

San Diego, CA National Compensation Survey December 2004



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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the San Diego, CA, metropolitan area. Data were collected between June 2004 and July 2005; the average reference month is December 2004. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

NCS products

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

About the tables

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

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

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

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

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

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

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

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

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$21.67	3.7	35.4	\$20.19	4.8	35.4	\$27.41	2.6	35.1
Worker characteristics:⁴									
White-collar occupations ⁵	26.15	4.0	35.9	24.91	5.6	36.5	29.74	2.0	34.2
Professional specialty and technical	33.78	2.2	36.2	32.20	3.8	38.7	36.60	2.4	32.4
Executive, administrative, and managerial	36.97	8.6	39.4	38.21	10.5	40.2	32.69	6.6	37.0
Sales	17.75	12.9	34.6	17.75	13.0	34.6	—	—	—
Administrative support	15.27	2.0	34.9	14.96	2.8	34.2	16.06	3.4	37.1
Blue-collar occupations ⁵	18.16	2.6	37.5	17.92	2.6	37.3	20.85	9.6	39.9
Precision production, craft, and repair	20.75	3.3	39.9	20.54	3.4	39.8	23.30	4.7	40.0
Machine operators, assemblers, and inspectors	14.69	3.2	39.4	14.69	3.2	39.4	—	—	—
Transportation and material moving	16.44	10.5	36.6	16.11	11.7	36.4	—	—	—
Handlers, equipment cleaners, helpers, and laborers	13.58	9.5	31.0	12.85	11.0	29.8	17.62	7.6	40.0
Service occupations ⁵	12.14	4.5	31.3	9.68	3.3	30.3	21.63	8.9	36.4
Full time	23.27	3.7	39.5	21.95	4.9	39.7	28.11	2.3	38.9
Part time	11.04	4.0	20.9	9.52	3.3	21.5	20.34	12.5	17.7
Union	23.55	3.2	36.0	19.00	4.5	35.4	27.07	2.9	36.5
Nonunion	20.90	4.8	35.1	20.41	5.5	35.4	28.73	7.1	30.6
Time	21.43	3.8	35.3	19.83	5.0	35.3	27.41	2.6	35.1
Incentive	30.66	16.8	37.9	30.66	16.8	37.9	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	18.05	10.7	33.3	18.02	10.8	33.3	—	—	—
100-499 workers	20.27	7.2	36.0	19.83	7.7	35.7	30.17	8.0	42.0
500 workers or more	24.86	2.5	35.9	22.85	4.3	37.1	27.16	3.0	34.6

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

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

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

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

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

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

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

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

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

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

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$21.67	3.7	\$20.19	4.8	\$27.41	2.6
All excluding sales	22.10	3.3	20.53	4.7	27.43	2.6
White collar	26.15	4.0	24.91	5.6	29.74	2.0
White collar excluding sales	27.90	3.0	27.06	4.5	29.78	2.0
Professional specialty and technical	33.78	2.2	32.20	3.8	36.60	2.4
Professional specialty	36.29	2.6	34.97	4.0	38.31	2.6
Engineers, architects, and surveyors	37.61	3.0	38.18	2.7	—	—
Electrical and electronic engineers	39.18	3.8	39.10	4.3	—	—
Mechanical engineers	38.75	2.0	38.75	2.0	—	—
Engineers, n.e.c.	35.69	2.8	36.58	2.7	—	—
Mathematical and computer scientists	41.07	13.4	43.49	11.1	—	—
Computer systems analysts and scientists	41.07	13.4	43.49	11.1	—	—
Natural scientists	26.23	21.7	—	—	—	—
Health related	40.20	3.7	39.25	1.3	—	—
Registered nurses	37.57	4.0	37.89	4.1	—	—
Teachers, college and university	35.12	13.4	—	—	41.74	5.0
Other post-secondary teachers	30.71	14.4	—	—	39.11	6.6
Teachers, except college and university	36.70	7.5	21.02	22.0	40.01	1.3
Prekindergarten and kindergarten	18.86	14.3	—	—	—	—
Elementary school teachers	41.10	.2	—	—	41.14	.2
Librarians, archivists, and curators	28.37	7.0	—	—	—	—
Social scientists and urban planners	37.15	1.5	—	—	—	—
Social, recreation, and religious workers	19.43	17.3	16.87	16.6	—	—
Social workers	19.73	20.0	17.18	19.7	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	35.64	12.2	36.00	12.6	—	—
Technical	22.25	4.2	22.60	4.3	20.82	11.3
Clinical laboratory technologists and technicians	17.11	17.1	—	—	—	—
Radiological technicians	26.73	5.1	26.73	5.1	—	—
Licensed practical nurses	20.36	2.0	20.36	2.0	—	—
Health technologists and technicians, n.e.c.	20.47	7.1	20.25	3.9	—	—
Executive, administrative, and managerial	36.97	8.6	38.21	10.5	32.69	6.6
Executives, administrators, and managers	42.53	11.9	43.14	14.6	39.83	4.4
Administrators and officials, public administration	44.93	16.3	—	—	44.93	16.3
Financial managers	79.52	16.1	—	—	—	—
Managers and administrators, n.e.c.	42.23	5.5	42.64	5.7	—	—
Management related	27.38	6.0	28.38	7.7	24.96	1.5
Accountants and auditors	26.43	11.0	26.10	13.0	—	—
Sales	17.75	12.9	17.75	13.0	—	—
Supervisors, sales	20.39	7.6	20.39	7.6	—	—
Sales workers, other commodities	12.26	3.0	12.26	3.0	—	—
Cashiers	12.02	11.2	11.94	11.5	—	—
Administrative support, including clerical	15.27	2.0	14.96	2.8	16.06	3.4
Secretaries	17.27	3.8	17.13	5.4	17.49	5.0
Typists	14.54	8.7	—	—	—	—
Receptionists	10.71	6.6	10.71	6.6	—	—
Records clerks, n.e.c.	15.06	6.1	—	—	—	—
Bookkeepers, accounting and auditing clerks	16.55	7.0	16.26	7.8	—	—
Traffic, shipping and receiving clerks	14.76	7.2	14.76	7.2	—	—
General office clerks	15.80	8.0	17.42	11.1	13.72	2.0
Teachers' aides	13.37	3.3	—	—	13.37	3.3
Administrative support, n.e.c.	15.94	5.0	15.35	6.3	17.42	4.3
Blue collar	18.16	2.6	17.92	2.6	20.85	9.6
Precision production, craft, and repair	20.75	3.3	20.54	3.4	23.30	4.7
Mechanics and repairers, n.e.c.	19.06	3.1	—	—	—	—
Electricians	20.98	8.6	20.33	10.2	—	—
Construction trades, n.e.c.	23.02	10.5	24.15	10.9	—	—
Supervisors, production	29.15	13.6	29.15	13.6	—	—
Inspectors, testers, and graders	22.21	11.8	22.50	14.2	—	—

See footnotes at end of table.

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

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors	\$14.69	3.2	\$14.69	3.2	—	—
Miscellaneous machine operators, n.e.c.	16.10	11.4	16.10	11.4	—	—
Assemblers	12.27	9.3	12.27	9.3	—	—
Production inspectors, checkers and examiners ..	14.31	19.6	14.31	19.6	—	—
Transportation and material moving	16.44	10.5	16.11	11.7	—	—
Truck drivers	18.28	10.4	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	13.58	9.5	12.85	11.0	\$17.62	7.6
Groundskeepers and gardeners, except farm	15.62	2.6	—	—	—	—
Stock handlers and baggers	8.29	4.8	8.29	4.8	—	—
Freight, stock, and material handlers, n.e.c.	16.21	14.2	15.77	16.3	—	—
Service	12.14	4.5	9.68	3.3	21.63	8.9
Protective service	24.17	4.2	13.62	6.5	28.44	2.3
Police and detectives, public service	29.61	4.7	—	—	29.61	4.7
Guards and police, except public service	14.51	9.0	14.04	9.6	—	—
Protective service, n.e.c.	10.93	7.7	—	—	—	—
Food service	8.47	5.1	8.44	5.2	—	—
Waiters, waitresses, and bartenders	6.90	1.0	6.90	1.0	—	—
Bartenders	6.95	1.0	6.95	1.0	—	—
Waiters and waitresses	6.79	.4	6.79	.4	—	—
Other food service	9.27	6.6	9.24	6.8	—	—
Cooks	11.17	6.8	11.17	6.8	—	—
Food counter, fountain, and related	7.44	6.3	7.44	6.3	—	—
Kitchen workers, food preparation	8.80	5.1	8.71	5.5	—	—
Food preparation, n.e.c.	8.76	7.6	8.71	7.8	—	—
Health service	11.25	4.0	11.00	4.4	11.83	6.9
Health aides, except nursing	11.61	6.8	12.09	12.4	—	—
Nursing aides, orderlies and attendants	11.15	4.8	10.80	4.5	—	—
Cleaning and building service	10.15	7.6	8.98	6.4	14.00	6.4
Janitors and cleaners	10.71	10.2	9.38	9.8	14.00	6.4
Personal service	12.53	2.7	12.50	2.9	12.83	5.8
Attendants, amusement, and recreation facilities	10.89	14.1	11.21	14.0	—	—
Service, n.e.c.	11.25	8.8	10.48	12.3	—	—

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

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

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

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

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

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$23.27	3.7	\$21.95	4.9	\$28.11	2.3
All excluding sales	23.65	3.5	22.27	4.9	28.13	2.3
White collar	27.52	3.8	26.46	5.3	30.55	1.2
White collar excluding sales	28.97	3.1	28.25	4.6	30.60	1.2
Professional specialty and technical	34.03	2.3	32.35	3.8	37.26	2.2
Professional specialty	36.53	2.7	35.10	4.1	38.89	2.8
Engineers, architects, and surveyors	37.61	3.0	38.18	2.7	—	—
Electrical and electronic engineers	39.18	3.8	39.10	4.3	—	—
Mechanical engineers	38.75	2.0	38.75	2.0	—	—
Engineers, n.e.c.	35.69	2.8	36.58	2.7	—	—
Mathematical and computer scientists	41.07	13.4	43.49	11.1	—	—
Computer systems analysts and scientists	41.07	13.4	43.49	11.1	—	—
Natural scientists	26.23	21.7	—	—	—	—
Health related	40.57	3.8	39.39	1.4	—	—
Registered nurses	37.82	4.0	38.03	4.1	—	—
Teachers, college and university	34.83	16.4	—	—	43.60	5.3
Teachers, except college and university	37.13	7.8	20.92	22.3	40.60	1.5
Prekindergarten and kindergarten	18.86	14.3	—	—	—	—
Elementary school teachers	41.10	.2	—	—	41.14	.2
Librarians, archivists, and curators	28.37	7.0	—	—	—	—
Social scientists and urban planners	37.15	1.5	—	—	—	—
Social, recreation, and religious workers	19.73	20.0	17.18	19.7	—	—
Social workers	19.73	20.0	17.18	19.7	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	36.31	13.4	36.31	13.4	—	—
Technical	22.47	4.2	22.68	4.3	21.51	11.8
Licensed practical nurses	20.36	2.0	20.36	2.0	—	—
Health technologists and technicians, n.e.c.	20.64	7.4	20.50	4.3	—	—
Executive, administrative, and managerial	37.28	8.8	38.21	10.5	33.73	8.2
Executives, administrators, and managers	42.75	12.1	43.14	14.6	40.90	5.0
Administrators and officials, public administration	44.93	16.3	—	—	44.93	16.3
Financial managers	79.52	16.1	—	—	—	—
Managers and administrators, n.e.c.	42.67	5.5	42.64	5.7	—	—
Management related	27.57	6.1	28.38	7.7	25.34	1.4
Accountants and auditors	26.43	11.0	26.10	13.0	—	—
Sales	19.53	13.5	19.54	13.6	—	—
Supervisors, sales	20.81	8.9	20.81	8.9	—	—
Sales workers, other commodities	12.51	2.3	12.51	2.3	—	—
Cashiers	12.30	8.6	12.18	9.0	—	—
Administrative support, including clerical	16.03	1.9	15.84	2.7	16.47	2.9
Secretaries	17.27	3.9	17.11	5.7	17.49	5.0
Typists	14.54	8.7	—	—	—	—
Records clerks, n.e.c.	15.06	6.1	—	—	—	—
Bookkeepers, accounting and auditing clerks	16.59	7.1	16.30	7.9	—	—
Traffic, shipping and receiving clerks	14.76	7.2	14.76	7.2	—	—
Stock and inventory clerks	15.23	11.6	15.23	11.6	—	—
General office clerks	16.38	7.9	18.00	11.5	14.19	1.9
Administrative support, n.e.c.	17.41	4.3	16.90	5.9	18.49	3.0
Blue collar	18.73	2.6	18.53	2.6	20.86	9.6
Precision production, craft, and repair	20.75	3.3	20.54	3.4	23.30	4.7
Mechanics and repairers, n.e.c.	19.06	3.1	—	—	—	—
Electricians	20.98	8.6	20.33	10.2	—	—
Construction trades, n.e.c.	23.02	10.5	24.15	10.9	—	—
Supervisors, production	29.15	13.6	29.15	13.6	—	—
Inspectors, testers, and graders	22.21	11.8	22.50	14.2	—	—
Machine operators, assemblers, and inspectors	14.77	3.3	14.77	3.3	—	—
Miscellaneous machine operators, n.e.c.	16.10	11.4	16.10	11.4	—	—
Assemblers	12.47	9.5	12.47	9.5	—	—

See footnotes at end of table.

