



San Francisco–Oakland– San Jose, CA National Compensation Survey March 2006

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

U.S. Bureau of Labor Statistics
Philip L. Rones, Acting Commissioner

January 2007

Bulletin 3135–33

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 establishments and government agencies 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.

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.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1. Summary: Mean hourly earnings and weekly hours for selected worker and establishment characteristics.....	3
2. Civilian workers: Mean hourly earnings for full-time and part-time workers by work levels.....	4
3. Private industry workers: Mean hourly earnings for full-time and part-time workers by work levels.....	14
4. State and local government workers: Mean hourly earnings for full-time and part-time workers by work levels.....	22
5. Combined work levels for civilian workers: Mean hourly earnings for full-time and part-time workers.....	25
6. Civilian workers: Hourly wage percentiles.....	33
7. Private industry workers: Hourly wage percentiles.....	38
8. State and local government workers: Hourly wage percentiles.....	42
9. Full-time civilian workers: Hourly wage percentiles.....	44
10. Part-time civilian workers: Hourly wage percentiles.....	48
11. Full-time civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours.....	50
12. Full-time private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours.....	56
13. Full-time State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours.....	61
14. Size of establishment: Mean hourly earnings of private industry establishments for major occupational groups.....	63
15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers.....	64
16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers.....	66
17. Union and nonunion workers: Mean hourly earnings for major occupational groups.....	69
18. Time and incentive workers: Mean hourly earnings for major occupational groups.....	70
19. Industry sector: Mean hourly earnings for private industry workers by major occupational group.....	71
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey.....	A – 5
Appendix table 2. Survey establishment response.....	A – 6
B. Standard Occupational Classification System.....	B – 1

Introduction

The tables in this bulletin summarize the NCS results for the San Francisco–Oakland–San Jose, CA, metropolitan area. Data were collected between September 2005 and October 2006; the average reference month is March 2006. 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 fire fighters, 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. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications have undergone a number of significant changes. Beginning with the 3135 bulletin series, the releases employ:

1. The 2000 Standard Occupational Classification (SOC) system and the 2002 North American Industry Classification System (NAICS)
2. An expanded scope of establishments, lowering the minimum establishment size for private industry from 50 workers to 1 worker
3. Imputation for temporary non-response situations
4. Benchmarking of estimated employment
5. Redesigned tables, to reflect the new classification system and to emphasize work levels

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 800 detailed occupations, listed in Appendix B, 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 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 high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 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 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational ag-

gregations in the private sector. Tables 15 and 16 provide mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, San Francisco-Oakland-San Jose, CA, March 2006

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	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)	
All workers	\$26.10	2.3	35.9	\$25.43	2.6	35.9	\$31.43	2.6	35.3
Worker characteristics^{4,5}									
Management, professional, and related	39.92	2.3	37.8	40.46	2.7	38.8	36.93	3.0	33.4
Management, business, and financial	44.30	5.8	40.7	45.38	6.4	40.8	34.09	5.1	39.3
Professional and related	37.57	2.3	36.5	37.53	2.7	37.6	37.73	3.5	32.1
Service	14.10	2.8	31.8	11.85	1.9	31.0	28.02	3.0	37.5
Sales and office	20.48	2.7	35.4	20.29	3.0	35.3	22.42	1.4	36.3
Sales and related	22.13	6.7	33.6	22.13	6.7	33.6	—	—	—
Office and administrative support	19.52	1.7	36.6	19.06	1.9	36.6	22.42	1.4	36.3
Natural resources, construction, and maintenance	23.55	2.2	38.3	22.99	2.3	38.3	30.00	5.9	38.3
Construction and extraction	24.50	1.3	39.0	23.96	1.1	38.9	31.16	5.4	39.8
Installation, maintenance, and repair	22.08	5.0	37.2	21.46	5.6	37.3	28.44	8.2	36.3
Production, transportation, and material moving	15.31	5.3	35.7	15.02	5.4	35.6	25.26	8.5	39.5
Production	15.09	7.6	36.4	14.84	7.6	36.3	25.80	21.7	40.0
Transportation and material moving	15.52	5.7	35.0	15.20	6.1	34.8	24.90	4.4	39.1
Full time	27.37	2.2	39.8	26.73	2.5	39.8	32.33	2.5	39.4
Part time	16.95	8.6	20.9	16.21	9.9	21.2	23.78	6.7	18.6
Union	26.70	3.7	35.5	23.67	5.5	35.3	30.84	2.7	35.8
Nonunion	25.92	2.8	36.0	25.74	2.8	36.0	35.39	3.5	32.3
Time	25.61	2.4	35.8	24.83	2.7	35.9	31.43	2.6	35.3
Incentive	33.51	14.5	36.7	33.51	14.5	36.7	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	21.31	4.0	34.6	21.31	4.0	34.6	—	—	—
100-499 workers	25.53	3.5	36.7	25.36	3.6	36.8	32.61	5.3	32.5
500 workers or more	33.45	2.9	37.1	34.55	3.9	38.1	31.37	2.6	35.4

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. See appendix A for more information.

