8	–	–
Records clerks, n.e.c.	14.22	.8	13.99	3.5	–	–
Bookkeepers, accounting and auditing clerks	14.52	3.1	15.52	3.2	–	–
Telephone operators	14.82	3.8	14.82	3.8	–	–
Traffic, shipping and receiving clerks	14.15	18.4	14.15	18.4	–	–
Stock and inventory clerks	17.30	7.1	16.43	7.4	–	–
4	17.30	9.0	–	–	–	–
Insurance adjusters, examiners, and investigators	24.89	5.5	24.89	5.5	–	–
General office clerks	14.02	3.4	15.09	6.0	\$13.12	2.4
3	13.86	6.6	–	–	–	–
4	15.89	9.9	16.71	13.2	–	–
Teachers' aides	12.49	11.2	–	–	12.49	11.2
Administrative support, n.e.c.	14.56	2.7	14.79	3.8	–	–
5	14.29	2.4	14.98	2.3	–	–
Not able to be leveled	14.67	14.2	–	–	–	–
Blue collar	16.81	4.2	15.80	5.0	20.53	2.0
1	9.48	6.1	9.48	6.1	–	–
2	11.14	9.4	11.08	9.7	–	–
3	13.43	3.6	13.18	3.8	15.11	5.9
4	15.32	6.6	14.98	8.0	–	–
5	18.16	2.1	17.81	2.9	18.99	3.7
6	19.15	4.8	18.70	5.4	–	–
7	22.77	3.3	23.08	4.3	22.28	4.8
8	22.64	5.9	23.94	8.3	–	–
9	28.89	4.8	28.25	4.2	–	–
Precision production, craft, and repair	20.92	2.9	20.33	4.9	21.95	1.2
3	13.78	27.8	13.65	31.7	–	–
4	13.79	7.7	11.76	12.0	–	–
5	18.73	2.4	18.41	2.9	–	–
6	18.57	7.5	17.51	9.7	–	–
7	23.16	3.6	23.79	4.1	22.38	4.6
8	22.46	6.0	23.74	8.7	–	–
9	28.89	4.8	28.25	4.2	–	–
Bus, truck, and stationary engine mechanics	21.18	4.2	22.80	8.6	–	–
7	23.60	6.5	23.84	8.2	–	–
Industrial machinery repairers	21.76	7.8	21.76	7.8	–	–
Mechanics and repairers, n.e.c.	21.10	8.0	–	–	–	–
Construction trades, n.e.c.	18.34	7.1	–	–	–	–
Machine operators, assemblers, and inspectors	12.98	7.7	12.98	7.7	–	–
1	8.23	4.6	8.23	4.6	–	–
2	10.29	1.7	10.29	1.7	–	–
3	11.95	6.0	11.95	6.0	–	–
5	16.25	9.0	16.25	9.0	–	–
7	20.13	9.5	20.13	9.5	–	–
Extruding and forming machine operators	14.63	4.1	14.63	4.1	–	–
Miscellaneous machine operators, n.e.c.	15.20	19.1	15.20	19.1	–	–
Assemblers	10.19	9.2	10.19	9.2	–	–
Transportation and material moving	16.50	5.4	16.00	5.8	18.03	4.9
2	10.12	2.9	10.12	2.9	–	–
3	13.63	9.8	13.36	11.7	–	–
4	16.06	7.4	15.95	10.3	–	–
5	17.82	2.3	17.73	3.7	–	–

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2002 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar –Continued						
Transportation and material moving –Continued						
6	\$20.04	4.2	\$20.04	4.2	–	–
Truck drivers	16.84	4.9	16.91	5.5	–	–
Industrial truck and tractor equipment operators ..	13.10	6.9	13.10	6.9	–	–
Handlers, equipment cleaners, helpers, and laborers	13.43	8.4	12.97	8.8	\$17.27	15.5
1	9.91	10.1	9.91	10.1	–	–
2	11.39	12.8	11.33	13.4	–	–
3	14.32	4.6	14.10	5.3	–	–
4	18.47	1.2	18.47	1.2	–	–
5	18.53	9.7	–	–	–	–
Stock handlers and baggers	15.16	16.8	15.16	16.8	–	–
Freight, stock, and material handlers, n.e.c.	15.39	8.1	15.39	8.1	–	–
Vehicle washers and equipment cleaners	13.22	13.7	12.66	16.0	–	–
Laborers, except construction, n.e.c.	14.59	11.8	14.08	13.0	–	–
Service	17.58	17.5	11.28	5.1	24.96	13.9
1	7.77	5.1	7.60	4.3	–	–
2	12.86	11.0	9.17	4.6	–	–
3	10.76	5.2	10.20	4.9	12.82	6.4
4	11.14	7.1	10.96	7.1	–	–
5	14.93	2.3	14.36	3.0	16.06	3.2
6	16.83	4.5	–	–	–	–
7	21.24	3.6	–	–	21.86	4.5
9	29.46	3.2	–	–	29.46	3.2
Protective service	24.88	16.3	12.48	2.7	27.82	9.2
7	21.62	4.1	–	–	21.86	4.5
9	29.46	3.2	–	–	29.46	3.2
Supervisors, guards	32.79	4.6	–	–	–	–
Guards and police, except public service	12.72	4.9	–	–	–	–
Food service	10.48	3.9	10.46	3.9	–	–
Other food service	12.26	5.4	12.28	5.5	–	–
Health service	11.87	5.4	11.93	6.3	–	–
3	10.88	5.6	10.65	7.2	–	–
4	12.89	3.2	12.89	3.2	–	–
Health aides, except nursing	12.78	5.3	13.29	5.0	–	–
Nursing aides, orderlies and attendants	10.83	6.2	10.83	6.2	–	–
3	10.65	7.2	10.65	7.2	–	–
4	12.07	2.5	12.07	2.5	–	–
Cleaning and building service	12.56	9.9	11.02	14.3	15.58	2.1
1	8.16	7.7	7.91	6.7	–	–
3	13.27	5.6	–	–	–	–
Maids and housemen	8.31	6.1	8.31	6.1	–	–
Janitors and cleaners	12.77	10.8	10.45	16.2	15.58	2.1
3	13.73	3.5	–	–	–	–
Personal service	10.24	4.8	10.17	5.1	–	–