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

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar –Continued						
Machine operators, assemblers, and inspectors						
–Continued						
Production inspectors, checkers and examiners ..	\$14.31	19.6	\$14.31	19.6	–	–
Transportation and material moving	16.65	10.2	16.34	11.4	–	–
Truck drivers	18.28	10.4	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	15.55	10.6	14.98	13.4	\$17.62	7.6
Groundskeepers and gardeners, except farm	15.82	2.7	–	–	–	–
Freight, stock, and material handlers, n.e.c.	18.29	11.6	18.06	14.1	–	–
Service	13.93	6.3	10.65	4.3	22.68	10.1
Protective service	26.23	2.2	16.55	6.7	28.49	2.5
Police and detectives, public service	29.61	4.7	–	–	29.61	4.7
Guards and police, except public service	16.42	10.0	15.93	11.3	–	–
Food service	9.56	7.1	9.56	7.1	–	–
Other food service	9.95	6.0	9.95	6.0	–	–
Cooks	11.28	7.0	11.28	7.0	–	–
Kitchen workers, food preparation	9.35	3.1	9.35	3.1	–	–
Food preparation, n.e.c.	8.77	5.6	8.77	5.6	–	–
Health service	11.41	4.2	11.26	4.7	–	–
Health aides, except nursing	12.48	7.9	–	–	–	–
Nursing aides, orderlies and attendants	11.19	4.8	10.90	4.4	–	–
Cleaning and building service	10.19	7.8	9.00	6.6	14.06	6.7
Janitors and cleaners	10.78	10.8	9.43	10.5	14.06	6.7
Personal service	13.47	3.6	13.47	3.8	–	–

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

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

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

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

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

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

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$11.04	4.0	\$9.52	3.3	\$20.34	12.5
All excluding sales	11.13	4.3	9.31	3.2	20.34	12.5
White collar	14.21	6.9	11.47	6.2	22.42	13.3
White collar excluding sales	16.05	6.9	12.23	5.7	22.42	13.3
Professional specialty and technical	27.90	9.1	22.70	12.6	29.55	10.6
Professional specialty	30.49	8.4	24.54	14.6	31.86	9.3
Health related	32.61	8.0	-	-	-	-
Registered nurses	33.75	5.7	-	-	-	-
Teachers, college and university	36.58	14.6	-	-	-	-
Other post-secondary teachers	35.56	15.4	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	17.82	11.8	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	10.53	11.5	10.53	11.5	-	-
Cashiers	11.51	17.4	11.51	17.4	-	-
Administrative support, including clerical	11.57	5.5	11.13	7.4	13.24	3.4
General office clerks	10.83	5.6	-	-	-	-
Administrative support, n.e.c.	13.13	3.1	-	-	-	-
Blue collar	8.97	6.4	8.94	6.3	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.72	6.1	8.72	6.1	-	-
Stock handlers and baggers	8.01	1.9	8.01	1.9	-	-
Service	8.35	1.7	8.09	1.8	12.17	4.3
Protective service	9.72	6.6	9.67	6.8	-	-
Food service	7.53	1.8	7.46	1.9	-	-
Waiters, waitresses, and bartenders	6.81	.3	6.81	.3	-	-
Bartenders	6.88	.8	6.88	.8	-	-
Waiters and waitresses	6.79	.4	6.79	.4	-	-
Other food service	8.26	6.0	8.14	6.2	-	-
Food counter, fountain, and related	7.11	4.5	7.11	4.5	-	-
Kitchen workers, food preparation	8.17	8.3	-	-	-	-
Food preparation, n.e.c.	8.75	12.2	8.63	13.0	-	-
Health service	10.48	5.0	-	-	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	10.85	3.7	10.37	2.4	12.62	5.6
Attendants, amusement, and recreation facilities	8.16	4.0	-	-	-	-
Service, n.e.c.	11.58	8.7	11.06	9.7	-	-

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

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

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

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

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

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

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$919	3.5	39.5	\$871	4.8	39.7	\$1,093	2.4	38.9
All excluding sales	932	3.3	39.4	882	4.8	39.6	1,094	2.5	38.9
White collar	1,082	3.6	39.3	1,052	5.2	39.8	1,163	1.1	38.1
White collar excluding sales	1,134	2.9	39.2	1,120	4.4	39.7	1,164	1.2	38.1
Professional specialty and technical	1,307	1.7	38.4	1,273	3.1	39.3	1,370	1.8	36.8
Professional specialty	1,394	2.1	38.2	1,383	3.4	39.4	1,411	2.7	36.3
Engineers, architects, and surveyors	1,512	3.0	40.2	1,527	2.7	40.0	-	-	-
Electrical and electronic engineers	1,583	3.8	40.4	1,564	4.3	40.0	-	-	-
Mechanical engineers	1,550	2.0	40.0	1,550	2.0	40.0	-	-	-
Engineers, n.e.c.	1,428	2.8	40.0	1,463	2.7	40.0	-	-	-
Mathematical and computer scientists	1,620	8.9	39.4	1,670	8.7	38.4	-	-	-
Computer systems analysts and scientists	1,620	8.9	39.4	1,670	8.7	38.4	-	-	-
Natural scientists	1,049	21.7	40.0	-	-	-	-	-	-
Health related	1,593	3.8	39.3	1,544	.8	39.2	-	-	-
Registered nurses	1,474	5.8	39.0	1,483	5.9	39.0	-	-	-
Teachers, college and university Teachers, except college and university	1,372	15.5	39.4	-	-	-	1,701	4.3	39.0
Prekindergarten and kindergarten	1,280	5.8	34.5	836	22.3	40.0	1,360	.5	33.5
Elementary school teachers ...	754	14.3	40.0	-	-	-	-	-	-
Librarians, archivists, and curators	1,351	.2	32.9	-	-	-	1,351	.2	32.8
Social scientists and urban planners	1,135	7.0	40.0	-	-	-	-	-	-
Social, recreation, and religious workers	1,486	1.5	40.0	-	-	-	-	-	-
Social workers	789	20.0	40.0	687	19.7	40.0	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	789	20.0	40.0	687	19.7	40.0	-	-	-
Technical	1,422	13.2	39.1	1,422	13.2	39.1	-	-	-
Licensed practical nurses	892	4.1	39.7	889	4.3	39.2	907	13.2	42.2
Health technologists and technicians, n.e.c.	784	2.3	38.5	784	2.3	38.5	-	-	-
880	11.9	42.6	820	4.3	40.0	-	-	-	
Executive, administrative, and managerial	1,500	9.1	40.2	1,534	10.9	40.2	1,367	8.7	40.5
Executives, administrators, and managers	1,721	12.6	40.3	1,737	15.3	40.3	1,647	5.7	40.3
Administrators and officials, public administration	1,850	17.4	41.2	-	-	-	1,850	17.4	41.2
Financial managers	3,338	20.7	42.0	-	-	-	-	-	-
Managers and administrators, n.e.c.	1,707	5.5	40.0	1,705	5.7	40.0	-	-	-
Management related	1,108	6.1	40.2	1,134	7.7	40.0	1,035	2.0	40.8
Accountants and auditors	1,056	11.1	39.9	1,042	13.1	39.9	-	-	-
Sales	784	13.4	40.2	785	13.4	40.2	-	-	-
Supervisors, sales	941	10.1	45.2	941	10.1	45.2	-	-	-
Sales workers, other commodities	494	3.2	39.5	494	3.2	39.5	-	-	-
Cashiers	490	8.5	39.8	485	8.8	39.8	-	-	-
Administrative support, including clerical	639	1.9	39.9	631	2.7	39.9	656	2.8	39.8
Secretaries	690	4.0	40.0	684	5.8	39.9	700	5.0	40.0

See footnotes at end of table.

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

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Typists	\$582	8.7	40.0	—	—	—	—	—	—
Records clerks, n.e.c.	602	6.1	40.0	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	664	7.1	40.0	\$652	7.9	40.0	—	—	—
Traffic, shipping and receiving clerks	585	7.6	39.6	585	7.6	39.6	—	—	—
Stock and inventory clerks	609	11.6	40.0	609	11.6	40.0	—	—	—
General office clerks	652	8.0	39.8	719	11.5	39.9	\$562	1.8	39.6
Administrative support, n.e.c.	696	4.3	40.0	676	5.9	40.0	740	3.0	40.0
Blue collar	744	2.5	39.7	735	2.5	39.7	834	9.6	40.0
Precision production, craft, and repair	830	3.3	40.0	821	3.4	40.0	932	4.7	40.0
Mechanics and repairers, n.e.c.	760	3.2	39.9	—	—	—	—	—	—
Electricians	835	8.6	39.8	808	10.3	39.8	—	—	—
Construction trades, n.e.c.	921	10.5	40.0	966	10.9	40.0	—	—	—
Supervisors, production	1,165	13.5	40.0	1,165	13.5	40.0	—	—	—
Inspectors, testers, and graders	888	11.8	40.0	900	14.2	40.0	—	—	—
Machine operators, assemblers, and inspectors	586	3.1	39.7	586	3.1	39.7	—	—	—
Miscellaneous machine operators, n.e.c.	633	13.3	39.3	633	13.3	39.3	—	—	—
Assemblers	499	9.5	40.0	499	9.5	40.0	—	—	—
Production inspectors, checkers and examiners ...	563	18.2	39.4	563	18.2	39.4	—	—	—
Transportation and material moving	633	8.4	38.0	617	9.1	37.8	—	—	—
Truck drivers	685	7.1	37.5	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	618	10.2	39.8	595	12.8	39.7	705	7.6	40.0
Groundskeepers and gardeners, except farm	633	2.7	40.0	—	—	—	—	—	—
Freight, stock, and material handlers, n.e.c.	732	11.6	40.0	722	14.1	40.0	—	—	—
Service	555	6.5	39.9	417	4.0	39.2	950	10.9	41.9
Protective service	1,117	2.7	42.6	662	6.7	40.0	1,232	3.3	43.2
Police and detectives, public service	1,188	4.7	40.1	—	—	—	1,188	4.7	40.1
Guards and police, except public service	657	10.0	40.0	637	11.3	40.0	—	—	—
Food service	371	6.5	38.8	371	6.5	38.8	—	—	—
Other food service	384	5.9	38.6	384	5.9	38.6	—	—	—
Cooks	437	7.4	38.8	437	7.4	38.8	—	—	—
Kitchen workers, food preparation	368	3.1	39.4	368	3.1	39.4	—	—	—
Food preparation, n.e.c.	339	5.2	38.7	339	5.2	38.7	—	—	—
Health service	441	3.4	38.6	428	3.4	38.1	—	—	—
Health aides, except nursing ..	499	7.9	40.0	—	—	—	—	—	—
Nursing aides, orderlies and attendants	429	4.3	38.4	412	3.5	37.8	—	—	—
Cleaning and building service	407	7.8	40.0	359	6.6	40.0	562	6.7	40.0

See footnotes at end of table.