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$26.10	2.3	\$27.37	2.2	\$16.95	8.6
Management occupations	55.12	5.5	55.20	5.5	—	—
Level 9	36.45	17.1	36.45	17.1	—	—
Level 10	40.65	2.9	40.65	2.9	—	—
Level 11	45.29	7.0	45.29	7.0	—	—
Level 12	57.87	1.6	57.87	1.6	—	—
Level 13	65.59	2.5	65.59	2.5	—	—
Not able to be leveled	61.97	10.9	62.21	10.9	—	—
General and operations managers	65.05	15.2	65.05	15.2	—	—
Not able to be leveled	101.97	23.0	101.97	23.0	—	—
Marketing and sales managers	79.74	24.3	79.74	24.3	—	—
Not able to be leveled	96.64	34.1	96.64	34.1	—	—
Marketing managers	88.30	27.3	88.30	27.3	—	—
Not able to be leveled	112.52	38.6	112.52	38.6	—	—
Sales managers	53.41	15.3	53.41	15.3	—	—
Computer and information systems managers	61.69	12.8	61.69	12.8	—	—
Not able to be leveled	65.85	25.2	65.85	25.2	—	—
Financial managers	50.86	9.7	50.86	9.7	—	—
Level 9	27.39	6.2	27.39	6.2	—	—
Level 11	39.17	13.7	39.17	13.7	—	—
Not able to be leveled	59.20	25.0	59.20	25.0	—	—
Human resources managers	46.36	6.6	46.36	6.6	—	—
Industrial production managers	46.10	11.1	46.10	11.1	—	—
Construction managers	48.74	5.0	48.74	5.0	—	—
Education administrators	45.11	5.3	45.11	5.3	—	—
Level 11	49.13	4.7	49.13	4.7	—	—
Education administrators, elementary and secondary school	44.26	6.0	44.26	6.0	—	—
Engineering managers	60.50	4.8	60.50	4.8	—	—
Not able to be leveled	61.02	6.5	61.02	6.5	—	—
Medical and health services managers	51.99	10.6	55.00	5.4	—	—
Not able to be leveled	49.25	11.4	—	—	—	—
Social and community service managers	22.82	9.4	22.82	9.4	—	—
Business and financial operations occupations	34.26	4.4	34.22	4.5	36.11	16.5
Level 6	26.62	7.7	26.83	7.9	—	—
Level 7	23.05	3.1	23.17	3.4	—	—
Level 8	27.65	3.7	27.52	3.7	—	—
Level 9	31.45	2.0	31.46	2.0	—	—
Level 10	44.49	25.6	44.49	25.6	—	—
Level 11	39.81	4.2	39.26	4.4	—	—
Level 12	51.86	7.4	51.86	7.4	—	—
Not able to be leveled	35.55	23.8	35.69	24.5	—	—
Buyers and purchasing agents	29.47	2.3	29.47	2.3	—	—
Claims adjusters, appraisers, examiners, and investigators	29.22	6.9	29.22	6.9	—	—
Claims adjusters, examiners, and investigators	29.22	6.9	29.22	6.9	—	—
Human resources, training, and labor relations specialists	26.52	5.9	26.69	5.7	—	—
Level 9	30.73	8.2	30.73	8.2	—	—
Employment, recruitment, and placement specialists ..	28.78	13.0	29.55	13.2	—	—
Management analysts	43.05	12.9	43.51	13.2	—	—
Level 9	30.98	4.7	30.98	4.7	—	—
Level 11	40.43	3.6	40.43	3.6	—	—
Accountants and auditors	34.45	6.7	34.00	6.3	—	—
Level 8	29.90	2.2	29.90	2.2	—	—
Level 9	31.57	4.4	31.57	4.4	—	—
Financial analysts and advisors	37.76	5.4	37.76	5.4	—	—
Level 9	33.07	4.8	33.07	4.8	—	—
Level 11	40.36	6.7	40.36	6.7	—	—
Financial analysts	38.96	6.2	38.96	6.2	—	—
Computer and mathematical science occupations	42.93	6.3	41.71	5.2	—	—