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

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

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

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

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

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2002

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	\$13.33	6.6	\$12.68	7.3	\$17.11	17.5
All excluding sales	14.05	7.4	13.38	8.2	17.26	17.5
White collar	15.85	7.4	14.75	6.2	21.26	28.9
1	8.43	4.6	8.23	4.5	—	—
2	11.63	5.6	11.48	5.2	—	—
3	11.28	5.4	11.29	5.6	—	—
4	11.39	3.5	11.47	4.1	—	—
5	13.60	4.0	13.13	5.9	—	—
9	31.43	5.4	34.58	2.5	—	—
Not able to be leveled	12.34	3.5	12.39	3.6	—	—
White collar excluding sales	19.10	9.2	18.23	8.1	21.76	28.4
2	10.87	4.3	10.47	4.1	—	—
3	11.85	6.2	11.89	6.5	—	—
4	11.54	3.1	11.70	3.5	—	—
5	13.77	4.1	—	—	—	—
9	31.43	5.4	34.58	2.5	—	—
Not able to be leveled	12.11	3.2	12.15	3.2	—	—
Professional specialty and technical	28.15	9.5	30.09	6.3	25.31	24.0
Professional specialty	29.78	10.5	33.74	4.8	25.31	24.0
9	31.45	5.5	34.62	2.6	—	—
Health related	33.60	4.9	33.89	4.7	—	—
9	34.18	2.9	34.62	2.6	—	—
Registered nurses	34.06	3.0	34.49	2.7	—	—
9	34.18	2.9	34.62	2.6	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	17.05	25.7	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	17.91	7.4	17.91	7.4	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	9.87	4.2	9.81	4.4	—	—
1	8.37	5.0	8.17	4.8	—	—
3	10.46	5.3	10.46	5.3	—	—
4	10.61	15.1	10.61	15.1	—	—
Sales workers, other commodities	11.32	3.6	—	—	—	—
Cashiers	9.50	3.8	9.50	3.8	—	—
1	7.91	5.8	7.91	5.8	—	—
Administrative support, including clerical	11.48	2.7	11.51	3.0	—	—
2	10.87	4.3	10.47	4.1	—	—
3	11.79	6.5	11.84	6.8	—	—
4	11.41	3.1	11.53	3.8	—	—
Not able to be leveled	12.15	3.2	12.15	3.2	—	—
General office clerks	12.16	4.1	12.16	4.1	—	—
Bank tellers	9.67	2.5	9.67	2.5	—	—
Administrative support, n.e.c.	11.14	3.7	—	—	—	—
Blue collar	12.95	19.0	12.92	21.3	13.20	6.8
1	7.82	2.9	7.79	3.0	—	—
2	11.31	12.1	11.31	12.1	—	—
3	12.71	5.1	—	—	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	14.54	6.5	15.69	7.8	—	—
Handlers, equipment cleaners, helpers, and laborers	8.59	2.1	8.50	1.9	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar –Continued						
Handlers, equipment cleaners, helpers, and laborers						
–Continued						
1	\$7.78	3.2	\$7.78	3.2	–	–
2	9.88	9.8	9.88	9.8	–	–
Stock handlers and baggers	7.48	2.4	7.48	2.4	–	–
1	7.41	2.8	7.41	2.8	–	–
Freight, stock, and material handlers, n.e.c.	9.98	4.7	9.98	4.7	–	–
Service	8.95	5.5	8.57	6.4	\$11.02	5.4
1	7.12	4.1	6.92	3.7	–	–
2	9.73	11.2	8.04	10.8	12.28	2.7
3	9.20	14.3	–	–	–	–
Protective service	–	–	–	–	–	–
Food service	7.13	.9	6.99	.5	–	–
1	6.79	4.0	6.79	4.0	–	–
Waiters, waitresses, and bartenders	6.45	.9	6.45	.9	–	–
Other food service	7.65	1.3	7.44	.5	–	–
1	7.03	4.4	7.03	4.4	–	–
Food preparation, n.e.c.	7.39	4.8	–	–	–	–
Health service	12.16	5.6	12.16	5.6	–	–
Cleaning and building service	–	–	–	–	–	–
Personal service	9.67	10.1	–	–	10.96	7.6
1	8.27	6.1	–	–	–	–
Early childhood teachers' assistants	12.00	.8	–	–	12.03	1.0

