

News

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HIGHLIGHTS OF SAN FRANCISCO–OAKLAND–SAN JOSE, CA NATIONAL COMPENSATION SURVEY MARCH 2005

Workers in the San Francisco–Oakland–San Jose, CA metropolitan area averaged \$27.08 per hour during March 2005, according to a new survey released by the Bureau of Labor Statistics of the U.S. Department of Labor. Regional Commissioner Richard J. Holden reported that white collar workers averaged \$32.65 per hour and accounted for 62 percent of the workers in the area. Blue collar employees averaged \$20.17 per hour and represented 19 percent of the workforce, while the remaining employees worked in service occupations and earned \$15.37 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 607 firms representing 1,561,600 workers in the San Francisco–Oakland–San Jose, CA metropolitan area, which consists of Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma Counties. Within this survey, 80 percent of these employees worked in private industry.

In the San Francisco–Oakland–San Jose, CA metropolitan area, average hourly wages were published for 106 detailed occupations. (See table 1.) Among white collar workers, lawyers averaged \$71.12 per hour; computer systems analysts and scientists \$45.09; and transportation ticket and reservation agents \$14.04. Blue collar occupations included carpenters earning \$33.07 per hour, and construction laborers earning \$21.54. In service occupations, correctional institution officers averaged \$29.43 per hour and cooks earned \$12.21.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the San Francisco–Oakland–San Jose, CA area averaged \$28.31 per hour and part-time employees averaged \$17.31. Union workers averaged \$26.24 per hour, while their nonunion counterparts made \$27.54. Union workers in service jobs earned \$18.83 per hour compared to nonunion workers who averaged \$11.84. Private industry workers at establishments

employing 50-99 workers averaged \$22.40 per hour and those in establishments with 500 or more employees earned \$33.41.

The NCS is part of a statistical program that integrates three previously separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use the data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the San Francisco–Oakland–San Jose, CA, National Compensation Survey March 2005 (Bulletin 3130-21). While supplies last, single copies of the bulletin are available from the San Francisco Information Office by calling 415-975-4350. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/ocs/compub.htm>.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the San Francisco Information Office at 415-975-4350 from 9:00 a.m. to 11:30 a.m. and 1:30 p.m. to 4:00 p.m., Pacific Time, Monday - Friday.

Information in this release will be made available to sensory impaired individuals upon request.

Voice phone 202-691-5200

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National Compensation Survey, San Francisco–Oakland–San Jose, CA, March 2005

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco–Oakland–San Jose, CA, March 2005