Level 6	26.69	11.1	26.69	11.1	—	—
Level 7	24.44	6.9	24.80	7.8	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Computer and mathematical science occupations						
-Continued						
Level 8	\$31.14	5.5	\$31.14	5.5	-	-
Level 9	36.40	6.3	36.40	6.3	-	-
Level 10	43.01	3.6	43.01	3.6	-	-
Level 11	44.17	3.3	44.17	3.3	-	-
Level 12	55.77	7.6	51.50	3.7	-	-
Level 13	63.28	7.2	63.28	7.2	-	-
Not able to be leveled	41.64	6.6	41.64	6.6	-	-
Computer programmers	40.34	4.2	40.34	4.2	-	-
Computer software engineers	49.44	3.5	49.44	3.5	-	-
Level 9	36.07	.7	36.07	.7	-	-
Level 11	45.81	5.2	45.81	5.2	-	-
Level 12	52.46	3.5	52.46	3.5	-	-
Level 13	63.30	7.2	63.30	7.2	-	-
Not able to be leveled	46.01	3.5	46.01	3.5	-	-
Computer software engineers, applications	45.58	4.0	45.58	4.0	-	-
Level 11	48.30	9.9	48.30	9.9	-	-
Level 12	50.41	3.8	50.41	3.8	-	-
Not able to be leveled	45.98	3.7	45.98	3.7	-	-
Computer software engineers, systems software	52.00	6.1	52.00	6.1	-	-
Level 11	43.22	2.5	43.22	2.5	-	-
Level 12	53.66	4.9	53.66	4.9	-	-
Level 13	63.32	7.3	63.32	7.3	-	-
Not able to be leveled	46.05	7.5	46.05	7.5	-	-
Computer support specialists	34.27	9.2	34.27	9.2	-	-
Computer systems analysts	46.81	13.4	40.00	4.2	-	-
Level 9	34.29	5.3	34.29	5.3	-	-
Level 11	42.85	3.6	42.85	3.6	-	-
Level 12	61.96	11.7	47.87	6.6	-	-
Network and computer systems administrators	30.15	6.5	30.88	7.3	-	-
Architecture and engineering occupations						
Level 5	39.47	2.9	39.54	3.0	-	-
Level 6	23.40	6.4	23.69	6.3	-	-
Level 7	25.53	10.8	25.53	10.8	-	-
Level 8	30.29	4.5	30.29	4.5	-	-
Level 9	33.27	13.6	32.92	15.4	-	-
Level 11	34.46	2.8	34.46	2.8	-	-
Level 12	44.03	1.8	44.04	1.8	-	-
Level 12	52.09	3.0	52.09	3.0	-	-
Not able to be leveled	41.62	9.0	41.62	9.0	-	-
Engineers	42.72	3.6	42.72	3.6	-	-
Level 7	29.69	6.2	29.69	6.2	-	-
Level 8	36.64	20.9	36.64	20.9	-	-
Level 9	34.59	3.3	34.59	3.3	-	-
Level 11	42.57	1.1	42.58	1.1	-	-
Level 12	52.09	3.0	52.09	3.0	-	-
Not able to be leveled	50.81	9.1	50.81	9.1	-	-
Civil engineers	42.84	3.6	42.84	3.6	-	-
Level 11	47.29	3.9	47.29	3.9	-	-
Computer hardware engineers	44.57	13.6	44.57	13.6	-	-
Electrical and electronics engineers	44.14	9.8	44.14	9.8	-	-
Level 9	34.74	4.0	34.74	4.0	-	-
Level 12	52.51	2.2	52.51	2.2	-	-
Electrical engineers	54.58	13.6	54.58	13.6	-	-
Electronics engineers, except computer	39.50	8.2	39.50	8.2	-	-
Industrial engineers, including health and safety	38.97	7.6	38.97	7.6	-	-
Level 9	32.95	8.1	32.95	8.1	-	-
Level 11	36.89	5.2	36.87	5.3	-	-
Industrial engineers	38.49	8.6	38.49	8.6	-	-
Level 9	32.95	8.1	32.95	8.1	-	-
Level 11	36.36	5.7	-	-	-	-
Mechanical engineers	40.43	5.2	40.43	5.2	-	-
Engineering technicians, except drafters	26.82	6.1	26.22	6.2	-	-
Level 5	20.92	2.8	-	-	-	-