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, Sacramento-Yolo, CA, June 2002**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$21.39	\$13.33	\$21.50	\$19.88	\$20.57	\$24.00
All excluding sales	21.49	14.05	21.73	20.07	20.89	18.57
White collar	23.40	15.85	22.25	23.42	22.77	27.23
White-collar excluding sales	23.70	19.10	22.65	24.23	23.45	—
Professional specialty and technical	29.23	28.15	30.92	27.25	29.16	—
Professional specialty	30.89	29.78	32.32	29.08	30.82	—
Technical	21.76	17.91	23.17	20.32	21.58	—
Executive, administrative, and managerial	29.22	—	24.31	31.66	29.13	—
Sales	19.51	9.87	14.39	17.76	13.92	26.70
Administrative support, including clerical	15.54	11.48	14.96	15.63	15.27	—
Blue collar	16.81	12.95	19.14	13.76	16.43	—
Precision production, craft, and repair	20.92	—	22.15	19.26	21.07	—
Machine operators, assemblers, and inspectors	12.98	—	17.13	11.44	13.03	—
Transportation and material moving	16.50	14.54	17.82	14.16	16.20	—
Handlers, equipment cleaners, helpers, and laborers	13.43	8.59	15.48	10.30	12.41	—
Service	17.58	8.95	21.54	10.33	16.06	—
	Relative error ⁶ (percent)					
All occupations	2.4	6.6	3.4	3.1	2.5	10.5
All excluding sales	2.5	7.4	3.5	3.2	2.5	25.2
White collar	2.1	7.4	2.8	2.9	2.2	5.1
White-collar excluding sales	2.0	9.2	2.8	2.4	1.9	—
Professional specialty and technical	3.1	9.5	2.7	3.7	2.8	—
Professional specialty	3.3	10.5	4.4	3.7	2.9	—
Technical	2.6	7.4	2.7	3.1	2.7	—
Executive, administrative, and managerial	3.7	—	4.9	3.0	3.7	—
Sales	5.9	4.2	3.9	6.4	3.5	5.6
Administrative support, including clerical	3.2	2.7	1.8	5.8	3.2	—
Blue collar	4.2	19.0	3.9	5.0	4.5	—
Precision production, craft, and repair	2.9	—	2.8	6.1	2.8	—
Machine operators, assemblers, and inspectors	7.7	—	13.1	7.1	9.5	—
Transportation and material moving	5.4	6.5	2.3	6.1	4.6	—
Handlers, equipment cleaners, helpers, and laborers	8.4	2.1	7.6	6.7	6.9	—
Service	17.5	5.5	17.1	3.9	17.3	—

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Sacramento-Yolo, CA, June 2002

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$18.59	\$19.83	-	-	\$18.81	-	\$21.25	-	-	-
All excluding sales	18.78	19.86	-	-	18.83	-	21.03	-	-	-
White collar	22.14	26.70	-	-	25.78	-	22.19	-	-	-
White-collar excluding sales	23.30	26.95	-	-	26.03	-	21.94	-	-	-
Professional specialty and technical	27.32	-	-	-	-	-	29.29	-	-	-
Professional specialty	29.53	-	-	-	-	-	-	-	-	-
Technical	20.69	19.43	-	-	19.43	-	27.06	-	-	-
Executive, administrative, and managerial	32.77	35.75	-	-	32.23	-	28.68	-	-	-
Sales	16.97	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	15.64	15.54	-	-	15.98	-	18.13	-	-	-
Blue collar	15.41	15.75	-	-	13.58	-	19.31	-	-	-
Precision production, craft, and repair	20.47	20.10	-	-	16.99	-	24.16	-	-	-
Machine operators, assemblers, and inspectors	12.78	13.10	-	-	12.57	-	-	-	-	-
Transportation and material moving	15.98	15.87	-	-	15.87	-	18.41	-	-	-
Handlers, equipment cleaners, helpers, and laborers	12.00	12.27	-	-	10.46	-	12.99	-	-	-
Service	10.60	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.9	3.9	-	-	3.8	-	4.1	-	-	-
All excluding sales	4.2	3.8	-	-	3.8	-	4.5	-	-	-
White collar	3.7	6.4	-	-	6.8	-	1.9	-	-	-
White-collar excluding sales	3.1	5.6	-	-	5.9	-	2.4	-	-	-
Professional specialty and technical	3.9	-	-	-	-	-	4.8	-	-	-
Professional specialty	3.5	-	-	-	-	-	-	-	-	-
Technical	3.2	3.4	-	-	3.4	-	3.7	-	-	-
Executive, administrative, and managerial	4.4	6.6	-	-	2.7	-	1.9	-	-	-
Sales	5.1	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	5.6	6.9	-	-	6.9	-	2.1	-	-	-
Blue collar	5.7	9.6	-	-	6.9	-	7.1	-	-	-
Precision production, craft, and repair	4.9	7.8	-	-	9.4	-	6.6	-	-	-
Machine operators, assemblers, and inspectors	7.1	9.4	-	-	9.0	-	-	-	-	-
Transportation and material moving	5.4	7.8	-	-	7.8	-	12.3	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.1	15.6	-	-	12.4	-	4.9	-	-	-
Service	4.9	-	-	-	-	-	-	-	-	-

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, Sacramento-Yolo, CA, June 2002