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All.....	\$27.08	2.0	\$26.11	2.3	\$31.67	2.8
All excluding sales.....	27.21	2.1	26.18	2.6	31.68	2.8
White collar.....	32.65	2.0	32.44	2.3	33.52	3.5
White collar excluding sales.....	33.56	2.4	33.56	2.8	33.53	3.5
Professional specialty and technical.....	39.41	2.8	38.91	3.2	41.11	5.1
Professional specialty.....	42.38	2.4	42.06	2.7	43.36	5.0
Engineers, architects, and surveyors.....	42.54	2.3	42.69	2.4	40.83	8.6
Civil engineers.....	42.92	6.8	–	–	43.37	7.8
Electrical and electronic engineers.....	42.57	5.8	42.52	5.9	–	–
Industrial engineers.....	37.17	5.4	37.17	5.4	–	–
Mechanical engineers.....	45.37	8.4	45.37	8.4	–	–
Engineers, n.e.c.....	43.92	4.4	44.71	4.1	–	–
Mathematical and computer scientists.....	44.86	1.9	44.90	1.9	–	–
Computer systems analysts and scientists.....	45.09	1.8	45.13	1.9	–	–
Natural scientists.....	36.53	11.7	38.47	11.7	–	–
Biological and life scientists.....	40.67	10.1	40.67	10.1	–	–
Health related.....	41.33	2.8	41.42	3.6	41.07	4.5
Physicians.....	44.21	10.5	–	–	63.73	12.8
Registered nurses.....	41.62	1.4	42.81	0.7	38.36	3.5
Teachers, college and university.....	49.97	14.4	47.20	24.2	53.13	13.5
Other post-secondary teachers.....	37.69	29.0	–	–	47.38	29.4
Teachers, except college and university.....	41.66	8.5	22.32	10.5	45.44	7.4
Prekindergarten and kindergarten.....	13.14	8.4	13.14	8.4	–	–
Elementary school teachers.....	45.75	5.9	25.96	6.0	46.32	5.7
Secondary school teachers.....	50.91	4.3	–	–	–	–
Teachers, special education.....	44.52	14.3	–	–	49.60	7.3
Teachers, n.e.c.....	36.47	11.7	–	–	45.13	10.0
Librarians, archivists, and curators.....	36.87	10.1	–	–	38.26	14.6
Librarians.....	36.87	10.1	–	–	38.26	14.6
Social scientists and urban planners.....	40.88	6.7	–	–	30.18	5.6
Psychologists.....	30.18	5.6	–	–	30.18	5.6
Social, recreation, and religious workers.....	27.78	13.3	21.24	16.3	35.12	4.4
Social workers.....	29.95	8.3	22.41	18.7	35.12	4.4
Lawyers and judges.....	71.12	1.0	–	–	–	–
Lawyers.....	71.12	1.0	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.....	32.11	11.7	32.16	12.2	–	–
Technical.....	26.78	6.4	27.07	7.5	25.15	3.4
Clinical laboratory technologists and technicians.....	30.57	5.8	30.21	6.1	–	–
Licensed practical nurses.....	25.56	4.1	25.31	4.4	–	–
Health technologists and technicians, n.e.c.....	20.27	15.5	–	–	22.77	4.3
Electrical and electronic technicians.....	24.92	7.7	24.92	7.7	–	–
Biological technicians.....	25.51	8.9	–	–	–	–
Computer programmers.....	36.21	7.0	–	–	–	–
Legal assistants.....	28.68	5.5	29.19	6.7	–	–
Technical and related, n.e.c.....	23.38	3.9	23.13	4.6	24.25	4.6

See footnotes at end of table.

National Compensation Survey, San Francisco–Oakland–San Jose, CA, March 2005

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco–Oakland–San Jose, CA, March 2005 (Continued)

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar (Continued)						
Executive, administrative, and managerial.....	\$41.07	3.3	\$41.99	3.8	\$36.06	3.3
Executives, administrators, and managers.....	47.99	3.9	48.71	4.5	43.80	3.3
Administrators and officials, public administration.....	38.95	9.1	–	–	38.95	9.1
Financial managers.....	48.21	9.2	48.21	9.2	–	–
Managers, marketing, advertising, and public relations.....	57.24	8.0	57.24	8.0	–	–
Administrators, education and related fields.....	46.77	8.6	–	–	51.43	6.0
Managers, service organizations, n.e.c.....	28.61	15.7	–	–	–	–
Managers and administrators, n.e.c.....	52.19	5.1	52.27	5.2	–	–
Management related.....	32.74	3.9	33.73	4.3	27.74	3.5
Accountants and auditors.....	31.30	2.9	31.43	3.1	–	–
Other financial officers.....	37.20	5.7	37.43	6.0	–	–
Management analysts.....	37.48	5.3	37.55	5.7	–	–
Personnel, training, and labor relations specialists.....	28.57	7.7	28.67	10.6	–	–
Inspectors and compliance officers, except construction.....	27.30	13.2	–	–	–	–
Management related, n.e.c.....	32.96	6.5	35.40	7.5	24.01	7.2
Sales.....	25.29	7.4	25.29	7.4	–	–
Supervisors, sales.....	30.55	9.2	30.55	9.2	–	–
Securities and financial services sales.....	38.36	25.4	38.36	25.4	–	–
Sales, other business services.....	33.56	9.9	33.56	9.9	–	–
Sales workers, apparel.....	15.75	11.6	15.75	11.6	–	–
Sales workers, other commodities.....	17.36	15.9	17.27	16.1	–	–
Cashiers.....	13.32	6.4	13.32	6.4	–	–
Administrative support, including clerical.....	19.36	2.1	18.65	2.7	21.58	2.1
Supervisors, general office.....	28.49	3.3	–	–	–	–
Secretaries.....	23.02	3.9	22.73	4.8	24.31	5.1
Typists.....	21.38	6.4	–	–	21.35	7.5
Transportation ticket and reservation agents.....	14.04	3.2	14.04	3.2	–	–
Receptionists.....	16.27	7.3	16.27	7.3	–	–
Information clerks, n.e.c.....	19.69	6.3	19.69	6.3	–	–
Order clerks.....	15.60	7.6	15.47	7.8	–	–
Library clerks.....	20.08	7.9	–	–	21.59	7.6
Records clerks, n.e.c.....	20.40	4.6	20.54	5.5	–	–
Bookkeepers, accounting and auditing clerks.....	18.26	4.6	17.47	4.1	22.58	12.2
Dispatchers.....	26.77	8.4	–	–	29.97	4.0
Production coordinators.....	25.32	4.5	25.32	4.5	–	–
Traffic, shipping and receiving clerks.....	15.16	6.8	14.95	6.9	–	–
Stock and inventory clerks.....	15.54	10.4	–	–	–	–
Insurance adjusters, examiners, and investigators.....	20.69	1.3	20.69	1.3	–	–