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Engineering technicians, except drafters –Continued						
Level 8	\$32.77	7.0	\$31.54	9.4	–	–
Not able to be leveled	24.37	11.8	24.37	11.8	–	–
Electrical and electronic engineering technicians	27.31	10.9	25.93	11.5	–	–
Life, physical, and social science occupations	35.82	8.8	35.69	8.9	–	–
Level 6	20.85	3.3	20.85	3.3	–	–
Level 7	24.61	6.5	24.61	6.5	–	–
Level 9	33.39	7.1	33.39	7.2	–	–
Level 11	34.96	8.9	34.95	8.9	–	–
Not able to be leveled	35.10	3.9	33.83	3.8	–	–
Life scientists	40.40	10.0	40.16	10.5	–	–
Biological scientists	40.05	11.2	40.05	11.2	–	–
Biochemists and biophysicists	41.81	10.1	41.81	10.1	–	–
Physical scientists	30.85	13.1	30.85	13.1	–	–
Chemists and materials scientists	27.31	6.7	27.31	6.7	–	–
Chemists	27.31	6.7	27.31	6.7	–	–
Market and survey researchers	45.48	11.0	45.48	11.0	–	–
Market research analysts	45.48	11.0	45.48	11.0	–	–
Biological technicians	25.58	5.4	25.58	5.4	–	–
Community and social services occupations	24.04	5.2	23.89	5.2	\$28.76	11.5
Level 7	22.62	10.5	–	–	–	–
Level 8	26.29	15.2	28.40	12.9	–	–
Level 9	27.14	10.6	26.85	10.7	–	–
Level 10	32.11	17.8	31.99	17.9	–	–
Level 11	35.55	2.1	–	–	–	–
Counselors	30.64	7.8	31.15	8.4	24.58	20.0
Level 8	22.02	16.4	–	–	–	–
Educational, vocational, and school counselors	36.07	13.9	–	–	–	–
Mental health counselors	31.10	5.3	30.77	6.0	–	–
Social workers	29.46	9.5	29.41	9.9	–	–
Miscellaneous community and social service specialists	19.08	9.2	18.81	9.0	–	–
Social and human service assistants	15.28	6.1	15.28	6.1	–	–
Legal occupations	48.87	10.0	48.87	10.0	–	–
Lawyers	74.38	10.3	74.38	10.3	–	–
Paralegals and legal assistants	30.96	2.8	30.96	2.8	–	–
Miscellaneous legal support workers	30.68	8.4	30.68	8.4	–	–
Education, training, and library occupations	36.57	5.7	40.83	7.5	22.10	8.0
Level 2	11.19	11.1	–	–	11.50	16.1
Level 3	16.47	3.8	–	–	16.59	3.6
Level 5	19.34	11.7	–	–	19.81	11.4
Level 6	16.91	24.1	–	–	24.28	22.7
Level 7	22.75	14.5	22.93	20.4	–	–
Level 8	44.00	8.6	43.84	8.7	–	–
Level 9	43.49	2.8	43.27	2.9	51.61	5.7
Level 10	38.52	10.3	46.93	7.4	28.47	17.7
Level 11	40.95	11.2	38.76	11.0	–	–
Not able to be leveled	27.65	15.7	28.42	18.6	–	–
Postsecondary teachers	48.52	9.9	54.81	7.4	30.87	15.3
Level 9	38.85	3.0	–	–	59.05	5.2
Level 10	38.07	12.8	46.38	8.5	27.19	22.0
Level 11	40.92	11.3	38.70	11.1	–	–
Business teachers, postsecondary	47.51	6.3	–	–	–	–
Math and computer teachers, postsecondary	48.69	5.1	–	–	–	–
Engineering and architecture teachers, postsecondary	67.63	9.4	–	–	–	–
Engineering teachers, postsecondary	67.63	9.4	–	–	–	–
Arts, communications, and humanities teachers, postsecondary	46.66	5.7	47.36	7.9	–	–
Miscellaneous postsecondary teachers	35.79	18.1	47.75	19.7	29.38	12.9
Level 10	34.88	22.0	–	–	28.49	21.1
Primary, secondary, and special education school teachers	40.54	8.6	41.07	9.1	33.76	1.1
Level 7	20.64	22.5	19.94	29.4	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Primary, secondary, and special education school teachers—Continued						
Level 8	\$46.03	6.2	\$46.00	6.1	—	—
Level 9	45.67	1.5	45.61	1.5	—	—
Preschool and kindergarten teachers	16.82	24.7	16.82	24.7	—	—
Elementary and middle school teachers	43.99	2.2	45.11	1.8	\$28.16	9.4
Level 8	45.61	6.8	45.69	6.7	—	—
Level 9	45.24	2.3	45.24	2.3	—	—
Elementary school teachers, except special education	43.46	.7	44.43	.9	—	—
Level 8	44.61	1.9	44.70	1.7	—	—
Level 9	44.91	2.6	44.91	2.6	—	—
Middle school teachers, except special and vocational education	45.97	7.6	47.72	11.1	—	—
Secondary school teachers	48.03	3.5	49.87	5.6	—	—
Secondary school teachers, except special and vocational education	47.88	3.6	49.87	5.6	—	—
Special education teachers	44.15	7.9	44.15	9.1	—	—
Level 9	46.03	14.0	46.11	15.4	—	—
Special education teachers, preschool, kindergarten, and elementary school	41.35	10.0	41.27	10.4	—	—
Librarians	31.14	7.7	31.15	7.8	—	—
Level 9	34.84	6.0	34.84	6.0	—	—
Library technicians	24.21	3.4	—	—	19.59	5.5
Teacher assistants	13.84	10.1	—	—	14.94	12.6
Level 2	11.19	11.1	—	—	11.50	16.1
Level 3	16.47	3.8	—	—	16.59	3.6
Arts, design, entertainment, sports, and media occupations						
Level 7	26.87	8.2	27.04	9.4	24.71	17.1
Not able to be leveled	22.09	11.6	21.80	12.2	—	—