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$18.59	\$16.20	\$19.35	\$18.74	\$20.09
All excluding sales	18.78	16.49	19.53	18.81	20.27
White collar	22.14	21.80	22.20	21.97	22.44
White-collar excluding sales	23.30	24.65	23.08	23.44	22.81
Professional specialty and technical	27.32	27.53	27.30	25.30	28.19
Professional specialty	29.53	28.44	29.69	27.57	30.44
Technical	20.69	—	20.84	21.63	20.23
Executive, administrative, and managerial	32.77	34.17	32.37	33.64	30.46
Sales	16.97	13.27	17.94	18.42	14.97
Administrative support, including clerical	15.64	15.03	15.73	16.86	14.77
Blue collar	15.41	15.62	15.32	15.00	16.08
Precision production, craft, and repair	20.47	21.15	20.12	21.01	18.58
Machine operators, assemblers, and inspectors	12.78	11.49	13.38	12.84	14.22
Transportation and material moving	15.98	12.90	17.04	16.39	18.16
Handlers, equipment cleaners, helpers, and laborers	12.00	12.93	11.67	11.70	11.50
Service	10.60	10.06	11.13	9.91	12.02
Relative error ⁴ (percent)					
All occupations	3.9	11.4	3.9	8.1	3.0
All excluding sales	4.2	11.5	4.0	9.5	3.3
White collar	3.7	11.1	4.2	8.0	3.0
White-collar excluding sales	3.1	7.2	3.5	7.7	3.2
Professional specialty and technical	3.9	10.6	4.2	5.7	4.0
Professional specialty	3.5	11.3	3.5	6.6	3.3
Technical	3.2	—	3.5	5.9	5.7
Executive, administrative, and managerial	4.4	16.5	3.6	5.6	3.5
Sales	5.1	11.8	8.7	9.2	18.0
Administrative support, including clerical	5.6	7.5	6.3	11.3	1.4
Blue collar	5.7	9.8	6.1	8.4	4.9
Precision production, craft, and repair	4.9	3.8	5.8	6.9	6.7
Machine operators, assemblers, and inspectors	7.1	20.3	5.5	10.7	4.1
Transportation and material moving	5.4	7.8	4.1	5.3	6.2
Handlers, equipment cleaners, helpers, and laborers	7.1	13.4	8.4	9.8	6.4
Service	4.9	8.7	4.2	12.0	6.5

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

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

³ 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, Sacramento-Yolo, CA, June 2002

Occupation ³	10	25	Median 50	75	90
All	\$9.25	\$13.00	\$18.69	\$26.80	\$34.13
All excluding sales	9.25	13.21	19.09	26.80	34.23
White collar	11.56	14.75	20.99	29.22	37.00
White collar excluding sales	12.01	15.24	21.74	30.16	37.46
Professional specialty and technical	18.58	21.93	27.27	34.70	44.15
Professional specialty	19.44	23.32	29.57	36.00	44.99
Engineers, architects, and surveyors	19.44	26.35	29.15	32.33	39.24
Civil engineers	19.44	19.44	25.72	32.86	49.03
Mathematical and computer scientists	19.72	21.43	28.43	34.70	35.11
Computer systems analysts and scientists	19.72	21.74	28.66	34.70	35.20
Natural scientists	14.42	15.56	20.26	28.96	31.85
Chemists, except biochemists	19.06	30.06	30.39	35.80	35.80
Health related	23.00	24.43	29.27	38.89	51.54
Registered nurses	23.00	24.41	27.43	31.18	36.73
Teachers, college and university	23.44	27.69	42.21	44.83	44.99
Other post-secondary teachers	21.06	22.63	24.52	26.78	29.97
Teachers, except college and university	23.08	29.77	36.32	43.71	47.79
Elementary school teachers	28.36	32.55	39.16	43.80	48.71
Secondary school teachers	27.12	32.23	37.19	43.71	50.76
Teachers, n.e.c.	20.19	27.64	32.64	41.57	47.79
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	17.75	19.53	20.48	23.97	25.95
Social workers	17.75	19.53	20.87	23.97	26.78
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.03	20.52	24.90	29.69	30.48
Technical	15.86	19.27	22.22	23.33	27.06
Health technologists and technicians, n.e.c.	13.50	17.03	21.30	25.20	26.46
Electrical and electronic technicians	16.45	17.97	22.13	26.77	29.84
Technical and related, n.e.c.	10.08	10.10	18.00	22.68	29.13
Executive, administrative, and managerial	19.99	23.72	27.46	32.18	39.91
Executives, administrators, and managers	22.67	30.87	31.46	37.04	43.00
Financial managers	20.19	22.67	26.63	34.26	37.17
Managers and administrators, n.e.c.	27.83	33.65	37.04	41.55	46.83
Management related	18.44	20.99	25.37	26.80	27.46
Accountants and auditors	15.78	18.02	19.60	23.94	28.00
Other financial officers	14.67	17.50	24.36	35.72	42.35
Personnel, training, and labor relations specialists	19.29	23.50	26.40	29.57	35.23
Management related, n.e.c.	18.44	19.99	22.83	27.46	27.46
Sales	7.80	10.64	14.71	19.33	27.40
Supervisors, sales	12.50	18.57	25.47	27.40	40.00
Sales workers, other commodities	9.66	11.60	12.21	15.25	17.15
Cashiers	7.25	7.80	11.60	18.08	18.58
Administrative support, including clerical	9.75	12.29	14.56	17.90	21.00
Supervisors, general office	15.68	18.00	18.43	18.67	23.06
Secretaries	12.29	14.84	16.36	19.74	22.37
Receptionists	9.50	10.92	12.78	14.05	14.39
Information clerks, n.e.c.	10.16	11.72	11.72	12.62	15.69
Order clerks	10.80	11.70	13.00	17.44	24.12
File clerks	7.86	8.65	10.00	10.12	10.40
Records clerks, n.e.c.	12.62	13.16	14.14	15.28	15.28
Bookkeepers, accounting and auditing clerks	12.58	13.38	14.76	14.76	16.48
Telephone operators	10.00	12.56	12.56	18.69	18.82
Traffic, shipping and receiving clerks	8.81	8.90	12.00	20.14	26.77
Stock and inventory clerks	11.50	14.08	17.71	19.32	21.41
Material recording, scheduling, and distribution clerks, n.e.c.	9.45	10.67	11.54	13.52	14.74
Insurance adjusters, examiners, and investigators	14.71	16.45	19.02	28.32	49.38
General office clerks	10.75	11.71	13.39	15.07	17.89
Bank tellers	8.50	9.00	9.25	10.85	12.87
Data entry keyers	11.42	12.58	13.88	15.28	15.28
Teachers' aides	9.73	10.22	11.79	14.03	14.31