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

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Cleaning and building service—Continued									
Janitors and cleaners	\$431	10.8	40.0	\$377	10.4	39.9	\$562	6.7	40.0
Personal service	531	3.3	39.4	533	3.7	39.5	—	—	—

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

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

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

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

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

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

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

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

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$46,450	3.5	1,996	\$45,071	4.8	2,053	\$50,895	2.4	1,811
All excluding sales	46,992	3.3	1,987	45,618	4.8	2,049	50,927	2.5	1,810
White collar	53,919	3.6	1,960	54,646	5.2	2,065	52,192	1.1	1,708
White collar excluding sales	56,131	2.9	1,938	58,184	4.4	2,059	52,237	1.2	1,707
Professional specialty and technical	62,215	1.7	1,828	65,994	3.1	2,040	56,783	1.8	1,524
Professional specialty	65,176	2.1	1,784	71,638	3.4	2,041	57,449	2.7	1,477
Engineers, architects, and surveyors	78,605	3.0	2,090	79,422	2.7	2,080	-	-	-
Electrical and electronic engineers	82,313	3.8	2,101	81,323	4.3	2,080	-	-	-
Mechanical engineers	80,607	2.0	2,080	80,607	2.0	2,080	-	-	-
Engineers, n.e.c.	74,239	2.8	2,080	76,087	2.7	2,080	-	-	-
Mathematical and computer scientists	84,225	8.9	2,051	86,866	8.7	1,997	-	-	-
Computer systems analysts and scientists	84,225	8.9	2,051	86,866	8.7	1,997	-	-	-
Natural scientists	54,549	21.7	2,080	-	-	-	-	-	-
Health related	82,591	3.8	2,036	80,301	.8	2,039	-	-	-
Registered nurses	76,216	5.8	2,015	77,130	5.9	2,028	-	-	-
Teachers, college and university	60,428	15.5	1,735	-	-	-	66,448	4.3	1,524
Teachers, except college and university	49,739	5.8	1,340	41,921	22.3	2,004	50,782	.5	1,251
Prekindergarten and kindergarten	38,158	14.3	2,023	-	-	-	-	-	-
Elementary school teachers	49,792	.2	1,211	-	-	-	49,791	.2	1,210
Librarians, archivists, and curators	58,327	7.0	2,056	-	-	-	-	-	-
Social scientists and urban planners	73,003	1.5	1,965	-	-	-	-	-	-
Social, recreation, and religious workers	41,038	20.0	2,080	35,744	19.7	2,080	-	-	-
Social workers	41,038	20.0	2,080	35,744	19.7	2,080	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	73,922	13.2	2,036	73,922	13.2	2,036	-	-	-
Technical	46,390	4.1	2,065	46,230	4.3	2,038	47,177	13.2	2,194
Licensed practical nurses	40,767	2.3	2,002	40,767	2.3	2,002	-	-	-
Health technologists and technicians, n.e.c.	45,766	11.9	2,217	42,643	4.3	2,080	-	-	-
Executive, administrative, and managerial	77,992	9.1	2,092	79,781	10.9	2,088	71,083	8.7	2,108
Executives, administrators, and managers	89,496	12.6	2,093	90,314	15.3	2,093	85,629	5.7	2,094
Administrators and officials, public administration	96,184	17.4	2,141	-	-	-	96,184	17.4	2,141
Financial managers	173,567	20.7	2,183	-	-	-	-	-	-
Managers and administrators, n.e.c.	88,748	5.5	2,080	88,684	5.7	2,080	-	-	-
Management related	57,611	6.1	2,090	58,951	7.7	2,077	53,810	2.0	2,124
Accountants and auditors	54,899	11.1	2,077	54,204	13.1	2,077	-	-	-
Sales	40,781	13.4	2,088	40,809	13.4	2,088	-	-	-
Supervisors, sales	48,915	10.1	2,351	48,915	10.1	2,351	-	-	-
Sales workers, other commodities	25,674	3.2	2,052	25,674	3.2	2,052	-	-	-
Cashiers	25,459	8.5	2,070	25,210	8.8	2,070	-	-	-
Administrative support, including clerical	33,036	1.9	2,061	32,833	2.7	2,072	33,515	2.8	2,035
Secretaries	35,899	4.0	2,078	35,552	5.8	2,077	36,376	5.0	2,080

See footnotes at end of table.

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

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Typists	\$30,240	8.7	2,080	—	—	—	—	—	—
Records clerks, n.e.c.	31,323	6.1	2,080	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	34,507	7.1	2,080	\$33,904	7.9	2,080	—	—	—
Traffic, shipping and receiving clerks	30,410	7.6	2,060	30,410	7.6	2,060	—	—	—
Stock and inventory clerks	31,674	11.6	2,080	31,674	11.6	2,080	—	—	—
General office clerks	33,451	8.0	2,042	37,383	11.5	2,077	\$28,332	1.8	1,997
Administrative support, n.e.c.	36,038	4.3	2,070	35,151	5.9	2,080	37,898	3.0	2,049
Blue collar	38,318	2.5	2,046	37,847	2.5	2,042	43,383	9.6	2,080
Precision production, craft, and repair	43,048	3.3	2,075	42,606	3.4	2,074	48,456	4.7	2,080
Mechanics and repairers, n.e.c.	39,541	3.2	2,074	—	—	—	—	—	—
Electricians	43,411	8.6	2,069	42,040	10.3	2,067	—	—	—
Construction trades, n.e.c.	46,580	10.5	2,024	48,582	10.9	2,011	—	—	—
Supervisors, production	60,560	13.5	2,078	60,560	13.5	2,078	—	—	—
Inspectors, testers, and graders	46,199	11.8	2,080	46,808	14.2	2,080	—	—	—
Machine operators, assemblers, and inspectors	30,176	3.1	2,042	30,176	3.1	2,042	—	—	—
Miscellaneous machine operators, n.e.c.	32,898	13.3	2,044	32,898	13.3	2,044	—	—	—
Assemblers	24,844	9.5	1,992	24,844	9.5	1,992	—	—	—
Production inspectors, checkers and examiners ...	29,298	18.2	2,048	29,298	18.2	2,048	—	—	—
Transportation and material moving	32,907	8.4	1,976	32,104	9.1	1,965	—	—	—
Truck drivers	35,612	7.1	1,948	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	30,671	10.2	1,973	29,134	12.8	1,945	36,646	7.6	2,080
Groundskeepers and gardeners, except farm	32,905	2.7	2,080	—	—	—	—	—	—
Freight, stock, and material handlers, n.e.c.	38,052	11.6	2,080	37,560	14.1	2,080	—	—	—
Service	28,738	6.5	2,063	21,612	4.0	2,029	49,005	10.9	2,161
Protective service	57,927	2.7	2,208	34,418	6.7	2,080	63,828	3.3	2,241
Police and detectives, public service	61,758	4.7	2,086	—	—	—	61,758	4.7	2,086
Guards and police, except public service	34,145	10.0	2,080	33,126	11.3	2,080	—	—	—
Food service	19,282	6.5	2,016	19,282	6.5	2,016	—	—	—
Other food service	19,959	5.9	2,006	19,959	5.9	2,006	—	—	—
Cooks	22,740	7.4	2,016	22,740	7.4	2,016	—	—	—
Kitchen workers, food preparation	19,149	3.1	2,048	19,149	3.1	2,048	—	—	—
Food preparation, n.e.c.	17,620	5.2	2,010	17,620	5.2	2,010	—	—	—
Health service	22,922	3.4	2,009	22,274	3.4	1,979	—	—	—
Health aides, except nursing ..	25,954	7.9	2,080	—	—	—	—	—	—
Nursing aides, orderlies and attendants	22,309	4.3	1,994	21,448	3.5	1,967	—	—	—
Cleaning and building service	20,923	7.8	2,054	18,404	6.6	2,046	29,248	6.7	2,080

See footnotes at end of table.

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

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Cleaning and building service									
—Continued									
Janitors and cleaners	\$22,071	10.8	2,047	\$19,184	10.4	2,034	\$29,248	6.7	2,080
Personal service	27,274	3.3	2,025	27,696	3.7	2,056	—	—	—

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

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

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

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

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

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

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

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$21.67	3.7	\$20.19	4.8	\$27.41	2.6
All excluding sales	22.10	3.3	20.53	4.7	27.43	2.6
White collar	26.15	4.0	24.91	5.6	29.74	2.0
1	8.22	3.1	8.22	3.1	—	—
2	10.05	4.6	9.79	4.6	—	—
3	12.22	4.6	12.13	5.1	13.18	2.4
4	14.69	2.7	14.75	3.6	14.54	1.6
5	20.74	8.0	21.86	9.6	17.76	2.4
6	19.41	2.7	19.06	3.1	21.15	5.0
7	23.51	7.2	23.54	9.6	23.44	2.4
8	32.56	2.6	26.23	4.8	35.88	1.8
9	34.98	2.9	31.72	3.4	39.07	3.9
10	37.76	4.9	36.59	6.2	40.19	9.3
11	41.82	3.2	43.10	3.6	36.83	2.8
12	54.95	8.0	55.18	9.4	—	—
13	54.56	2.7	—	—	—	—
Not able to be leveled	30.51	12.1	29.76	13.2	40.13	17.1
White collar excluding sales	27.90	3.0	27.06	4.5	29.78	2.0
2	10.24	4.4	9.98	4.6	—	—
3	13.74	3.7	13.85	4.3	13.18	2.4
4	14.80	2.3	14.97	3.4	14.49	1.7
5	18.48	4.1	18.84	5.5	17.76	2.4
6	18.87	6.8	18.23	8.0	21.15	5.0
7	22.20	3.5	21.75	5.0	23.44	2.4
8	32.69	2.6	26.37	4.9	35.88	1.8
9	34.98	2.9	31.65	3.3	39.07	3.9
10	37.76	4.9	36.59	6.2	40.19	9.3
11	41.82	3.2	43.10	3.6	36.83	2.8
12	54.95	8.0	55.18	9.4	—	—
13	54.56	2.7	—	—	—	—
Not able to be leveled	34.33	14.5	33.67	16.1	40.13	17.1
Professional specialty and technical	33.78	2.2	32.20	3.8	36.60	2.4
Professional specialty	36.29	2.6	34.97	4.0	38.31	2.6
6	15.15	3.5	15.15	3.5	—	—
7	21.56	6.9	21.07	11.2	22.21	4.8
8	35.62	1.6	31.02	5.1	36.36	1.7
9	36.72	3.9	32.00	4.0	41.52	4.6
10	38.77	6.4	36.52	9.2	42.50	9.7
11	41.36	3.7	41.88	4.4	39.34	1.0
12	52.88	5.3	52.67	6.9	—	—
Not able to be leveled	35.38	25.0	35.22	27.4	—	—
Engineers, architects, and surveyors	37.61	3.0	38.18	2.7	—	—
9	33.20	4.3	32.05	3.4	—	—
11	40.03	1.7	40.11	1.8	—	—
12	49.09	6.7	49.09	6.7	—	—
Electrical and electronic engineers	39.18	3.8	39.10	4.3	—	—
Mechanical engineers	38.75	2.0	38.75	2.0	—	—
Engineers, n.e.c.	35.69	2.8	36.58	2.7	—	—
Mathematical and computer scientists	41.07	13.4	43.49	11.1	—	—
9	27.84	6.9	—	—	—	—
11	44.20	9.0	44.20	9.0	—	—
Computer systems analysts and scientists	41.07	13.4	43.49	11.1	—	—
9	27.84	6.9	—	—	—	—
11	44.20	9.0	44.20	9.0	—	—
Natural scientists	26.23	21.7	—	—	—	—
Health related	40.20	3.7	39.25	1.3	—	—
7	25.98	8.5	—	—	—	—
8	32.08	6.1	—	—	—	—
9	35.85	.7	35.88	.7	—	—
Registered nurses	37.57	4.0	37.89	4.1	—	—
9	36.40	1.3	36.49	1.3	—	—
Teachers, college and university	35.12	13.4	—	—	41.74	5.0
10	46.52	13.6	—	—	46.52	13.6
11	38.79	1.9	—	—	38.40	2.1