Designers	32.15	10.4	32.49	13.2	29.69	26.8
Not able to be leveled	25.97	17.4	27.03	17.5	—	—
Writers and editors	28.39	18.4	28.39	18.4	—	—
Level 9	33.71	9.1	33.05	11.2	—	—
Healthcare practitioner and technical occupations						
Level 4	37.70	4.1	36.19	2.5	41.18	7.6
Level 5	19.01	7.6	19.10	8.0	18.75	10.8
Level 6	20.70	4.5	20.75	5.0	20.50	11.5
Level 7	26.34	4.0	26.20	3.9	—	—
Level 8	28.09	6.8	26.66	8.1	—	—
Level 9	42.12	5.9	41.31	8.2	44.14	5.5
Level 10	42.34	5.3	41.93	4.5	42.74	9.1
Level 11	45.07	5.9	—	—	—	—
Not able to be leveled	52.14	3.9	—	—	—	—
Physicians and surgeons	42.02	7.4	42.19	8.4	—	—
Registered nurses	52.05	10.5	50.28	8.8	—	—
Level 8	44.47	1.5	43.10	2.5	46.35	1.3
Level 9	44.26	5.5	—	—	—	—
Level 10	44.55	2.9	42.88	4.9	46.22	2.1
Therapists	47.26	3.6	—	—	—	—
Level 9	40.17	19.4	42.87	7.8	36.60	34.4
Physical therapists	35.29	12.3	42.02	8.5	—	—
Clinical laboratory technologists and technicians	44.98	10.1	—	—	—	—
Medical and clinical laboratory technologists	24.78	12.6	24.95	10.4	—	—
Medical and clinical laboratory technicians	37.23	4.3	37.19	4.2	—	—
Diagnostic related technologists and technicians	18.55	5.6	—	—	—	—
Radiologic technologists and technicians	31.69	6.4	31.74	6.6	—	—
Health diagnosing and treating practitioner support technicians	30.99	8.2	31.05	8.4	—	—
Level 4	21.48	4.7	21.67	5.2	—	—
Pharmacy technicians	19.68	11.7	—	—	—	—
Licensed practical and licensed vocational nurses	21.12	5.8	21.12	6.2	—	—
Miscellaneous health technologists and technicians	26.81	2.6	26.57	4.0	27.24	1.5
Level 9	24.86	8.0	24.86	8.0	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare support occupations	\$17.84	3.7	\$17.71	4.5	\$18.10	3.8
Level 3	15.19	7.0	15.91	14.0	—	—
Level 4	18.81	5.6	19.71	1.7	18.09	7.8
Level 5	18.73	7.9	18.82	8.2	—	—
Not able to be leveled	18.88	7.9	—	—	—	—
Nursing, psychiatric, and home health aides	15.70	8.2	13.65	6.3	19.04	1.8
Level 3	15.85	14.6	—	—	—	—
Nursing aides, orderlies, and attendants	15.64	8.3	13.65	6.3	—	—
Level 3	15.85	14.6	—	—	—	—
Miscellaneous healthcare support occupations	18.43	3.7	18.78	5.1	17.70	6.8
Level 4	18.60	6.7	19.66	1.9	—	—
Level 5	18.68	8.0	18.80	8.2	—	—
Medical assistants	17.80	1.9	18.62	5.1	—	—
Level 5	—	—	18.30	5.3	—	—
Pharmacy aides	17.21	10.9	17.30	10.6	—	—
Protective service occupations	22.50	5.0	25.10	6.8	10.58	2.9
Level 3	12.37	6.6	—	—	—	—
Level 4	18.14	19.1	18.31	19.3	—	—
Level 5	24.04	6.1	24.04	6.1	—	—
Level 6	33.72	8.6	33.72	8.6	—	—
Level 7	36.43	2.1	36.43	2.1	—	—
Level 8	37.54	8.1	37.54	8.1	—	—
First-line supervisors/managers of fire fighting and prevention workers	40.39	1.6	40.39	1.6	—	—
Fire fighters	28.96	.4	28.96	.4	—	—
Bailiffs, correctional officers, and jailers	31.73	.6	31.73	.6	—	—
Correctional officers and jailers	31.73	.6	31.73	.6	—	—
Police officers	37.69	3.4	37.69	3.4	—	—
Level 7	38.22	2.6	38.22	2.6	—	—
Police and sheriff's patrol officers	37.69	3.4	37.69	3.4	—	—
Level 7	38.22	2.6	38.22	2.6	—	—
Security guards and gaming surveillance officers	12.67	6.7	13.68	4.8	10.49	2.4
Level 3	12.17	6.7	—	—	—	—
Security guards	12.67	6.7	13.68	4.8	10.49	2.4
Level 3	12.17	6.7	—	—	—	—
Miscellaneous protective service workers	24.69	29.8	—	—	—	—
Food preparation and serving related occupations	9.77	2.8	10.46	3.0	8.72	2.5
Level 1	7.95	3.7	8.14	.7	7.69	7.9
Level 2	8.96	2.2	9.95	4.0	8.09	3.7
Level 3	8.99	7.7	9.14	8.9	8.78	10.6
Level 4	11.39	4.4	12.04	15.4	10.23	12.4
Level 5	14.02	7.5	13.79	7.5	—	—
Not able to be leveled	12.96	1.6	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	14.07	17.3	13.85	17.6	—	—
First-line supervisors/managers of food preparation and serving workers	12.66	9.1	—	—	—	—
Cooks	11.70	2.1	12.02	2.0	10.78	6.1
Level 3	9.60	10.5	9.83	16.3	—	—
Level 4	12.86	7.4	—	—	—	—
Cooks, institution and cafeteria	15.26	2.6	15.28	2.9	—	—
Cooks, restaurant	11.02	5.1	11.29	3.8	—	—
Food preparation workers	10.06	6.7	—	—	—	—
Food service, tipped	7.94	4.5	7.66	4.3	8.12	5.2
Level 1	7.00	1.7	—	—	—	—
Level 2	7.75	3.8	—	—	—	—
Level 3	7.63	5.7	—	—	—	—
Level 4	9.04	7.5	—	—	—	—
Bartenders	9.33	2.4	—	—	—	—
Waiters and waitresses	7.45	3.7	6.84	.3	7.79	6.0
Level 3	7.61	5.7	—	—	8.06	14.9
Dining room and cafeteria attendants and bartender helpers	9.31	2.1	—	—	9.06	6.9