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, Sacramento-Yolo, CA, June 2002 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Administrative support, n.e.c.	\$11.71	\$12.87	\$13.87	\$16.00	\$17.68
Blue collar					
8.50	10.75	16.76	21.08	23.94	
Precision production, craft, and repair					
13.21	18.30	21.17	23.27	28.74	
Bus, truck, and stationary engine mechanics	18.64	19.21	20.02	22.82	23.43
Industrial machinery repairers	18.00	18.28	19.81	25.54	29.30
Mechanics and repairers, n.e.c.	15.85	18.22	23.16	23.94	25.08
Construction trades, n.e.c.	11.00	14.82	17.86	23.13	24.88
Electrical and electronic equipment assemblers ..	9.75	10.49	11.64	13.24	14.32
Machine operators, assemblers, and inspectors					
7.91	9.00	11.25	16.35	19.26	
Extruding and forming machine operators	12.35	13.02	14.85	15.95	17.18
Miscellaneous machine operators, n.e.c.	8.25	10.00	16.24	19.26	20.31
Assemblers	7.25	8.35	9.75	11.00	13.19
Transportation and material moving					
10.75	13.00	15.76	18.72	21.08	
Truck drivers	11.52	13.61	17.55	18.72	23.35
Bus drivers	11.55	12.60	15.45	21.01	21.01
Industrial truck and tractor equipment operators ..	10.00	10.00	13.00	13.96	17.35
Handlers, equipment cleaners, helpers, and laborers					
7.25	8.72	11.32	16.11	19.24	
Stock handlers and baggers	7.00	7.25	8.10	17.71	18.76
Freight, stock, and material handlers, n.e.c.	8.50	10.00	13.86	14.74	18.58
Vehicle washers and equipment cleaners	8.50	9.50	11.75	17.33	18.72
Laborers, except construction, n.e.c.	8.72	10.50	12.27	18.13	21.63
Service					
6.75	8.63	13.51	21.83	31.69	
Protective service	14.00	16.45	26.58	31.69	34.23
Supervisors, guards	31.42	32.63	33.80	34.55	35.43
Guards and police, except public service	8.00	9.50	14.35	15.08	15.08
Food service					
6.50	6.75	6.92	10.22	16.50	
Waiters, waitresses, and bartenders	6.25	6.25	6.75	6.75	6.75
Waiters and waitresses	6.25	6.25	6.75	6.75	6.75
Other food service	6.75	7.00	8.50	13.71	16.50
Cooks	7.50	8.50	10.22	10.96	13.25
Food preparation, n.e.c.	6.75	6.75	7.00	7.50	7.50
Health service					
9.25	10.71	11.51	13.39	14.79	
Health aides, except nursing	10.62	11.07	12.54	14.53	15.78
Nursing aides, orderlies and attendants	8.75	9.35	11.10	11.99	13.22
Cleaning and building service					
6.75	7.84	11.90	16.12	17.39	
Maids and housemen	7.00	7.25	8.00	9.00	11.10
Janitors and cleaners	6.75	8.50	13.49	16.12	17.73
Personal service					
7.37	8.22	10.24	10.67	12.80	
Early childhood teachers' assistants	10.21	11.00	12.40	12.80	14.02
Service, n.e.c.	8.21	10.24	10.24	10.24	11.70

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Sacramento-Yolo, CA, June 2002