See footnotes at end of table.

National Compensation Survey, San Francisco–Oakland–San Jose, CA, March 2005

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 (Continued)

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar (Continued)						
Administrative support, including clerical (Continued)						
Investigators and adjusters, except insurance.....	\$20.56	8.7	\$20.44	9.1	–	–
Eligibility clerks, social welfare.....	20.49	4.5	–	–	\$23.48	1.2
General office clerks.....	17.85	2.6	17.10	4.7	18.77	2.3
Bank tellers.....	13.18	4.5	13.18	4.5	–	–
Data entry keyers.....	14.53	6.8	14.53	6.8	–	–
Teachers' aides.....	14.61	12.7	–	–	16.28	8.1
Administrative support, n.e.c.....	20.09	4.8	19.31	5.8	22.75	2.5
Blue collar.....	20.17	3.9	19.46	4.5	27.26	4.5
Precision production, craft, and repair.....	26.68	5.2	26.18	5.9	30.35	2.8
Supervisors, mechanics and repairers.....	25.88	21.1	–	–	–	–
Industrial machinery repairers.....	24.25	9.8	23.09	9.6	–	–
Electronic repairers, communications and industrial equipment.....	24.70	9.9	24.70	9.9	–	–
Mechanics and repairers, n.e.c.....	27.96	5.1	25.27	7.4	33.52	6.7
Carpenters.....	33.07	2.9	33.81	0.6	–	–
Electricians.....	33.84	10.3	35.26	11.5	–	–
Machinists.....	25.67	4.8	25.67	4.8	–	–
Electrical and electronic equipment assemblers.....	14.71	8.0	14.71	8.0	–	–
Stationary engineers.....	31.81	0.6	–	–	–	–
Machine operators, assemblers, and inspectors.....	14.81	8.3	14.81	8.3	–	–
Miscellaneous machine operators, n.e.c.....	15.70	5.9	15.70	5.9	–	–
Assemblers.....	14.48	12.0	14.48	12.0	–	–
Transportation and material moving.....	17.29	5.5	16.28	5.1	24.63	10.9
Truck drivers.....	18.38	4.2	18.01	4.3	–	–
Industrial truck and tractor equipment operators.....	15.23	11.8	15.23	11.8	–	–
Handlers, equipment cleaners, helpers, and laborers.....	14.42	7.5	13.69	8.9	21.99	6.3
Groundskeepers and gardeners, except farm.....	20.90	9.6	–	–	–	–
Construction laborers.....	21.54	1.0	–	–	–	–
Stock handlers and baggers.....	10.84	9.1	10.84	9.1	–	–
Freight, stock, and material handlers, n.e.c.....	15.51	9.3	15.51	9.3	–	–
Vehicle washers and equipment cleaners.....	11.14	14.1	11.14	14.1	–	–
Hand packers and packagers.....	11.37	10.2	11.37	10.2	–	–
Laborers, except construction, n.e.c.....	14.73	13.9	11.90	9.3	–	–

See footnotes at end of table.