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Fast food and counter workers	\$9.02	3.9	\$9.57	8.1	\$8.42	2.4
Level 2	9.08	3.3	—	—	8.13	3.2
Level 3	10.07	15.4	10.20	22.4	9.86	7.9
Combined food preparation and serving workers, including fast food	8.91	3.7	—	—	8.46	3.8
Level 3	10.79	8.5	—	—	—	—
Counter attendants, cafeteria, food concession, and coffee shop	9.29	14.5	9.80	18.3	8.28	4.9
Level 3	9.79	20.2	—	—	—	—
Food servers, nonrestaurant	9.55	5.6	9.62	4.8	—	—
Dishwashers	8.65	6.2	8.99	4.8	—	—
Level 1	8.65	6.2	8.99	4.8	—	—
Building and grounds cleaning and maintenance occupations	13.89	10.1	13.91	10.1	13.66	19.1
Level 1	9.11	5.6	9.04	5.9	—	—
Level 2	11.34	10.7	11.36	10.9	—	—
Level 3	18.79	5.5	19.71	6.4	—	—
Level 4	17.00	6.9	17.00	6.9	—	—
Building cleaning workers	12.85	9.8	12.94	10.7	11.51	8.8
Level 1	9.00	5.1	8.91	5.3	—	—
Level 2	11.34	10.7	11.36	10.9	—	—
Level 3	19.17	7.2	20.28	7.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners	13.23	11.6	13.33	12.4	11.31	11.5
Level 1	9.77	3.3	9.75	3.6	—	—
Level 2	10.83	9.9	10.84	9.9	—	—
Level 3	19.17	7.6	20.35	7.6	—	—
Maids and housekeeping cleaners	10.65	4.1	10.69	4.8	—	—
Level 2	13.60	14.1	14.02	11.9	—	—
Grounds maintenance workers	18.29	7.2	18.29	7.2	—	—
Landscaping and groundskeeping workers	18.35	8.0	18.35	8.0	—	—
Personal care and service occupations	13.10	7.8	13.02	8.3	13.55	10.5
Level 1	8.50	8.1	—	—	—	—
Level 2	9.23	3.2	—	—	9.86	12.7
Level 3	10.95	4.2	—	—	12.83	15.6
Level 4	18.20	5.6	19.50	7.0	12.89	4.6
Child care workers	12.84	6.9	—	—	12.69	12.0
Level 3	11.83	14.5	—	—	—	—
Personal and home care aides	10.55	1.4	—	—	—	—
Recreation and fitness workers	23.73	9.6	—	—	22.14	22.1
Recreation workers	21.53	7.6	—	—	12.78	22.6
Sales and related occupations	22.13	6.7	25.12	7.6	10.42	4.5
Level 1	9.67	4.0	—	—	—	—
Level 2	9.78	5.9	10.04	7.0	9.17	4.3
Level 3	12.22	6.4	13.26	3.7	10.93	10.2
Level 4	15.70	3.5	16.27	1.5	12.96	1.0
Level 5	26.02	19.3	26.03	19.3	—	—
Level 6	21.77	6.4	21.77	6.4	—	—
Level 8	47.41	30.3	47.41	30.3	—	—
Not able to be leveled	43.37	15.4	43.63	15.5	—	—
First-line supervisors/managers, sales workers	28.58	16.9	28.58	16.9	—	—
First-line supervisors/managers of retail sales workers	19.35	4.7	19.35	4.7	—	—
Retail sales workers	13.05	7.1	14.19	7.8	10.35	4.9
Level 1	9.67	4.0	—	—	—	—
Level 2	9.78	5.9	10.04	7.0	9.17	4.3
Level 3	12.21	6.6	13.26	3.7	10.87	11.1
Level 4	15.66	4.3	16.26	2.2	13.06	1.0
Level 5	22.46	23.4	22.46	23.4	—	—
Cashiers, all workers	10.80	2.5	11.72	1.9	9.74	3.8
Level 1	9.49	7.1	—	—	—	—
Level 2	9.42	.6	9.89	2.0	8.87	1.2
Level 3	12.54	6.7	—	—	11.97	10.3
Cashiers	10.80	2.5	11.72	1.9	9.74	3.8