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, college and university –Continued						
Other post-secondary teachers	\$30.71	14.4	–	–	\$39.11	6.6
10	38.76	8.7	–	–	38.76	8.7
Teachers, except college and university	36.70	7.5	\$21.02	22.0	40.01	1.3
7	17.65	7.2	–	–	–	–
8	37.59	1.5	–	–	–	–
9	46.08	4.3	–	–	46.21	4.7
Prekindergarten and kindergarten	18.86	14.3	–	–	–	–
Elementary school teachers	41.10	.2	–	–	41.14	.2
9	49.28	2.3	–	–	49.33	2.3
Librarians, archivists, and curators	28.37	7.0	–	–	–	–
Social scientists and urban planners	37.15	1.5	–	–	–	–
Social, recreation, and religious workers	19.43	17.3	16.87	16.6	–	–
Social workers	19.73	20.0	17.18	19.7	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	35.64	12.2	36.00	12.6	–	–
Not able to be leveled	44.65	5.1	–	–	–	–
Technical	22.25	4.2	22.60	4.3	20.82	11.3
4	14.35	5.1	–	–	–	–
5	17.98	4.5	17.80	4.6	–	–
6	21.50	3.4	21.03	3.9	–	–
7	24.75	6.6	24.68	7.8	–	–
8	28.05	5.0	28.05	5.0	–	–
Clinical laboratory technologists and technicians	17.11	17.1	–	–	–	–
Radiological technicians	26.73	5.1	26.73	5.1	–	–
Licensed practical nurses	20.36	2.0	20.36	2.0	–	–
Health technologists and technicians, n.e.c.	20.47	7.1	20.25	3.9	–	–
5	15.65	4.9	15.65	4.9	–	–
6	22.78	5.5	–	–	–	–
Executive, administrative, and managerial	36.97	8.6	38.21	10.5	32.69	6.6
7	19.64	7.8	–	–	–	–
8	22.29	3.9	21.94	4.4	–	–
9	29.59	3.8	29.97	5.8	28.74	5.0
10	35.47	7.0	36.72	6.6	–	–
11	42.99	6.8	46.13	9.0	–	–
12	59.23	23.2	59.23	23.2	–	–
Not able to be leveled	49.31	10.4	48.99	12.1	51.17	6.4
Executives, administrators, and managers	42.53	11.9	43.14	14.6	39.83	4.4
9	27.55	8.8	–	–	–	–
11	43.29	6.9	46.77	9.2	–	–
12	59.23	23.2	59.23	23.2	–	–
Not able to be leveled	53.30	11.2	53.80	13.6	51.17	6.4
Administrators and officials, public administration	44.93	16.3	–	–	44.93	16.3
Financial managers	79.52	16.1	–	–	–	–
Managers and administrators, n.e.c.	42.23	5.5	42.64	5.7	–	–
11	43.88	4.3	44.26	4.7	–	–
12	42.95	8.6	42.95	8.6	–	–
Not able to be leveled	45.69	16.1	45.59	18.3	–	–
Management related	27.38	6.0	28.38	7.7	24.96	1.5
8	22.80	3.8	–	–	–	–
9	31.91	8.6	33.76	10.9	–	–
Accountants and auditors	26.43	11.0	26.10	13.0	–	–
Sales	17.75	12.9	17.75	13.0	–	–
1	8.13	3.3	8.13	3.3	–	–
3	10.47	2.4	10.47	2.4	–	–
4	14.41	8.6	14.36	8.7	–	–
5	31.46	30.2	31.46	30.2	–	–
6	21.16	19.7	21.16	19.7	–	–
Not able to be leveled	21.33	21.5	21.33	21.5	–	–

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
Supervisors, sales	\$20.39	7.6	\$20.39	7.6	—	—
Sales workers, other commodities	12.26	3.0	12.26	3.0	—	—
Cashiers	12.02	11.2	11.94	11.5	—	—
3	10.87	3.5	10.87	3.5	—	—
Administrative support, including clerical						
2	15.27	2.0	14.96	2.8	\$16.06	3.4
3	10.23	4.5	9.98	4.6	—	—
4	13.52	3.1	13.59	3.6	13.18	2.4
5	14.91	2.4	15.06	3.4	14.62	1.8
6	18.09	3.6	18.40	5.6	17.66	2.2
7	18.63	4.3	17.87	5.3	19.91	4.7
8	23.28	6.2	23.03	6.8	—	—
Not able to be leveled	29.67	7.3	—	—	—	—
Secretaries	14.81	8.5	13.66	6.1	—	—
4	17.27	3.8	17.13	5.4	17.49	5.0
5	15.71	8.7	—	—	—	—
6	17.10	3.8	16.11	1.5	—	—
Typists	19.47	4.4	—	—	—	—
Receptionists	14.54	8.7	—	—	—	—
Records clerks, n.e.c.	10.71	6.6	10.71	6.6	—	—
Bookkeepers, accounting and auditing clerks	15.06	6.1	—	—	—	—
4	16.55	7.0	16.26	7.8	—	—
Traffic, shipping and receiving clerks	15.10	6.4	15.10	6.4	—	—
General office clerks	14.76	7.2	14.76	7.2	—	—
4	15.80	8.0	17.42	11.1	13.72	2.0
Teachers' aides	14.74	3.3	16.28	7.5	13.92	2.5
Administrative support, n.e.c.	13.37	3.3	—	—	13.37	3.3
4	15.94	5.0	15.35	6.3	17.42	4.3
5	15.90	3.5	—	—	—	—
5	17.17	4.9	—	—	—	—
Blue collar						
1	18.16	2.6	17.92	2.6	20.85	9.6
2	8.28	3.9	8.28	3.9	—	—
3	10.77	7.3	10.77	7.3	—	—
4	12.65	8.7	12.17	9.3	—	—
5	16.68	5.6	16.62	6.3	17.21	2.6
6	19.65	6.8	19.65	7.6	19.68	1.2
7	18.68	4.0	18.65	4.0	—	—
8	21.78	3.7	21.26	3.6	25.52	1.5
Not able to be leveled	27.58	3.2	28.03	2.8	—	—
21.30	9.7	21.25	10.1	—	—	
Precision production, craft, and repair						
4	20.75	3.3	20.54	3.4	23.30	4.7
5	14.98	7.6	14.66	8.8	—	—
6	19.32	9.1	19.27	9.7	—	—
7	18.06	5.2	18.02	5.2	—	—
8	21.72	3.7	21.26	3.7	25.23	1.3
Not able to be leveled	27.58	3.2	28.03	2.8	—	—
Mechanics and repairers, n.e.c.	21.94	11.0	21.90	11.5	—	—
Electricians	19.06	3.1	—	—	—	—
7	20.98	8.6	20.33	10.2	—	—
Construction trades, n.e.c.	20.23	11.2	—	—	—	—
Supervisors, production	23.02	10.5	24.15	10.9	—	—
Inspectors, testers, and graders	29.15	13.6	29.15	13.6	—	—
22.21	11.8	22.50	14.2	—	—	
Machine operators, assemblers, and inspectors						
2	14.69	3.2	14.69	3.2	—	—
3	9.72	7.0	9.72	7.0	—	—
4	11.29	3.7	11.29	3.7	—	—
5	14.14	2.2	14.14	2.2	—	—
Miscellaneous machine operators, n.e.c.	20.93	4.7	20.93	4.7	—	—
16.10	11.4	16.10	11.4	—	—	

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Assemblers	\$12.27	9.3	\$12.27	9.3	—	—
Production inspectors, checkers and examiners ..	14.31	19.6	14.31	19.6	—	—
Transportation and material moving	16.44	10.5	16.11	11.7	—	—
4	19.90	13.0	19.97	14.2	—	—
Truck drivers	18.28	10.4	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	13.58	9.5	12.85	11.0	\$17.62	7.6
1	8.28	4.6	8.28	4.6	—	—
2	11.21	12.0	11.21	12.0	—	—
3	14.15	10.1	12.88	14.0	—	—
4	19.03	5.8	19.84	6.4	—	—
Groundskeepers and gardeners, except farm	15.62	2.6	—	—	—	—
Stock handlers and baggers	8.29	4.8	8.29	4.8	—	—
1	7.48	3.4	7.48	3.4	—	—
Freight, stock, and material handlers, n.e.c.	16.21	14.2	15.77	16.3	—	—
Service	12.14	4.5	9.68	3.3	21.63	8.9
1	7.76	5.5	7.68	5.4	—	—
2	8.88	4.0	8.27	3.6	12.11	7.3
3	9.17	3.3	8.64	2.7	13.23	8.8
4	12.25	3.1	12.03	3.7	—	—
5	13.78	5.7	12.55	3.6	—	—
6	17.39	12.3	—	—	—	—
7	26.20	7.7	—	—	28.32	3.7
8	28.84	3.8	—	—	29.88	2.7
Not able to be leveled	23.25	16.3	13.42	12.6	—	—
Protective service	24.17	4.2	13.62	6.5	28.44	2.3
3	10.33	10.0	—	—	—	—
5	16.74	5.0	—	—	—	—
7	28.26	3.9	—	—	28.32	3.7
8	29.88	2.7	—	—	29.88	2.7
Police and detectives, public service	29.61	4.7	—	—	29.61	4.7
Guards and police, except public service	14.51	9.0	14.04	9.6	—	—
Protective service, n.e.c.	10.93	7.7	—	—	—	—
Food service	8.47	5.1	8.44	5.2	—	—
1	7.46	5.7	7.46	5.7	—	—
2	7.89	4.3	7.74	4.4	—	—
3	8.26	2.3	8.26	2.3	—	—
4	12.24	9.8	12.24	9.8	—	—
Waiters, waitresses, and bartenders	6.90	1.0	6.90	1.0	—	—
1	7.18	4.9	7.18	4.9	—	—
2	6.90	1.1	6.90	1.1	—	—
3	6.77	.2	6.77	.2	—	—
Bartenders	6.95	1.0	6.95	1.0	—	—
Waiters and waitresses	6.79	.4	6.79	.4	—	—
3	6.75	.0	6.75	.0	—	—
Other food service	9.27	6.6	9.24	6.8	—	—
1	7.66	6.2	7.66	6.2	—	—
2	8.33	6.7	8.15	6.9	—	—
3	9.12	4.6	9.12	4.6	—	—
Cooks	11.17	6.8	11.17	6.8	—	—
3	9.17	1.4	9.17	1.4	—	—
Food counter, fountain, and related	7.44	6.3	7.44	6.3	—	—
Kitchen workers, food preparation	8.80	5.1	8.71	5.5	—	—
2	9.02	14.2	—	—	—	—
Food preparation, n.e.c.	8.76	7.6	8.71	7.8	—	—
1	7.96	8.1	7.96	8.1	—	—
2	7.86	4.9	7.65	4.7	—	—
Health service	11.25	4.0	11.00	4.4	11.83	6.9

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Health service—Continued						
3	\$10.37	2.4	—	—	—	—
4	12.50	3.2	\$11.97	2.7	—	—
Health aides, except nursing	11.61	6.8	12.09	12.4	—	—
Nursing aides, orderlies and attendants	11.15	4.8	10.80	4.5	—	—
4	12.42	3.7	—	—	—	—
Cleaning and building service	10.15	7.6	8.98	6.4	\$14.00	6.4
1	8.77	8.2	8.45	6.8	—	—
2	10.54	11.2	8.50	6.4	—	—
3	10.13	13.1	—	—	—	—
Janitors and cleaners	10.71	10.2	9.38	9.8	14.00	6.4
1	10.49	7.1	—	—	—	—
2	12.74	8.0	—	—	—	—
3	10.13	13.1	—	—	—	—
Personal service	12.53	2.7	12.50	2.9	12.83	5.8
2	9.36	3.5	9.21	3.2	—	—
3	10.38	13.5	—	—	—	—
4	11.64	3.3	11.25	5.2	—	—
Attendants, amusement, and recreation facilities	10.89	14.1	11.21	14.0	—	—
Service, n.e.c.	11.25	8.8	10.48	12.3	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