National Compensation Survey, San Francisco–Oakland–San Jose, CA, March 2005

Table 1. Mean hourly earnings, ¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 (Continued)

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service.....	\$15.37	2.9	\$12.12	2.9	\$27.83	4.5
Protective service.....	20.66	5.8	12.34	11.4	33.99	3.0
Supervisors, firefighters and fire prevention.....	39.22	2.9	–	–	39.22	2.9
Firefighting.....	28.13	2.2	–	–	28.13	2.2
Police and detectives, public service.....	38.75	2.1	–	–	38.75	2.1
Sheriffs, bailiffs, and other law enforcement officers.....	33.07	4.0	–	–	33.07	4.0
Correctional institution officers.....	29.43	2.8	–	–	29.43	2.8
Guards and police, except public service....	12.38	11.2	12.30	11.5	–	–
Food service.....	10.96	4.6	10.70	5.3	16.42	6.2
Waiters, waitresses, and bartenders.....	8.67	4.1	8.67	4.1	–	–
Waiters and waitresses.....	8.09	2.9	8.09	2.9	–	–
Waiters'/Waitresses' assistants.....	9.45	5.2	9.45	5.2	–	–
Other food service.....	11.87	5.7	11.56	6.6	16.42	6.2
Cooks.....	12.21	1.3	11.71	0.3	–	–
Food counter, fountain, and related.....	12.04	9.9	12.04	9.9	–	–
Kitchen workers, food preparation.....	10.72	11.8	10.72	11.8	–	–
Food preparation, n.e.c.....	11.28	13.0	11.13	15.0	12.85	7.1
Health service.....	16.56	5.2	15.72	5.2	21.38	10.4
Health aides, except nursing.....	20.12	3.4	19.48	1.1	–	–
Nursing aides, orderlies and attendants.....	14.82	6.2	13.92	7.5	20.21	7.9
Cleaning and building service.....	12.79	7.0	11.68	5.7	18.62	1.1
Maids and housemen.....	12.80	13.2	12.80	13.2	–	–
Janitors and cleaners.....	12.40	10.6	10.97	9.8	18.60	1.1
Personal service.....	14.97	7.7	13.92	9.1	19.12	11.1
Attendants, amusement, and recreation facilities.....	11.30	12.8	–	–	–	–
Child care workers, n.e.c.....	14.30	17.5	11.06	11.0	–	–
Service, n.e.c.....	17.15	11.4	16.51	15.2	–	–

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 in the full bulletin 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 in the full bulletin.

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.

National Compensation Survey, San Francisco–Oakland–San Jose, CA, March 2005

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, San Francisco–Oakland–San Jose, CA, March 2005

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.....	\$28.31	\$17.31	\$26.24	\$27.54	\$26.99	\$29.12
All excluding sales.....	28.32	17.97	26.35	27.73	27.23	26.61
White collar.....	33.63	22.45	31.72	32.96	32.83	29.98
White-collar excluding sales.....	34.24	25.40	32.12	34.11	33.74	–
Professional specialty and technical.....	39.66	36.55	41.56	38.52	39.58	–
Professional specialty.....	42.78	38.18	44.02	41.69	42.63	–
Technical.....	26.93	23.83	30.56	25.30	26.64	–
Executive, administrative, and managerial.....	41.10	–	31.89	42.15	40.47	56.51
Sales.....	28.11	11.73	17.58	25.81	22.48	31.54
Administrative support, including clerical.....	20.03	14.72	20.99	18.38	19.61	–
Blue collar.....	20.71	14.75	24.39	15.65	20.21	–
Precision production, craft, and repair.....	27.00	22.19	28.58	22.85	26.68	–
Machine operators, assemblers, and inspectors.....	14.70	–	23.40	12.59	14.81	–
Transportation and material moving.....	17.63	–	19.58	15.07	17.33	–
Handlers, equipment cleaners, helpers, and laborers.....	15.43	10.02	17.62	11.23	14.42	–
Service.....	16.50	11.25	18.83	11.84	15.38	–
	Relative error ⁶ (percent)					
All occupations.....	2.7	7.5	3.5	2.3	2.0	12.4
All excluding sales.....	2.8	8.2	3.5	2.7	2.1	24.4
White collar.....	2.3	9.1	3.8	2.4	1.9	13.1
White-collar excluding sales.....	2.7	10.2	3.7	2.9	2.1	–
Professional specialty and technical.....	2.9	7.3	4.6	3.2	2.8	–
Professional specialty.....	2.7	5.5	4.1	3.1	2.4	–
Technical.....	6.5	7.8	14.5	6.4	6.4	–
Executive, administrative, and managerial.....	3.3	–	6.2	3.6	3.7	34.4
Sales.....	6.7	2.9	3.3	8.0	10.6	16.5
Administrative support, including clerical.....	2.3	4.2	2.2	2.8	2.1	–

See footnotes at end of table.