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Cashiers –Continued						
Level 1	\$9.49	7.1	–	–	–	–
Level 2	9.42	.6	\$9.89	2.0	\$8.87	1.2
Level 3	12.54	6.7	–	–	11.97	10.3
Counter and rental clerks and parts salespersons	13.35	11.9	13.35	11.9	–	–
Retail salespersons	14.14	10.4	15.26	10.2	10.90	7.0
Level 2	9.83	14.0	9.77	14.0	10.12	15.1
Level 3	12.05	7.6	13.26	4.8	10.46	10.3
Level 4	15.92	2.5	16.77	3.1	12.87	1.9
Level 5	23.01	26.3	23.01	26.3	–	–
Securities, commodities, and financial services sales agents	85.22	13.8	85.22	13.8	–	–
Sales representatives, wholesale and manufacturing	33.76	7.3	33.76	7.3	–	–
Sales representatives, wholesale and manufacturing, technical and scientific products	41.61	3.7	41.61	3.7	–	–
Sales representatives, wholesale and manufacturing, except technical and scientific products	23.29	12.4	23.29	12.4	–	–
Miscellaneous sales and related workers	39.97	44.0	–	–	–	–
Office and administrative support occupations	19.52	1.7	20.13	1.7	14.20	3.9
Level 1	8.65	3.9	–	–	8.65	3.9
Level 2	13.24	5.0	14.03	5.5	11.88	8.0
Level 3	14.56	3.9	14.69	4.6	13.90	5.0
Level 4	17.99	2.8	18.43	2.3	14.45	8.4
Level 5	20.05	3.0	20.13	3.1	–	–
Level 6	23.92	2.0	24.03	2.3	–	–
Level 7	26.00	3.7	26.05	3.8	–	–
Level 8	31.87	5.1	31.87	5.1	–	–
Not able to be leveled	19.37	5.4	20.11	5.1	15.36	6.7
First-line supervisors/managers of office and administrative support workers	24.75	7.9	24.77	7.9	–	–
Level 7	27.84	5.7	27.84	5.7	–	–
Not able to be leveled	29.30	6.0	29.30	6.0	–	–
Financial clerks	17.72	2.5	18.06	2.7	12.84	2.7
Level 3	13.49	3.5	13.61	3.9	12.83	4.8
Level 4	17.74	3.9	18.19	3.2	–	–
Level 5	18.78	3.4	18.85	3.5	–	–
Level 6	21.61	4.1	21.61	4.1	–	–
Level 7	23.95	6.2	23.95	6.2	–	–
Not able to be leveled	16.03	7.6	16.05	7.5	–	–
Bill and account collectors	18.53	9.7	18.53	9.7	–	–
Billing and posting clerks and machine operators	21.98	5.0	21.98	5.0	–	–
Bookkeeping, accounting, and auditing clerks	18.13	3.5	18.20	3.5	–	–
Level 3	13.41	6.4	–	–	–	–
Level 4	17.89	3.4	18.09	3.4	–	–
Level 5	19.05	4.6	19.05	4.6	–	–
Level 6	20.89	4.8	20.89	4.8	–	–
Tellers	14.02	1.8	14.68	2.2	12.61	3.3
Level 3	13.58	4.5	14.10	3.4	–	–
Customer service representatives	18.14	4.1	18.47	4.3	–	–
Level 3	15.65	6.3	–	–	–	–
Level 4	16.64	7.3	16.67	7.6	–	–
Level 5	17.98	7.1	17.98	7.1	–	–
Level 6	25.18	8.8	25.18	8.8	–	–
Not able to be leveled	15.35	2.9	–	–	–	–
Eligibility interviewers, government programs	25.47	4.5	25.47	4.5	–	–
Library assistants, clerical	20.63	9.4	–	–	–	–
Order clerks	14.92	5.4	15.34	5.9	–	–
Receptionists and information clerks	16.51	5.2	17.00	5.1	12.91	18.8
Level 2	12.82	11.2	–	–	–	–
Level 3	16.24	6.0	–	–	–	–
Level 4	18.73	5.3	18.76	5.4	–	–
Not able to be leveled	17.61	13.6	17.61	13.6	–	–
Reservation and transportation ticket agents and travel clerks	15.75	8.5	–	–	–	–
Dispatchers	28.02	7.5	27.67	8.0	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Police, fire, and ambulance dispatchers	\$30.94	1.4	\$30.56	3.2	—	—
Meter readers, utilities	26.66	.4	26.66	.4	—	—
Production, planning, and expediting clerks	26.82	5.8	26.82	5.8	—	—
Level 6	27.05	7.1	27.05	7.1	—	—
Shipping, receiving, and traffic clerks	13.39	6.7	13.45	8.8	—	—
Level 3	11.70	5.3	11.99	7.7	—	—
Level 4	15.93	10.2	15.93	10.2	—	—
Stock clerks and order fillers	14.76	12.2	16.40	5.4	—	—
Secretaries and administrative assistants	25.20	2.4	25.34	2.6	\$21.97	13.3
Level 4	21.08	4.9	21.25	4.2	—	—
Level 5	22.55	4.3	22.55	4.3	—	—
Level 6	26.61	3.2	26.66	3.6	—	—
Level 7	28.10	6.5	28.29	7.2	—	—
Executive secretaries and administrative assistants	25.41	3.2	25.48	3.3	—	—
Level 4	20.27	9.9	20.60	8.8	—	—
Level 5	22.05	5.0	22.05	5.0	—	—
Level 6	26.45	4.3	26.52	4.4	—	—
Level 7	28.16	6.5	28.35	7.2	—	—
Secretaries, except legal, medical, and executive	21.73	4.5	22.04	4.6	—	—
Level 4	21.19	2.0	21.17	2.0	—	—
Level 5	22.94	9.8	22.94	9.8	—	—
Data entry and information processing workers	19.33	7.3	20.13	5.1	—	—
Level 4	21.43	5.7	21.43	5.7	—	—