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

⁴ Earnings are the straight-time hourly wages or salaries paid to

employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$23.27	3.7	\$21.95	4.9	\$28.11	2.3
All excluding sales	23.65	3.5	22.27	4.9	28.13	2.3
White collar	27.52	3.8	26.46	5.3	30.55	1.2
2	10.40	5.3	9.69	4.6	—	—
3	12.50	4.3	12.45	4.6	—	—
4	14.87	2.5	14.89	3.2	14.82	.9
5	20.86	8.1	21.92	9.6	17.84	1.7
6	19.65	2.9	19.34	3.5	21.17	5.1
7	23.83	7.7	23.60	9.8	24.73	1.6
8	32.59	2.7	26.14	4.6	36.08	1.7
9	35.21	3.0	31.73	3.5	39.71	4.0
10	37.74	5.5	36.59	6.2	40.57	12.5
11	41.97	3.2	43.17	3.6	37.00	3.1
12	54.95	8.0	55.18	9.4	—	—
13	54.56	2.7	—	—	—	—
Not able to be leveled	32.06	12.5	31.59	13.3	40.36	18.5
White collar excluding sales	28.97	3.1	28.25	4.6	30.60	1.2
2	10.48	5.4	9.77	5.0	—	—
3	13.63	3.1	13.70	3.4	—	—
4	15.02	2.3	15.14	3.3	14.76	.8
5	18.55	4.1	18.87	5.5	17.84	1.7
6	19.17	5.9	18.57	7.0	21.17	5.1
7	22.45	3.9	21.77	5.2	24.73	1.6
8	32.73	2.7	26.28	4.8	36.08	1.7
9	35.21	3.0	31.65	3.3	39.71	4.0
10	37.74	5.5	36.59	6.2	40.57	12.5
11	41.97	3.2	43.17	3.6	37.00	3.1
12	54.95	8.0	55.18	9.4	—	—
13	54.56	2.7	—	—	—	—
Not able to be leveled	36.00	15.2	35.63	16.5	40.36	18.5
Professional specialty and technical	34.03	2.3	32.35	3.8	37.26	2.2
Professional specialty	36.53	2.7	35.10	4.1	38.89	2.8
6	15.15	3.5	15.15	3.5	—	—
7	22.15	8.6	21.07	11.2	—	—
8	35.62	1.6	30.92	5.3	36.38	1.7
9	36.75	4.0	32.01	4.1	41.52	4.6
10	38.82	7.4	36.52	9.2	43.55	13.3
11	41.56	3.7	41.96	4.4	39.83	1.5
12	52.88	5.3	52.67	6.9	—	—
Not able to be leveled	35.05	27.1	35.24	27.5	—	—
Engineers, architects, and surveyors	37.61	3.0	38.18	2.7	—	—
9	33.20	4.3	32.05	3.4	—	—
11	40.03	1.7	40.11	1.8	—	—
12	49.09	6.7	49.09	6.7	—	—
Electrical and electronic engineers	39.18	3.8	39.10	4.3	—	—
Mechanical engineers	38.75	2.0	38.75	2.0	—	—
Engineers, n.e.c.	35.69	2.8	36.58	2.7	—	—
Mathematical and computer scientists	41.07	13.4	43.49	11.1	—	—
9	27.84	6.9	—	—	—	—
11	44.20	9.0	44.20	9.0	—	—
Computer systems analysts and scientists	41.07	13.4	43.49	11.1	—	—
9	27.84	6.9	—	—	—	—
11	44.20	9.0	44.20	9.0	—	—
Natural scientists	26.23	21.7	—	—	—	—
Health related	40.57	3.8	39.39	1.4	—	—
9	36.02	1.0	36.05	1.0	—	—
Registered nurses	37.82	4.0	38.03	4.1	—	—
9	36.72	1.5	36.84	1.6	—	—
Teachers, college and university	34.83	16.4	—	—	43.60	5.3
11	39.33	2.5	—	—	38.91	2.8
Teachers, except college and university	37.13	7.8	20.92	22.3	40.60	1.5
8	37.60	1.6	—	—	—	—
9	46.08	4.3	—	—	46.21	4.7
Prekindergarten and kindergarten	18.86	14.3	—	—	—	—

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
Elementary school teachers	\$41.10	0.2	–	–	\$41.14	0.2
9	49.28	2.3	–	–	49.33	2.3
Librarians, archivists, and curators	28.37	7.0	–	–	–	–
Social scientists and urban planners	37.15	1.5	–	–	–	–
Social, recreation, and religious workers	19.73	20.0	\$17.18	19.7	–	–
Social workers	19.73	20.0	17.18	19.7	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	36.31	13.4	36.31	13.4	–	–
Technical	22.47	4.2	22.68	4.3	21.51	11.8
5	17.89	4.7	17.89	4.7	–	–
6	21.54	3.5	21.04	3.9	–	–
7	24.87	6.6	24.84	8.0	–	–
8	27.95	4.9	27.95	4.9	–	–
Licensed practical nurses	20.36	2.0	20.36	2.0	–	–
Health technologists and technicians, n.e.c.	20.64	7.4	20.50	4.3	–	–
5	15.82	4.7	15.82	4.7	–	–
Executive, administrative, and managerial	37.28	8.8	38.21	10.5	33.73	8.2
7	19.64	7.8	–	–	–	–
8	22.17	4.1	21.94	4.4	–	–
9	30.18	4.3	29.97	5.8	30.82	3.5
10	35.47	7.0	36.72	6.6	–	–
11	42.99	6.8	46.13	9.0	–	–
12	59.23	23.2	59.23	23.2	–	–
Not able to be leveled	49.31	10.4	48.99	12.1	51.17	6.4
Executives, administrators, and managers	42.75	12.1	43.14	14.6	40.90	5.0
9	27.87	9.4	–	–	–	–
11	43.29	6.9	46.77	9.2	–	–
12	59.23	23.2	59.23	23.2	–	–
Not able to be leveled	53.30	11.2	53.80	13.6	51.17	6.4
Administrators and officials, public administration	44.93	16.3	–	–	44.93	16.3
Financial managers	79.52	16.1	–	–	–	–
Managers and administrators, n.e.c.	42.67	5.5	42.64	5.7	–	–
11	43.88	4.3	44.26	4.7	–	–
12	42.95	8.6	42.95	8.6	–	–
Not able to be leveled	45.69	16.1	45.59	18.3	–	–
Management related	27.57	6.1	28.38	7.7	25.34	1.4
8	22.69	4.1	–	–	–	–
9	32.82	8.6	33.76	10.9	–	–
Accountants and auditors	26.43	11.0	26.10	13.0	–	–
Sales	19.53	13.5	19.54	13.6	–	–
3	10.97	3.2	10.97	3.2	–	–
4	14.40	7.6	14.33	7.6	–	–
5	31.69	30.4	31.69	30.4	–	–
6	21.16	19.7	21.16	19.7	–	–
Not able to be leveled	22.74	20.0	22.74	20.0	–	–
Supervisors, sales	20.81	8.9	20.81	8.9	–	–
Sales workers, other commodities	12.51	2.3	12.51	2.3	–	–
Cashiers	12.30	8.6	12.18	9.0	–	–
3	11.26	3.9	11.26	3.9	–	–
Administrative support, including clerical	16.03	1.9	15.84	2.7	16.47	2.9
2	10.47	5.6	9.77	5.0	–	–
3	13.63	3.1	13.70	3.4	–	–
4	15.13	2.5	15.22	3.5	14.91	.5
5	18.17	3.6	18.40	5.6	17.84	1.7
6	19.60	2.9	19.37	3.6	19.91	4.7
7	23.48	6.3	23.24	6.9	–	–
8	29.67	7.3	–	–	–	–

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Not able to be leveled	\$15.53	12.1	–	–	–	–
Secretaries	17.27	3.9	\$17.11	5.7	\$17.49	5.0
4	15.84	8.7	–	–	–	–
5	17.10	3.8	16.11	1.5	–	–
6	19.81	5.8	–	–	–	–
Typists	14.54	8.7	–	–	–	–
Records clerks, n.e.c.	15.06	6.1	–	–	–	–
Bookkeepers, accounting and auditing clerks	16.59	7.1	16.30	7.9	–	–
4	15.10	6.4	15.10	6.4	–	–
Traffic, shipping and receiving clerks	14.76	7.2	14.76	7.2	–	–
Stock and inventory clerks	15.23	11.6	15.23	11.6	–	–
General office clerks	16.38	7.9	18.00	11.5	14.19	1.9
4	14.92	3.0	16.28	7.5	14.14	2.0
Administrative support, n.e.c.	17.41	4.3	16.90	5.9	18.49	3.0
5	17.73	4.9	–	–	–	–
Blue collar	18.73	2.6	18.53	2.6	20.86	9.6
1	9.01	4.2	9.01	4.2	–	–
2	10.97	9.3	10.97	9.3	–	–
3	12.71	8.7	12.23	9.3	–	–
4	16.74	5.6	16.68	6.3	17.21	2.6
5	19.65	6.8	19.65	7.6	19.69	1.2
6	18.68	4.0	18.65	4.0	–	–
7	21.78	3.7	21.26	3.6	25.52	1.5
8	27.58	3.2	28.03	2.8	–	–
Not able to be leveled	21.47	9.7	21.42	10.1	–	–
Precision production, craft, and repair	20.75	3.3	20.54	3.4	23.30	4.7
4	14.98	7.6	14.66	8.8	–	–
5	19.32	9.1	19.27	9.7	–	–
6	18.06	5.2	18.02	5.2	–	–
7	21.72	3.7	21.26	3.7	25.23	1.3
8	27.58	3.2	28.03	2.8	–	–
Not able to be leveled	21.91	11.3	21.86	11.9	–	–
Mechanics and repairers, n.e.c.	19.06	3.1	–	–	–	–
Electricians	20.98	8.6	20.33	10.2	–	–
7	20.23	11.2	–	–	–	–
Construction trades, n.e.c.	23.02	10.5	24.15	10.9	–	–
Supervisors, production	29.15	13.6	29.15	13.6	–	–
Inspectors, testers, and graders	22.21	11.8	22.50	14.2	–	–
Machine operators, assemblers, and inspectors	14.77	3.3	14.77	3.3	–	–
2	9.72	7.0	9.72	7.0	–	–
3	11.29	3.7	11.29	3.7	–	–
4	14.14	2.2	14.14	2.2	–	–
5	20.93	4.7	20.93	4.7	–	–
Miscellaneous machine operators, n.e.c.	16.10	11.4	16.10	11.4	–	–
Assemblers	12.47	9.5	12.47	9.5	–	–
Production inspectors, checkers and examiners ..	14.31	19.6	14.31	19.6	–	–
Transportation and material moving	16.65	10.2	16.34	11.4	–	–
4	19.94	13.0	20.03	14.3	–	–
Truck drivers	18.28	10.4	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	15.55	10.6	14.98	13.4	17.62	7.6
2	12.14	19.3	12.14	19.3	–	–
3	14.49	9.9	13.30	15.2	–	–
4	19.41	5.1	20.40	5.7	–	–
Groundskeepers and gardeners, except farm	15.82	2.7	–	–	–	–
Freight, stock, and material handlers, n.e.c.	18.29	11.6	18.06	14.1	–	–
Service	13.93	6.3	10.65	4.3	22.68	10.1

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
1	\$8.16	6.3	\$8.03	6.0	—	—
2	9.71	5.9	8.81	5.7	—	—
3	9.98	5.5	9.25	5.2	\$13.28	9.6
4	12.54	3.8	12.41	4.2	—	—
5	13.93	6.2	12.78	3.3	—	—
6	17.24	12.0	—	—	—	—
7	26.20	7.7	—	—	28.32	3.7
8	28.84	3.8	—	—	29.88	2.7
Not able to be leveled	25.20	16.0	—	—	—	—
Protective service	26.23	2.2	16.55	6.7	28.49	2.5
5	16.74	5.0	—	—	—	—
7	28.26	3.9	—	—	28.32	3.7
8	29.88	2.7	—	—	29.88	2.7
Police and detectives, public service	29.61	4.7	—	—	29.61	4.7
Guards and police, except public service	16.42	10.0	15.93	11.3	—	—
Food service	9.56	7.1	9.56	7.1	—	—
1	7.83	6.6	7.83	6.6	—	—
2	8.47	5.9	8.47	5.9	—	—
3	9.18	4.3	9.18	4.3	—	—
Other food service	9.95	6.0	9.95	6.0	—	—
1	8.03	7.2	8.03	7.2	—	—
2	9.06	4.8	9.06	4.8	—	—
3	9.18	4.3	9.18	4.3	—	—
Cooks	11.28	7.0	11.28	7.0	—	—
Kitchen workers, food preparation	9.35	3.1	9.35	3.1	—	—
Food preparation, n.e.c.	8.77	5.6	8.77	5.6	—	—
1	8.06	8.3	8.06	8.3	—	—
Health service	11.41	4.2	11.26	4.7	—	—
4	12.49	3.2	12.04	2.5	—	—
Health aides, except nursing	12.48	7.9	—	—	—	—
Nursing aides, orderlies and attendants	11.19	4.8	10.90	4.4	—	—
4	12.41	3.8	11.77	2.3	—	—
Cleaning and building service	10.19	7.8	9.00	6.6	14.06	6.7
1	8.81	9.3	8.45	7.8	—	—
2	10.65	12.8	—	—	—	—
3	10.13	13.1	—	—	—	—
Janitors and cleaners	10.78	10.8	9.43	10.5	14.06	6.7
2	13.40	6.5	—	—	—	—
3	10.13	13.1	—	—	—	—
Personal service	13.47	3.6	13.47	3.8	—	—
4	10.08	5.5	10.08	5.5	—	—

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 four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

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

where a 40-hour week is the minimum full-time schedule.