National Compensation Survey, San Francisco–Oakland–San Jose, CA, March 2005

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 (Continued)

Occupational group	Private industry and State and local government					
	Relative error ⁶ (percent)					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
Blue collar.....	3.9	17.7	5.2	4.9	3.9	–
Precision production, craft, and repair.....	5.4	20.8	5.8	7.6	5.2	–
Machine operators, assemblers, and inspectors.....	7.8	–	4.2	9.5	8.3	–
Transportation and material moving.....	5.5	–	9.9	4.7	5.9	–
Handlers, equipment cleaners, helpers, and laborers.....	7.2	7.2	7.6	4.4	7.5	–
Service.....	5.8	5.1	8.4	7.6	2.9	–

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 in the full bulletin 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 in the full bulletin.

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

Table 3. Establishment employment size: Mean hourly earnings(1) by occupational group,(2) private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

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.....	\$26.11	\$22.40	\$27.31	\$22.14	\$33.41
All excluding sales.....	26.18	21.95	27.51	22.10	33.52
White collar.....	32.44	27.45	33.91	29.01	37.81
White-collar excluding sales.....	33.56	27.71	35.17	30.64	38.24
Professional specialty and technical.....	38.91	32.76	40.29	37.18	41.71
Professional specialty.....	42.06	37.11	43.06	40.08	44.42
Technical.....	27.07	20.94	28.95	25.55	30.54
Executive, administrative, and managerial.....	41.99	36.58	43.30	38.72	46.76
Sales.....	25.29	26.27	24.85	22.47	31.10
Administrative support, including clerical.....	18.65	17.74	19.00	18.29	19.83
Blue collar.....	19.46	18.75	19.81	18.22	22.55
Precision production, craft, and repair.....	26.18	24.53	27.23	26.27	28.35
Machine operators, assemblers, and inspectors.....	14.81	13.98	15.02	12.63	16.46
Transportation and material moving.....	16.28	15.20	16.90	16.08	–
Handlers, equipment cleaners, helpers, and laborers.....	13.69	11.46	14.69	14.18	18.86
Service.....	12.12	10.00	12.67	12.15	14.52
Relative error ⁴ (percent)					
All occupations.....	2.3	5.5	3.4	7.6	3.9
All excluding sales.....	2.6	5.7	3.5	7.6	4.2
White collar.....	2.3	7.3	2.7	6.9	4.0
White-collar excluding sales.....	2.8	8.2	3.1	6.6	4.3
Professional specialty and technical.....	3.2	15.5	2.8	6.6	3.5
Professional specialty.....	2.7	14.5	1.8	5.9	2.5
Technical.....	7.5	14.7	7.3	8.0	9.8
Executive, administrative, and managerial.....	3.8	10.9	4.0	6.3	5.6
Sales.....	7.4	18.4	9.8	13.1	12.1
Administrative support, including clerical.....	2.7	5.4	3.0	4.8	6.0

See footnotes at end of table.

National Compensation Survey, San Francisco–Oakland–San Jose, CA, March 2005

Table 3. Establishment employment size: Mean hourly earnings(1) by occupational group,(2) private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Occupational group	Full-time and part-time workers				
	Relative error ⁴ (percent)				
	All private industry workers	50 - 99 workers ³	100 workers or more		
Total			100 - 499 workers	500 workers or more	
Blue collar.....	4.5	7.7	4.3	5.2	8.2
Precision production, craft, and repair.....	5.9	12.1	3.4	4.2	6.0
Machine operators, assemblers, and inspectors.....	8.3	15.2	8.7	3.5	14.4
Transportation and material moving.....	5.1	4.5	8.2	7.8	–
Handlers, equipment cleaners, helpers, and laborers.....	8.9	7.4	10.5	11.5	8.5
Service.....	2.9	2.4	3.2	5.2	6.0

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

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

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