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.11	\$11.00	\$16.50	\$23.08	\$32.38
All excluding sales	8.25	11.00	16.69	23.35	32.57
White collar	10.50	13.82	19.53	28.44	37.50
White collar excluding sales	11.30	14.84	20.63	29.76	38.46
Professional specialty and technical	17.76	21.00	26.57	31.25	38.78
Professional specialty	19.53	23.60	28.43	32.46	40.39
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	19.28	23.97	28.50	35.11	40.39
Computer systems analysts and scientists	20.61	23.97	29.08	35.88	40.39
Natural scientists	13.95	28.96	31.65	32.41	33.89
Health related	22.41	24.24	28.63	36.73	44.15
Registered nurses	22.75	25.00	28.27	31.55	37.46
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	20.19	20.19	23.08	28.85	31.25
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	17.75	18.07	19.53	19.53	19.96
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.67	17.50	21.00	24.04	27.82
Electrical and electronic technicians	16.40	17.60	21.38	24.76	27.24
Technical and related, n.e.c.	10.08	10.10	18.00	22.68	29.13
Executive, administrative, and managerial	20.19	24.04	33.65	39.68	44.55
Executives, administrators, and managers	21.25	28.21	34.62	40.87	46.83
Financial managers	20.19	20.19	25.96	32.81	36.06
Managers and administrators, n.e.c.	27.83	33.65	37.04	41.55	46.83
Management related	16.29	19.29	24.23	31.25	36.26
Other financial officers	14.67	17.50	24.36	35.72	42.35
Personnel, training, and labor relations specialists	13.13	19.29	21.39	35.23	35.23
Management related, n.e.c.	18.75	21.59	30.12	32.57	37.24
Sales	7.80	10.57	14.75	19.33	27.40
Supervisors, sales	12.50	18.57	25.47	27.40	40.00
Sales workers, other commodities	9.38	11.60	12.21	15.50	17.15
Cashiers	7.25	7.80	11.60	18.08	18.58
Administrative support, including clerical	9.79	11.72	14.45	18.00	21.77
Supervisors, general office	10.00	15.63	18.00	20.85	23.06
Secretaries	12.29	13.43	15.06	18.11	19.95
Receptionists	9.50	10.35	11.92	14.38	14.75
Information clerks, n.e.c.	10.16	11.72	11.72	12.62	15.69
Order clerks	10.80	11.70	12.99	16.79	24.96
Records clerks, n.e.c.	11.15	13.01	14.00	14.14	15.37
Bookkeepers, accounting and auditing clerks	11.50	13.15	15.74	16.99	17.59
Telephone operators	10.00	12.56	12.56	18.69	18.82
Traffic, shipping and receiving clerks	8.81	8.90	12.00	20.14	26.77
Stock and inventory clerks	11.00	13.75	15.00	18.58	19.32
Material recording, scheduling, and distribution clerks, n.e.c.	9.45	10.67	11.54	13.52	14.74
Insurance adjusters, examiners, and investigators	14.71	16.45	19.02	28.32	49.38
General office clerks	10.00	11.97	14.00	17.00	18.29
Bank tellers	8.50	9.00	9.25	10.85	12.87
Administrative support, n.e.c.	9.69	12.12	14.00	15.94	17.68
Blue collar	8.10	9.75	14.26	19.44	23.40
Precision production, craft, and repair	11.67	17.86	20.81	23.94	28.74
Bus, truck, and stationary engine mechanics	17.50	20.00	22.82	28.79	28.79
Industrial machinery repairers	18.00	18.28	19.81	25.54	29.30
Electrical and electronic equipment assemblers ..	9.75	10.49	11.64	13.24	14.32
Machine operators, assemblers, and inspectors	7.91	9.00	11.25	16.35	19.26

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, Sacramento-Yolo, CA, June 2002 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Machine operators, assemblers, and inspectors					
–Continued					
Extruding and forming machine operators	\$12.35	\$13.02	\$14.85	\$15.95	\$17.18
Miscellaneous machine operators, n.e.c.	8.25	10.00	16.24	19.26	20.31
Assemblers	7.25	8.35	9.75	11.00	13.19
Transportation and material moving	10.25	12.50	15.76	18.51	22.79
Truck drivers	11.52	13.61	17.55	18.72	23.35
Industrial truck and tractor equipment operators ..	10.00	10.00	13.00	13.96	17.35
Handlers, equipment cleaners, helpers, and laborers	7.25	8.50	10.00	14.74	18.76
Stock handlers and baggers	7.00	7.25	8.10	17.71	18.76
Freight, stock, and material handlers, n.e.c.	8.50	10.00	13.86	14.74	18.58
Vehicle washers and equipment cleaners	8.50	9.50	11.00	17.33	18.72
Laborers, except construction, n.e.c.	8.72	10.00	11.75	18.13	21.03
Service	6.75	7.00	10.00	13.63	15.10
Protective service	8.00	9.50	14.35	15.08	15.08
Food service	6.25	6.75	6.75	10.00	16.50
Waiters, waitresses, and bartenders	6.25	6.25	6.75	6.75	6.75
Waiters and waitresses	6.25	6.25	6.75	6.75	6.75
Other food service	6.75	7.00	8.37	13.71	16.50
Food preparation, n.e.c.	6.75	6.75	6.75	7.50	7.50
Health service	9.00	10.50	11.55	13.55	14.79
Health aides, except nursing	10.16	11.42	13.54	14.79	16.18
Nursing aides, orderlies and attendants	8.75	9.35	11.10	11.99	13.22
Cleaning and building service	6.75	7.00	8.95	13.49	16.19
Maids and housemen	7.00	7.25	8.00	9.00	11.10
Janitors and cleaners	6.75	6.95	9.00	13.50	13.98
Personal service	6.75	8.21	10.24	10.24	10.24
Service, n.e.c.	9.40	10.24	10.24	10.24	11.70

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Sacramento-Yolo, CA, June 2002

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.74	\$15.44	\$22.16	\$29.98	\$34.70
All excluding sales	12.74	15.44	22.16	29.98	34.70
White collar	12.74	15.28	22.67	30.27	35.35
White collar excluding sales	12.74	15.28	22.67	30.27	35.35
Professional specialty and technical	19.44	22.40	29.48	36.78	46.92
Professional specialty	19.04	23.01	31.13	39.24	47.79
Engineers, architects, and surveyors	19.44	19.44	24.25	32.33	39.24
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	-	-	-	-	-
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	27.49	31.80	38.44	45.29	48.30
Elementary school teachers	28.43	32.63	39.31	43.80	48.71
Secondary school teachers	29.77	33.11	39.31	44.82	54.20
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	15.24	20.70	23.01	24.16	26.78
Social workers	19.56	20.87	23.97	24.29	26.78
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	20.15	21.26	23.33	23.33	25.20
Executive, administrative, and managerial	19.82	23.50	26.80	31.46	31.46
Executives, administrators, and managers	28.75	31.46	31.46	31.46	34.26
Management related	18.78	21.32	26.15	26.80	27.46
Sales	-	-	-	-	-
Administrative support, including clerical	9.73	12.74	14.64	17.83	21.00
Secretaries	15.15	16.24	18.17	20.84	22.71
General office clerks	11.56	11.71	13.32	14.12	14.64
Teachers' aides	9.73	10.22	11.79	14.03	14.31
Administrative support, n.e.c.	12.01	12.91	13.64	16.20	17.83
Blue collar	14.01	17.49	21.01	22.16	25.08
Precision production, craft, and repair	17.91	20.16	21.24	22.16	29.31
Transportation and material moving	11.55	14.01	16.05	21.01	21.01
Bus drivers	11.55	12.71	15.56	21.01	21.01
Handlers, equipment cleaners, helpers, and laborers	11.61	12.80	16.90	19.30	22.16
Service	12.15	16.33	24.07	31.19	34.23
Protective service	18.44	23.35	29.64	33.04	34.63
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	-	-	-	-	-
Cleaning and building service	12.06	14.13	15.88	16.87	17.79
Janitors and cleaners	12.06	14.13	15.88	16.87	17.79
Personal service	7.45	9.57	11.84	12.75	13.41
Early childhood teachers' assistants	10.21	11.06	12.40	12.80	14.02