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

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

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

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$11.04	4.0	\$9.52	3.3	\$20.34	12.5
All excluding sales	11.13	4.3	9.31	3.2	20.34	12.5
White collar	14.21	6.9	11.47	6.2	22.42	13.3
2	9.79	6.3	9.83	6.4	—	—
3	10.94	12.2	10.45	14.9	—	—
4	13.66	8.6	13.83	12.5	13.30	3.9
7	18.86	3.4	—	—	—	—
8	31.54	9.5	—	—	—	—
Not able to be leveled	18.31	30.7	12.26	11.9	—	—
White collar excluding sales	16.05	6.9	12.23	5.7	22.42	13.3
2	10.04	6.5	10.09	6.6	—	—
3	14.52	21.7	—	—	—	—
4	12.78	5.6	11.69	15.0	13.30	3.9
7	18.86	3.4	—	—	—	—
8	31.54	9.5	—	—	—	—
Not able to be leveled	21.70	28.3	—	—	—	—
Professional specialty and technical	27.90	9.1	22.70	12.6	29.55	10.6
Professional specialty	30.49	8.4	24.54	14.6	31.86	9.3
Health related	32.61	8.0	—	—	—	—
Registered nurses	33.75	5.7	—	—	—	—
Teachers, college and university	36.58	14.6	—	—	—	—
Other post-secondary teachers	35.56	15.4	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	17.82	11.8	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	10.53	11.5	10.53	11.5	—	—
3	8.96	2.7	8.96	2.7	—	—
4	14.45	13.1	14.45	13.1	—	—
Cashiers	11.51	17.4	11.51	17.4	—	—
Administrative support, including clerical	11.57	5.5	11.13	7.4	13.24	3.4
2	10.04	6.5	10.09	6.6	—	—
3	12.28	7.0	—	—	—	—
4	12.72	6.5	—	—	—	—
General office clerks	10.83	5.6	—	—	—	—
Administrative support, n.e.c.	13.13	3.1	—	—	—	—
Blue collar	8.97	6.4	8.94	6.3	—	—
1	7.55	3.2	7.55	3.2	—	—
2	10.19	4.1	10.19	4.1	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.72	6.1	8.72	6.1	—	—
1	7.51	3.4	7.51	3.4	—	—
2	10.19	4.1	10.19	4.1	—	—
Stock handlers and baggers	8.01	1.9	8.01	1.9	—	—
1	7.48	3.4	7.48	3.4	—	—
Service	8.35	1.7	8.09	1.8	12.17	4.3
1	7.16	3.6	7.13	3.6	—	—
2	8.15	2.8	7.87	2.9	—	—
3	7.93	2.1	7.86	1.8	—	—

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
4	\$11.14	8.5	\$10.40	11.9	—	—
Protective service	9.72	6.6	9.67	6.8	—	—
Food service	7.53	1.8	7.46	1.9	—	—
1	6.99	3.3	6.99	3.3	—	—
2	7.49	3.0	7.20	3.3	—	—
3	7.75	1.7	7.75	1.7	—	—
Waiters, waitresses, and bartenders	6.81	.3	6.81	.3	—	—
1	6.93	2.2	6.93	2.2	—	—
2	6.87	.3	6.87	.3	—	—
3	6.77	.2	6.77	.2	—	—
Bartenders	6.88	.8	6.88	.8	—	—
Waiters and waitresses	6.79	.4	6.79	.4	—	—
3	6.75	.0	6.75	.0	—	—
Other food service	8.26	6.0	8.14	6.2	—	—
1	7.05	4.2	7.05	4.2	—	—
2	7.80	5.6	7.39	5.3	—	—
3	9.03	6.7	9.03	6.7	—	—
Food counter, fountain, and related	7.11	4.5	7.11	4.5	—	—
Kitchen workers, food preparation	8.17	8.3	—	—	—	—
Food preparation, n.e.c.	8.75	12.2	8.63	13.0	—	—
Health service	10.48	5.0	—	—	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	10.85	3.7	10.37	2.4	\$12.62	5.6
2	9.21	3.2	9.21	3.2	—	—
Attendants, amusement, and recreation facilities	8.16	4.0	—	—	—	—
Service, n.e.c.	11.58	8.7	11.06	9.7	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

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

where a 40-hour week is the minimum full-time schedule.

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

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

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

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

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$23.27	\$11.04	\$23.55	\$20.90	\$21.43	\$30.66
All excluding sales	23.65	11.13	23.96	21.28	22.11	19.17
White collar	27.52	14.21	26.96	25.88	25.92	31.23
White-collar excluding sales	28.97	16.05	28.19	27.79	27.94	21.10
Professional specialty and technical	34.03	27.90	37.03	32.38	33.81	–
Professional specialty	36.53	30.49	38.51	35.20	36.39	–
Technical	22.47	17.82	23.61	21.98	21.75	–
Executive, administrative, and managerial	37.28	–	26.52	38.64	36.97	–
Sales	19.53	10.53	–	18.12	13.45	32.56
Administrative support, including clerical	16.03	11.57	15.69	15.09	15.30	10.86
Blue collar	18.73	8.97	19.63	17.00	18.16	–
Precision production, craft, and repair	20.75	–	21.40	20.26	20.75	–
Machine operators, assemblers, and inspectors	14.77	–	17.94	13.18	14.69	–
Transportation and material moving	16.65	–	19.34	12.43	16.44	–
Handlers, equipment cleaners, helpers, and laborers	15.55	8.72	15.78	11.44	13.58	–
Service	13.93	8.35	21.68	9.65	12.14	–
	Relative error ⁶ (percent)					
All occupations	3.7	4.0	3.2	4.8	3.8	16.8
All excluding sales	3.5	4.3	3.2	4.5	3.4	37.7
White collar	3.8	6.9	3.1	5.3	4.2	16.1
White-collar excluding sales	3.1	6.9	2.9	3.9	3.0	40.0
Professional specialty and technical	2.3	9.1	2.7	3.3	2.2	–
Professional specialty	2.7	8.4	2.1	4.0	2.6	–
Technical	4.2	11.8	9.3	4.7	3.6	–
Executive, administrative, and managerial	8.8	–	2.2	9.4	8.6	–
Sales	13.5	11.5	–	15.0	6.6	14.6
Administrative support, including clerical	1.9	5.5	3.1	2.6	2.0	11.6
Blue collar	2.6	6.4	4.6	3.6	2.6	–
Precision production, craft, and repair	3.3	–	4.2	5.4	3.3	–
Machine operators, assemblers, and inspectors	3.3	–	12.4	5.6	3.2	–
Transportation and material moving	10.2	–	10.4	17.8	10.5	–
Handlers, equipment cleaners, helpers, and laborers	10.6	6.1	12.7	11.0	9.5	–
Service	6.3	1.7	9.1	3.1	4.6	–

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Diego, CA, December 2004

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$20.19	-	-	-	-	-	\$27.63	\$13.90	-	-
All excluding sales	20.53	-	-	-	-	-	27.63	13.11	-	-
White collar	24.91	-	-	-	-	-	31.82	17.17	-	-
White-collar excluding sales	27.06	-	-	-	-	-	31.82	22.67	-	-
Professional specialty and technical	32.20	-	-	-	-	-	37.71	-	-	-
Professional specialty	34.97	-	-	-	-	-	39.85	-	-	-
Technical	22.60	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	38.21	-	-	-	-	-	-	27.28	-	-
Sales	17.75	-	-	-	-	-	-	15.22	-	-
Administrative support, including clerical	14.96	-	-	-	-	-	18.44	14.57	-	-
Blue collar	17.92	-	-	-	-	-	21.64	14.69	-	-
Precision production, craft, and repair	20.54	-	-	-	-	-	27.91	22.10	-	-
Machine operators, assemblers, and inspectors	14.69	-	-	-	-	-	-	-	-	-
Transportation and material moving	16.11	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	12.85	-	-	-	-	-	-	8.61	-	-
Service	9.68	-	-	-	-	-	-	8.57	-	-
	Relative error ⁵ (percent)									
All occupations	4.8	-	-	-	-	-	16.9	6.2	-	-
All excluding sales	4.7	-	-	-	-	-	16.9	9.1	-	-
White collar	5.6	-	-	-	-	-	17.6	12.6	-	-
White-collar excluding sales	4.5	-	-	-	-	-	17.6	19.7	-	-
Professional specialty and technical	3.8	-	-	-	-	-	7.0	-	-	-
Professional specialty	4.0	-	-	-	-	-	9.8	-	-	-
Technical	4.3	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	10.5	-	-	-	-	-	-	12.7	-	-
Sales	13.0	-	-	-	-	-	-	5.7	-	-
Administrative support, including clerical	2.8	-	-	-	-	-	13.3	4.8	-	-
Blue collar	2.6	-	-	-	-	-	18.0	14.9	-	-
Precision production, craft, and repair	3.4	-	-	-	-	-	3.0	15.9	-	-
Machine operators, assemblers, and inspectors	3.2	-	-	-	-	-	-	-	-	-
Transportation and material moving	11.7	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	11.0	-	-	-	-	-	-	5.7	-	-
Service	3.3	-	-	-	-	-	-	7.3	-	-

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

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

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

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

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

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$20.19	\$18.02	\$20.90	\$19.83	\$22.85
All excluding sales	20.53	17.66	21.55	20.50	23.15
White collar	24.91	25.14	24.87	23.35	27.68
White-collar excluding sales	27.06	26.01	27.25	26.30	28.57
Professional specialty and technical	32.20	35.02	31.71	33.11	30.32
Professional specialty	34.97	38.22	34.42	36.46	32.51
Technical	22.60	–	22.30	22.89	21.57
Executive, administrative, and managerial	38.21	28.63	40.29	41.36	39.08
Sales	17.75	22.26	16.89	17.01	15.93
Administrative support, including clerical	14.96	14.35	15.08	14.40	16.67
Blue collar	17.92	19.76	17.10	16.37	18.64
Precision production, craft, and repair	20.54	21.40	19.96	19.35	21.29
Machine operators, assemblers, and inspectors	14.69	12.68	15.28	13.79	16.44
Transportation and material moving	16.11	–	15.83	15.33	–
Handlers, equipment cleaners, helpers, and laborers	12.85	15.09	12.45	12.07	14.20
Service	9.68	8.14	10.83	9.79	12.12
Relative error ⁴ (percent)					
All occupations	4.8	10.8	4.8	7.7	4.3
All excluding sales	4.7	11.8	4.1	6.9	4.2
White collar	5.6	18.2	6.0	9.2	4.1
White-collar excluding sales	4.5	22.3	3.8	6.1	4.4
Professional specialty and technical	3.8	18.8	2.3	5.1	3.8
Professional specialty	4.0	19.3	2.6	9.0	3.8
Technical	4.3	–	4.1	7.1	3.5
Executive, administrative, and managerial	10.5	20.2	8.6	14.4	7.1
Sales	13.0	21.7	15.4	17.1	15.5
Administrative support, including clerical	2.8	10.3	2.8	3.1	6.4
Blue collar	2.6	4.3	3.3	5.3	2.7
Precision production, craft, and repair	3.4	8.4	3.7	4.6	2.8
Machine operators, assemblers, and inspectors	3.2	17.5	4.6	3.4	7.4
Transportation and material moving	11.7	–	16.1	19.8	–
Handlers, equipment cleaners, helpers, and laborers	11.0	19.9	10.4	12.8	5.7
Service	3.3	2.0	5.4	9.6	2.3