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Sacramento-Yolo, CA, June 2002

Occupation ³	10	25	Median 50	75	90
All	\$10.19	\$13.89	\$19.53	\$27.13	\$34.38
All excluding sales	10.10	13.95	19.82	27.46	34.38
White collar	12.29	15.28	21.57	29.77	37.10
White collar excluding sales	12.47	15.28	22.04	30.27	37.46
Professional specialty and technical	19.04	22.06	27.33	34.70	43.71
Professional specialty	19.53	23.55	29.57	35.77	45.29
Engineers, architects, and surveyors	19.44	26.35	29.15	32.33	39.24
Civil engineers	19.44	19.44	25.72	32.86	49.03
Mathematical and computer scientists	19.72	21.43	28.43	34.70	35.11
Computer systems analysts and scientists	19.72	21.74	28.66	34.70	35.20
Natural scientists	14.42	15.56	20.26	28.96	31.85
Chemists, except biochemists	19.06	30.06	30.39	35.80	35.80
Health related	23.00	24.41	28.14	39.33	51.54
Registered nurses	22.75	24.41	26.01	28.72	32.34
Teachers, college and university	23.44	26.78	37.76	44.47	48.25
Teachers, except college and university	26.42	30.47	37.10	43.71	47.92
Elementary school teachers	28.64	32.91	39.40	44.31	48.91
Secondary school teachers	27.12	32.23	37.19	43.71	50.76
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	17.75	19.53	19.88	23.97	26.78
Social workers	17.75	19.53	20.33	23.97	26.78
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.03	20.52	24.92	29.73	30.48
Technical	16.41	20.00	22.22	23.33	27.43
Electrical and electronic technicians	16.45	17.97	22.13	26.77	29.84
Technical and related, n.e.c.	10.08	10.10	18.00	22.68	29.13
Executive, administrative, and managerial	19.99	23.72	27.46	32.18	39.91
Executives, administrators, and managers	22.67	30.87	31.46	37.04	43.00
Financial managers	20.19	22.67	26.63	34.26	37.17
Managers and administrators, n.e.c.	27.83	33.65	37.04	41.55	46.83
Management related	18.47	20.99	25.37	26.80	27.46
Accountants and auditors	15.78	18.02	19.60	23.94	28.00
Other financial officers	14.67	17.50	24.36	35.72	42.35
Personnel, training, and labor relations specialists	19.29	23.50	26.40	29.57	35.23
Management related, n.e.c.	18.44	19.99	22.83	27.46	27.46
Sales	10.90	12.72	18.08	25.16	34.68
Supervisors, sales	14.71	18.57	25.47	27.40	40.00
Sales workers, other commodities	10.42	11.72	14.15	16.60	17.20
Cashiers	10.90	14.50	18.08	18.08	18.58
Administrative support, including clerical	9.85	12.58	14.76	18.16	21.35
Supervisors, general office	15.68	18.00	18.43	18.67	23.06
Secretaries	12.29	15.00	17.00	19.74	22.37
Receptionists	9.75	10.99	12.78	13.47	14.39
Information clerks, n.e.c.	10.16	11.72	11.72	12.62	15.69
Order clerks	10.80	11.70	13.14	17.50	24.96
Records clerks, n.e.c.	12.62	13.08	14.41	15.28	15.28
Bookkeepers, accounting and auditing clerks	12.74	13.38	14.76	14.76	16.89
Telephone operators	10.84	12.56	13.37	18.69	18.82
Traffic, shipping and receiving clerks	8.81	8.90	12.00	20.14	26.77
Stock and inventory clerks	13.53	14.08	18.58	19.32	21.41
Insurance adjusters, examiners, and investigators	14.95	16.56	19.18	29.16	49.38
General office clerks	11.42	11.99	13.72	15.48	18.00
Teachers' aides	10.22	10.66	12.30	14.31	14.31
Administrative support, n.e.c.	12.01	12.91	14.11	16.47	17.83
Blue collar	9.15	11.55	17.50	21.08	24.29
Precision production, craft, and repair	13.00	18.24	21.08	23.94	28.94
Bus, truck, and stationary engine mechanics	18.64	19.21	20.02	22.82	23.43
Industrial machinery repairers	18.00	18.28	19.81	25.54	29.30
Mechanics and repairers, n.e.c.	15.85	18.22	23.16	23.94	25.08

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, Sacramento-Yolo, CA, June 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Construction trades, n.e.c.	\$11.00	\$14.90	\$17.86	\$23.13	\$24.88
Machine operators, assemblers, and inspectors					
Extruding and forming machine operators	8.00	9.50	11.75	16.68	19.26
Miscellaneous machine operators, n.e.c.	12.35	13.02	14.85	15.95	17.18
Assemblers	8.25	10.00	16.24	19.26	20.31
	7.25	8.50	9.75	11.25	13.38
Transportation and material moving					
Truck drivers	11.00	13.00	16.08	18.72	22.50
Industrial truck and tractor equipment operators ..	11.52	13.95	17.55	18.72	23.35
	10.00	10.00	13.00	15.00	17.35
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	8.45	9.25	13.00	18.13	19.94
Freight, stock, and material handlers, n.e.c.	8.72	9.00	18.21	18.76	18.76
Vehicle washers and equipment cleaners	13.86	13.86	13.96	17.33	19.24
Laborers, except construction, n.e.c.	8.50	9.50	11.75	17.33	18.72
	8.72	10.70	12.27	18.13	21.63
Service					
Protective service	7.25	10.24	14.79	24.16	32.75
Supervisors, guards	14.00	17.99	28.17	31.94	34.23
Guards and police, except public service	31.42	32.63	33.80	34.55	35.43
Food service	8.00	9.00	14.35	15.08	15.08
Waiters, waitresses, and bartenders	6.75	6.75	8.50	13.71	16.50
Other food service	–	–	–	–	–
Health service	7.00	8.37	12.50	16.50	17.79
Health aides, except nursing	9.00	10.50	11.52	13.39	14.79
Nursing aides, orderlies and attendants	10.71	11.05	12.35	14.73	16.18
Cleaning and building service	8.75	9.35	10.87	12.06	13.22
Maids and housemen	6.75	7.80	12.95	16.19	17.74
Janitors and cleaners	7.00	7.25	7.80	9.00	11.10
Personal service	6.75	8.50	13.63	16.32	17.74
	8.50	9.40	10.24	10.24	11.84

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Sacramento-Yolo, CA, June 2002

Occupation ³	10	25	Median 50	75	90
All	\$6.75	\$7.59	\$10.64	\$14.25	\$22.00
All excluding sales	6.75	7.80	11.11	15.97	23.97
White collar	7.50	9.73	11.79	18.00	32.92
White collar excluding sales	9.70	10.94	14.00	23.97	37.46
Professional specialty and technical	14.17	17.76	25.81	37.46	44.99
Professional specialty	14.17	21.35	30.04	37.96	44.99
Health related	21.35	29.51	33.13	37.46	44.15
Registered nurses	28.63	30.04	33.54	37.46	38.98
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	14.17	14.17	14.17	17.24	26.45
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	12.67	13.97	17.60	22.17	23.95
Executive, administrative, and managerial	-	-	-	-	-
Management related	-	-	-	-	-
Sales	7.00	7.44	9.00	11.60	12.38
Sales workers, other commodities	7.45	11.60	11.90	12.21	12.21
Cashiers	7.00	7.25	7.80	10.28	18.08
Administrative support, including clerical	9.00	10.00	11.11	13.21	14.00
General office clerks	10.00	10.72	12.50	13.22	14.00
Bank tellers	8.50	9.00	9.00	10.35	11.39
Administrative support, n.e.c.	8.08	9.50	11.24	12.69	14.11
Blue collar	7.00	7.80	10.00	22.00	22.00
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	10.50	12.00	14.17	17.80	17.80
Handlers, equipment cleaners, helpers, and laborers	6.75	7.25	8.00	9.17	12.00
Stock handlers and baggers	6.75	7.00	7.25	7.92	8.34
Freight, stock, and material handlers, n.e.c.	7.25	8.50	9.50	12.00	13.00
Service	6.25	6.75	7.50	11.25	13.84
Protective service	-	-	-	-	-
Food service	6.25	6.50	6.75	7.50	8.50
Waiters, waitresses, and bartenders	6.25	6.25	6.50	6.50	6.75
Other food service	6.75	6.75	7.25	7.50	9.67
Food preparation, n.e.c.	6.75	6.75	6.75	7.50	7.50
Health service	10.64	11.10	11.50	13.37	14.43
Cleaning and building service	-	-	-	-	-
Personal service	6.75	7.45	8.22	12.19	12.99
Early childhood teachers' assistants	10.21	11.00	12.40	12.80	14.02

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

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

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

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

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

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

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

Collection period

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

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	1,799
Total in sample	338
Responding	207
Out of business or not in survey scope	33
Unable or refused to provide data	98

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

Estimation

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

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

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

Percentiles

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

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. For example, at the 50th per-

centile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for 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. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Sacramento-Yolo, CA, June 2002**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	323,500	182,200	141,300
All excluding sales	301,700	160,800	140,900
White collar	213,100	103,100	110,000
White-collar excluding sales	191,200	81,600	109,600
Professional specialty and technical	73,400	29,600	43,800
Professional specialty	61,900	22,300	39,600
Technical	11,500	7,300	–
Executive, administrative, and managerial	40,800	15,200	25,600
Sales	21,900	21,500	–
Administrative support, including clerical	77,000	36,800	40,200
Blue collar	63,500	50,700	12,800
Precision production, craft, and repair	22,300	15,000	7,300
Machine operators, assemblers, and inspectors	9,200	9,200	–
Transportation and material moving	11,300	7,500	3,700
Handlers, equipment cleaners, helpers, and laborers	20,700	19,000	–
Service	47,000	28,500	18,500

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

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

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