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 Establishments classified with 50-99 workers may contain

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

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

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

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

Occupation ³	10	25	Median 50	75	90
All	\$8.26	\$11.67	\$17.67	\$27.41	\$40.87
All excluding sales	8.47	12.18	18.02	27.76	41.65
White collar	10.46	14.80	21.05	35.10	47.04
White collar excluding sales	12.31	16.11	23.79	36.96	48.50
Professional specialty and technical	17.53	23.22	32.67	42.32	52.06
Professional specialty	18.88	27.00	35.26	44.69	53.94
Engineers, architects, and surveyors	27.81	31.40	35.75	43.27	48.13
Electrical and electronic engineers	26.50	31.25	38.46	45.69	49.89
Mechanical engineers	31.06	35.14	39.65	42.20	45.69
Engineers, n.e.c.	25.33	30.19	34.24	39.73	49.05
Mathematical and computer scientists	24.76	32.31	39.35	49.45	58.88
Computer systems analysts and scientists	24.76	32.31	39.35	49.45	58.88
Natural scientists	15.00	17.82	26.56	29.28	36.06
Health related	27.77	34.43	37.05	47.04	57.34
Registered nurses	31.00	33.89	36.96	39.71	47.04
Teachers, college and university	17.43	20.19	34.73	44.95	54.22
Other post-secondary teachers	17.07	18.27	24.82	41.65	50.48
Teachers, except college and university	17.31	27.66	37.59	46.54	52.61
Prekindergarten and kindergarten	15.00	15.37	17.10	18.12	19.46
Elementary school teachers	27.66	33.05	41.27	46.91	54.22
Librarians, archivists, and curators	22.12	25.73	27.06	28.91	36.68
Social scientists and urban planners	29.81	31.47	35.67	40.39	50.32
Social, recreation, and religious workers	10.73	12.88	15.50	25.17	30.26
Social workers	11.27	13.00	17.26	25.17	30.26
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.27	23.00	30.14	45.67	60.58
Technical	14.75	18.25	20.99	25.29	30.77
Clinical laboratory technologists and technicians	11.54	13.21	15.25	16.88	29.84
Radiological technicians	21.95	22.71	26.52	30.00	33.39
Licensed practical nurses	18.00	19.15	20.49	21.28	22.25
Health technologists and technicians, n.e.c.	13.00	14.75	19.23	24.77	30.41
Executive, administrative, and managerial	18.27	23.64	32.50	46.59	57.69
Executives, administrators, and managers	16.83	27.76	41.16	51.32	63.12
Administrators and officials, public administration	28.79	30.22	33.17	52.19	81.25
Financial managers	57.69	57.69	69.18	80.87	129.81
Managers and administrators, n.e.c.	24.42	37.02	42.00	50.00	58.91
Management related	19.10	21.58	25.11	29.57	39.90
Accountants and auditors	18.27	20.48	24.57	29.57	39.05
Sales	8.00	9.69	13.50	19.00	34.33
Supervisors, sales	14.43	19.00	19.07	20.81	25.93
Sales workers, other commodities	8.06	9.98	11.98	13.83	16.00
Cashiers	7.40	8.65	10.34	17.90	17.90
Administrative support, including clerical	9.36	12.03	14.94	17.67	21.35
Secretaries	14.11	15.03	16.24	18.75	21.37
Typists	10.91	12.02	15.03	16.91	18.45
Receptionists	8.91	9.26	9.50	12.10	13.38
Records clerks, n.e.c.	13.19	13.85	14.54	16.66	18.09
Bookkeepers, accounting and auditing clerks	13.30	14.80	14.85	18.29	22.45
Traffic, shipping and receiving clerks	10.41	13.75	13.76	15.35	21.35
General office clerks	11.10	13.19	14.20	17.86	22.44
Teachers' aides	9.90	11.17	13.28	15.88	16.97
Administrative support, n.e.c.	11.50	12.75	15.02	17.98	21.85
Blue collar	9.25	13.14	17.60	23.05	27.18
Precision production, craft, and repair	13.72	16.00	19.50	25.40	27.54
Mechanics and repairers, n.e.c.	11.50	14.64	17.60	23.68	26.45
Electricians	14.20	18.65	21.65	25.46	26.39
Construction trades, n.e.c.	17.44	18.74	21.92	25.73	31.87
Supervisors, production	23.99	23.99	24.04	36.45	45.26
Inspectors, testers, and graders	16.01	16.47	21.17	28.80	29.38
Machine operators, assemblers, and inspectors	8.30	10.00	13.92	18.42	22.83
Miscellaneous machine operators, n.e.c.	10.54	12.41	16.43	19.75	21.08
Assemblers	8.30	9.00	12.60	14.73	15.69

See footnotes at end of table.

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

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors					
—Continued					
Production inspectors, checkers and examiners ..	\$9.00	\$9.85	\$11.15	\$19.85	\$24.81
Transportation and material moving					
Truck drivers	9.00	11.00	17.50	18.25	24.80
	11.00	17.15	18.25	20.19	24.80
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	7.00	8.00	11.66	17.01	22.72
Stock handlers and baggers	13.92	15.74	15.74	16.46	17.01
Freight, stock, and material handlers, n.e.c.	6.95	6.95	7.40	8.35	12.17
	10.00	10.55	18.54	20.62	23.05
Service					
Protective service	6.75	7.25	9.93	13.16	21.23
Police and detectives, public service	10.30	17.53	24.43	31.91	37.47
Guards and police, except public service	21.04	26.34	31.91	32.42	33.96
Protective service, n.e.c.	8.25	9.79	12.40	18.58	20.22
Food service	8.00	9.00	10.68	12.35	14.07
Waiters, waitresses, and bartenders	6.75	6.75	7.50	9.42	11.59
Bartenders	6.75	6.75	6.75	6.75	7.25
Waiters and waitresses	6.75	6.75	6.75	6.75	7.75
Other food service	6.75	6.75	6.75	6.75	6.75
Cooks	6.75	7.25	8.50	10.59	12.92
Food counter, fountain, and related	7.50	9.00	10.00	13.05	16.13
Kitchen workers, food preparation	6.75	6.75	6.75	7.96	9.00
Food preparation, n.e.c.	6.75	7.70	8.25	10.24	11.59
Health service	6.75	7.14	8.14	10.59	11.04
Health aides, except nursing	9.26	10.00	10.70	12.47	13.63
Nursing aides, orderlies and attendants	8.50	9.98	10.91	13.00	15.15
Cleaning and building service	9.50	10.00	10.50	12.34	13.63
Janitors and cleaners	7.00	7.40	9.10	12.00	14.70
Personal service	7.00	7.75	10.18	12.87	15.49
Attendants, amusement, and recreation facilities	7.61	9.55	11.95	14.20	19.03
Service, n.e.c.	7.16	7.25	9.49	11.40	18.35
	7.61	8.50	10.00	12.94	16.59

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

nonproduction bonuses; and tips.

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

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

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

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

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.89	\$10.70	\$16.65	\$24.59	\$38.16
All excluding sales	7.84	11.00	16.88	25.06	38.75
White collar	9.50	13.81	19.23	33.65	46.81
White collar excluding sales	11.06	15.90	21.48	36.14	48.13
Professional specialty and technical	16.83	20.49	30.64	39.73	51.65
Professional specialty	16.89	23.94	34.17	43.27	54.69
Engineers, architects, and surveyors	27.07	31.74	37.62	44.23	49.04
Electrical and electronic engineers	26.50	30.46	38.69	46.02	50.36
Mechanical engineers	31.06	35.14	39.65	42.20	45.69
Engineers, n.e.c.	25.33	30.18	33.86	40.87	51.36
Mathematical and computer scientists	23.56	33.86	43.00	53.43	62.30
Computer systems analysts and scientists	23.56	33.86	43.00	53.43	62.30
Natural scientists	—	—	—	—	—
Health related	28.12	34.34	36.96	40.82	51.25
Registered nurses	31.67	35.08	37.07	40.21	47.04
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	15.00	15.67	17.37	22.00	32.86
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	10.46	12.50	14.00	21.22	30.26
Social workers	10.73	12.88	14.11	21.22	30.26
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.00	23.94	30.14	45.67	61.00
Technical	16.75	18.26	20.69	25.29	30.77
Radiological technicians	21.95	22.71	26.52	30.00	33.39
Licensed practical nurses	18.00	19.15	20.49	21.28	22.25
Health technologists and technicians, n.e.c.	13.66	14.75	18.26	23.06	32.62
Executive, administrative, and managerial	17.26	22.60	35.28	47.09	59.57
Executives, administrators, and managers	16.83	25.25	41.61	55.28	64.26
Managers and administrators, n.e.c.	24.42	37.28	42.12	50.35	59.57
Management related	18.27	20.48	25.39	33.40	46.81
Accountants and auditors	18.27	20.00	22.58	29.57	46.81
Sales	8.00	9.69	13.39	19.00	34.37
Supervisors, sales	14.43	19.00	19.07	20.81	25.93
Sales workers, other commodities	8.06	9.98	11.98	13.83	16.00
Cashiers	7.40	8.65	10.25	17.90	17.90
Administrative support, including clerical	9.08	11.00	14.85	17.47	21.41
Secretaries	14.00	15.18	15.94	18.80	21.37
Receptionists	8.91	9.26	9.50	12.10	13.38
Bookkeepers, accounting and auditing clerks	13.30	14.80	14.85	17.25	22.45
Traffic, shipping and receiving clerks	10.41	13.75	13.76	15.35	21.35
General office clerks	11.00	13.85	16.47	22.44	24.99
Administrative support, n.e.c.	11.00	12.75	14.71	17.51	21.41
Blue collar	9.00	12.44	17.60	23.00	27.21
Precision production, craft, and repair	13.38	15.61	18.67	24.90	27.60
Electricians	14.20	15.05	19.90	22.90	26.39
Construction trades, n.e.c.	17.65	21.92	22.00	28.24	31.87
Supervisors, production	23.99	23.99	24.04	36.45	45.26
Inspectors, testers, and graders	16.01	16.01	19.50	29.38	30.23
Machine operators, assemblers, and inspectors	8.30	10.00	13.92	18.42	22.83
Miscellaneous machine operators, n.e.c.	10.54	12.41	16.43	19.75	21.08
Assemblers	8.30	9.00	12.60	14.73	15.69
Production inspectors, checkers and examiners ..	9.00	9.85	11.15	19.85	24.81
Transportation and material moving	9.00	10.75	15.50	18.25	24.80
Handlers, equipment cleaners, helpers, and laborers	7.00	7.85	10.49	16.85	22.72
Stock handlers and baggers	6.95	6.95	7.40	8.35	12.17
Freight, stock, and material handlers, n.e.c.	10.00	10.00	14.54	20.62	23.05

See footnotes at end of table.

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

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service	\$6.75	\$7.00	\$8.50	\$11.04	\$13.85
Protective service	8.25	9.50	12.40	18.40	20.22
Guards and police, except public service	8.25	9.79	12.40	18.40	20.22
Food service	6.75	6.75	7.50	9.37	11.25
Waiters, waitresses, and bartenders	6.75	6.75	6.75	6.75	7.25
Bartenders	6.75	6.75	6.75	6.75	7.75
Waiters and waitresses	6.75	6.75	6.75	6.75	6.75
Other food service	6.75	7.25	8.50	10.59	12.92
Cooks	7.50	9.00	10.00	13.05	16.13
Food counter, fountain, and related	6.75	6.75	6.75	7.96	9.00
Kitchen workers, food preparation	6.75	7.70	8.25	9.10	11.59
Food preparation, n.e.c.	6.75	7.14	8.11	10.59	11.04
Health service	9.00	9.75	10.50	11.87	13.41
Health aides, except nursing	8.50	8.75	11.73	13.43	17.40
Nursing aides, orderlies and attendants	9.25	9.75	10.50	11.60	13.00
Cleaning and building service	7.00	7.25	8.00	10.69	12.00
Janitors and cleaners	7.00	7.25	8.50	11.00	12.55
Personal service	7.57	9.42	11.66	13.85	19.24
Attendants, amusement, and recreation facilities	7.16	7.85	9.73	12.97	18.35
Service, n.e.c.	7.50	8.00	9.01	10.00	18.50

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

nonproduction bonuses; and tips.

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

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

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

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

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$13.19	\$16.44	\$25.22	\$34.94	\$46.91
All excluding sales	13.18	16.44	25.24	35.02	46.91
White collar	13.82	17.51	27.79	39.06	48.93
White collar excluding sales	13.82	17.57	27.89	39.09	48.93
Professional specialty and technical	23.22	28.16	35.32	44.85	52.82
Professional specialty	25.17	30.08	36.71	45.88	53.15
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	—	—	—	—	—
Teachers, college and university	24.91	32.70	41.16	50.76	55.30
Other post-secondary teachers	20.98	26.44	37.50	46.38	56.82
Teachers, except college and university	26.76	32.47	40.39	46.91	53.15
Elementary school teachers	27.66	33.05	41.27	46.91	54.22
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.03	13.81	23.08	25.22	29.42
Executive, administrative, and managerial	22.23	24.31	29.28	38.36	51.09
Executives, administrators, and managers	25.14	29.50	33.17	51.09	52.19
Administrators and officials, public administration	28.79	30.22	33.17	52.19	81.25
Management related	20.16	22.23	24.31	27.51	29.42
Sales	—	—	—	—	—
Administrative support, including clerical	12.02	13.43	15.49	18.29	20.71
Secretaries	14.31	15.03	16.83	18.55	21.75
General office clerks	11.10	12.79	14.10	14.10	16.48
Teachers' aides	9.90	11.17	13.28	15.88	16.97
Administrative support, n.e.c.	12.23	14.14	16.36	18.79	25.00
Blue collar	15.74	17.01	20.15	25.46	25.64
Precision production, craft, and repair	17.87	20.96	25.46	25.64	25.98
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	15.74	15.74	16.26	19.14	19.46
Service	10.27	13.63	19.88	30.12	34.70
Protective service	18.69	23.13	28.96	32.42	39.20
Police and detectives, public service	21.04	26.34	31.91	32.42	33.96
Food service	—	—	—	—	—
Other food service	—	—	—	—	—
Health service	10.25	10.27	10.91	13.63	13.77
Cleaning and building service	10.13	12.21	14.07	15.49	18.55
Janitors and cleaners	10.13	12.21	14.07	15.49	18.55
Personal service	8.24	11.16	12.94	15.21	15.60

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

nonproduction bonuses; and tips.

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

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

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

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

Occupation ³	10	25	Median 50	75	90
All	\$9.75	\$13.75	\$18.99	\$29.20	\$42.32
All excluding sales	9.98	14.17	19.46	29.57	42.75
White collar	11.96	16.00	22.52	36.69	48.08
White collar excluding sales	13.57	16.83	25.00	38.07	49.52
Professional specialty and technical	17.77	23.67	33.00	42.50	52.40
Professional specialty	19.03	27.12	35.55	44.82	54.12
Engineers, architects, and surveyors	27.81	31.40	35.75	43.27	48.13
Electrical and electronic engineers	26.50	31.25	38.46	45.69	49.89
Mechanical engineers	31.06	35.14	39.65	42.20	45.69
Engineers, n.e.c.	25.33	30.19	34.24	39.73	49.05
Mathematical and computer scientists	24.76	32.31	39.35	49.45	58.88
Computer systems analysts and scientists	24.76	32.31	39.35	49.45	58.88
Natural scientists	15.00	17.82	26.56	29.28	36.06
Health related	28.22	35.03	37.09	47.04	57.34
Registered nurses	31.67	35.09	37.05	40.11	47.04
Teachers, college and university	17.31	19.51	35.44	44.95	54.22
Teachers, except college and university	17.73	28.16	37.88	46.91	52.82
Prekindergarten and kindergarten	15.00	15.37	17.10	18.12	19.46
Elementary school teachers	27.66	33.05	41.27	46.91	54.22
Librarians, archivists, and curators	22.12	25.73	27.06	28.91	36.68
Social scientists and urban planners	29.81	31.47	35.67	40.39	50.32
Social, recreation, and religious workers	11.27	13.00	17.26	25.17	30.26
Social workers	11.27	13.00	17.26	25.17	30.26
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.27	23.50	31.57	46.15	61.33
Technical	15.50	18.25	21.00	25.75	30.77
Licensed practical nurses	18.00	19.15	20.49	21.28	22.25
Health technologists and technicians, n.e.c.	13.20	14.75	18.98	24.77	30.41
Executive, administrative, and managerial	18.27	23.94	32.52	46.81	57.69
Executives, administrators, and managers	16.83	29.50	41.61	51.97	63.46
Administrators and officials, public administration	28.79	30.22	33.17	52.19	81.25
Financial managers	57.69	57.69	69.18	80.87	129.81
Managers and administrators, n.e.c.	24.46	37.28	42.00	50.35	59.00
Management related	19.20	22.23	25.30	29.57	42.00
Accountants and auditors	18.27	20.48	24.57	29.57	39.05
Sales	8.83	10.78	15.54	20.81	37.94
Supervisors, sales	15.70	19.00	19.07	20.81	25.93
Sales workers, other commodities	8.36	10.31	12.19	14.10	16.00
Cashiers	8.05	9.03	11.28	17.90	17.90
Administrative support, including clerical	10.50	13.25	15.90	18.45	21.82
Secretaries	14.31	15.03	16.24	18.80	21.62
Typists	10.91	12.02	15.03	16.91	18.45
Records clerks, n.e.c.	13.19	13.85	14.54	16.66	18.09
Bookkeepers, accounting and auditing clerks	13.30	14.80	14.85	18.29	22.45
Traffic, shipping and receiving clerks	10.41	13.75	13.76	15.35	21.35
Stock and inventory clerks	8.50	10.82	16.11	18.92	18.92
General office clerks	12.79	13.85	14.67	18.45	22.44
Administrative support, n.e.c.	13.00	14.20	17.02	20.28	23.60
Blue collar	10.20	14.20	17.60	23.68	27.21
Precision production, craft, and repair	13.72	16.00	19.50	25.40	27.54
Mechanics and repairers, n.e.c.	11.50	14.64	17.60	23.68	26.45
Electricians	14.20	18.65	21.65	25.46	26.39
Construction trades, n.e.c.	17.44	18.74	21.92	25.73	31.87
Supervisors, production	23.99	23.99	24.04	36.45	45.26
Inspectors, testers, and graders	16.01	16.47	21.17	28.80	29.38
Machine operators, assemblers, and inspectors	8.79	10.05	13.96	18.42	23.05
Miscellaneous machine operators, n.e.c.	10.54	12.41	16.43	19.75	21.08
Assemblers	8.80	9.30	12.60	14.79	15.69
Production inspectors, checkers and examiners ..	9.00	9.85	11.15	19.85	24.81
Transportation and material moving	9.00	11.00	17.50	18.25	24.80
Truck drivers	11.00	17.15	18.25	20.19	24.80

See footnotes at end of table.

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

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Handlers, equipment cleaners, helpers, and laborers	\$8.00	\$10.44	\$15.74	\$20.42	\$23.05
Groundskeepers and gardeners, except farm	14.03	15.74	15.74	16.46	17.01
Freight, stock, and material handlers, n.e.c.	11.25	14.40	19.46	20.62	23.05
Service	7.25	8.50	11.03	15.90	28.09
Protective service	15.14	20.10	26.74	32.42	38.21
Police and detectives, public service	21.04	26.34	31.91	32.42	33.96
Guards and police, except public service	10.50	12.40	18.40	20.22	20.22
Food service	6.75	7.58	8.50	10.75	13.40
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	7.33	8.00	9.03	11.00	14.90
Cooks	7.50	8.50	10.00	13.40	16.13
Kitchen workers, food preparation	7.70	8.25	8.50	10.81	11.91
Food preparation, n.e.c.	6.75	7.50	8.40	9.80	10.75
Health service	9.62	10.00	10.70	12.98	13.63
Health aides, except nursing	9.98	10.25	11.25	13.77	16.85
Nursing aides, orderlies and attendants	9.50	10.00	10.54	12.36	13.63
Cleaning and building service	7.00	7.40	9.27	12.21	14.80
Janitors and cleaners	7.00	7.50	10.46	12.94	15.49
Personal service	9.37	11.37	12.25	14.45	19.24

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

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

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

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

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

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

Occupation ³	10	25	Median 50	75	90
All	\$6.75	\$7.00	\$9.00	\$11.50	\$17.90
All excluding sales	6.75	6.75	8.91	11.50	17.53
White collar	8.00	9.00	11.00	16.50	23.87
White collar excluding sales	8.75	9.90	12.50	18.00	29.57
Professional specialty and technical	13.81	18.00	25.00	35.00	45.70
Professional specialty	14.50	18.38	28.59	35.84	47.60
Health related	25.12	27.53	32.02	35.00	45.70
Registered nurses	26.78	30.14	32.02	35.84	45.70
Teachers, college and university	19.13	23.96	33.56	44.13	53.34
Other post-secondary teachers	18.77	23.05	33.56	43.89	53.34
Teachers, except college and university	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	12.03	13.15	14.42	21.95	24.09
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Management related	-	-	-	-	-
Sales	7.25	8.00	9.00	11.00	17.90
Cashiers	7.00	7.84	9.25	17.90	17.90
Administrative support, including clerical	8.50	9.36	11.00	12.75	16.50
General office clerks	7.50	10.00	10.88	11.70	13.19
Administrative support, n.e.c.	11.00	11.50	12.75	14.98	16.50
Blue collar	6.95	7.00	7.75	10.00	12.17
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.95	7.00	7.75	10.00	12.17
Stock handlers and baggers	6.95	6.95	7.40	8.10	10.65
Service	6.75	6.75	7.10	9.30	11.04
Protective service	8.00	8.25	9.50	10.30	12.35
Food service	6.75	6.75	6.75	7.50	10.59
Waiters, waitresses, and bartenders	6.75	6.75	6.75	6.75	6.75
Bartenders	6.75	6.75	6.75	6.75	6.75
Waiters and waitresses	6.75	6.75	6.75	6.75	6.75
Other food service	6.75	6.75	7.50	10.00	11.04
Food counter, fountain, and related	6.75	6.75	6.75	7.25	7.25
Kitchen workers, food preparation	6.75	6.75	7.80	8.11	11.13
Food preparation, n.e.c.	6.75	6.75	8.00	10.59	11.04
Health service	8.50	9.00	10.00	11.00	13.00
Cleaning and building service	-	-	-	-	-
Personal service	7.25	7.85	9.50	12.94	17.88
Attendants, amusement, and recreation facilities	7.00	7.25	7.85	9.18	10.12
Service, n.e.c.	8.00	8.73	10.00	14.17	20.00

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

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

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

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

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

Appendix A: Technical Note

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

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

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

The San Diego, CA, Metropolitan Statistical Area consists of San Diego County.

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 Bureau of Labor Statistics' (BLS) Regional Offices 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 versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. Special procedures were

developed for jobs for which a 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 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The NCS 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 a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. The knowledge factor is tailored to 24 families of closely related occupations. A knowledge guide for each of the 24 families contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Collection period

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

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

Earnings

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

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

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

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

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers who are 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 whom 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 whom 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 BLS 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.

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	3,598
Total in sample	374
Responding	224
Out of business or not in survey scope	33
Unable or refused to provide data	117

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

Estimation

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

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

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

Percentiles

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, San Diego, CA, December 2004**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	548,100	424,000	124,000
All excluding sales	494,500	370,700	123,800
White collar	314,400	219,900	94,500
White-collar excluding sales	260,800	166,600	94,300
Professional specialty and technical	135,900	74,200	61,600
Professional specialty	115,000	57,600	57,400
Technical	20,900	16,700	4,200
Executive, administrative, and managerial	35,900	27,400	8,600
Sales	53,600	53,400	–
Administrative support, including clerical	89,100	65,000	24,100
Blue collar	123,300	113,900	9,400
Precision production, craft, and repair	66,900	61,800	5,000
Machine operators, assemblers, and inspectors	17,000	17,000	–
Transportation and material moving	11,200	10,100	–
Handlers, equipment cleaners, helpers, and laborers	28,300	25,000	–
Service	110,400	90,200	20,200

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

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

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