Data entry keyers	15.38	3.7	—	—	—	—
Word processors and typists	21.86	3.7	21.86	3.7	—	—
Level 4	22.19	4.1	22.19	4.1	—	—
Insurance claims and policy processing clerks	21.51	7.2	21.73	5.0	—	—
Office clerks, general	17.14	3.5	18.59	4.0	13.96	5.0
Level 2	12.74	6.3	—	—	—	—
Level 3	14.58	3.2	14.67	6.4	—	—
Level 4	16.40	7.8	17.87	6.2	—	—
Level 5	20.44	3.8	20.79	3.6	—	—
Not able to be leveled	15.30	10.5	—	—	14.24	7.6
Construction and extraction occupations	24.50	1.3	24.48	1.4	—	—
Level 2	14.23	3.8	14.23	3.8	—	—
Level 3	16.88	28.6	16.88	28.6	—	—
Level 4	18.43	7.4	18.74	7.4	—	—
Level 6	27.96	13.0	27.96	13.0	—	—
Level 7	28.20	11.2	27.97	11.4	—	—
Level 8	40.09	10.4	40.09	10.4	—	—
Not able to be leveled	26.15	11.0	26.15	11.0	—	—
First-line supervisors/managers of construction trades and extraction workers	34.39	3.3	34.39	3.3	—	—
Carpenters	—	—	—	—	—	—
Level 7	23.39	6.7	—	—	—	—
Cement masons, concrete finishers, and terrazzo workers	21.89	10.7	21.89	10.7	—	—
Cement masons and concrete finishers	21.89	10.7	21.89	10.7	—	—
Construction laborers	16.67	25.5	16.67	25.5	—	—
Electricians	29.89	11.8	29.72	12.2	—	—
Level 7	29.59	15.2	29.29	16.2	—	—
Painters and paperhangers	17.25	12.3	17.25	12.3	—	—
Painters, construction and maintenance	17.25	12.3	17.25	12.3	—	—
Construction and building inspectors	37.02	2.4	37.02	2.4	—	—
Installation, maintenance, and repair occupations	22.08	5.0	22.88	5.6	11.97	8.2
Level 3	12.95	5.4	13.38	5.7	—	—
Level 4	15.39	5.7	16.24	7.9	—	—
Level 5	19.87	9.1	19.87	9.1	—	—
Level 6	24.63	9.3	24.63	9.3	—	—
Level 7	27.77	2.3	27.69	2.4	—	—
Level 8	35.02	17.0	35.61	17.5	—	—
Not able to be leveled	24.41	10.1	24.41	10.1	—	—
First-line supervisors/managers of mechanics, installers, and repairers	40.23	22.0	41.85	22.5	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Radio and telecommunications equipment installers and repairers						
Level 7	\$32.17	6.2	\$32.17	6.2	—	—
Telecommunications equipment installers and repairers, except line installers						
Level 7	32.17	6.2	32.17	6.2	—	—
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers	—	—	26.92	9.9	—	—
Level 7	26.92	9.9	26.92	9.9	—	—
Automotive technicians and repairers	19.99	14.6	19.99	14.6	—	—
Automotive service technicians and mechanics	19.99	14.6	19.99	14.6	—	—
Bus and truck mechanics and diesel engine specialists	24.79	6.7	24.79	6.7	—	—
Industrial machinery installation, repair, and maintenance workers	20.97	8.7	21.38	8.9	—	—
Level 7	27.09	7.6	27.09	7.6	—	—
Industrial machinery mechanics	25.36	11.2	25.36	11.2	—	—
Maintenance and repair workers, general	21.24	8.7	22.06	6.3	—	—
Level 7	25.29	7.4	25.29	7.4	—	—
Miscellaneous installation, maintenance, and repair workers	16.00	8.0	17.29	7.4	\$11.06	21.8
Level 3	13.48	5.5	14.19	5.2	—	—
Helpers--installation, maintenance, and repair workers	13.32	14.4	15.81	14.0	—	—
Level 3	13.13	5.8	—	—	—	—
Production occupations	15.09	7.6	15.56	6.7	11.15	16.7
Level 1	8.53	3.4	—	—	—	—
Level 2	10.83	1.8	10.80	1.9	—	—
Level 3	14.13	15.9	16.07	6.9	—	—
Level 4	18.11	13.2	17.93	16.1	—	—
Level 5	16.90	3.6	17.07	3.8	—	—
Level 6	23.09	8.8	23.09	8.8	—	—
Level 7	25.94	8.5	26.20	8.6	—	—
Level 8	27.61	3.0	27.61	3.0	—	—
Not able to be leveled	12.13	12.3	12.13	12.3	—	—
First-line supervisors/managers of production and operating workers	26.31	13.5	26.31	13.5	—	—
Electrical, electronics, and electromechanical assemblers	12.81	11.4	12.80	11.7	—	—
Miscellaneous assemblers and fabricators	17.77	1.7	18.01	1.1	—	—
Machinists	26.47	3.6	26.47	3.6	—	—
Welding, soldering, and brazing workers	18.45	9.7	18.45	9.7	—	—
Welders, cutters, solderers, and brazers	18.45	9.7	18.45	9.7	—	—
Stationary engineers and boiler operators	33.19	.7	33.19	.7	—	—
Inspectors, testers, sorters, samplers, and weighers	16.10	21.9	16.10	21.9	—	—
Painting workers	25.13	8.5	—	—	—	—
Miscellaneous production workers	13.35	3.4	13.43	3.6	—	—
Level 2	11.52	5.0	—	—	—	—
Level 3	15.31	12.1	—	—	—	—
Transportation and material moving occupations	15.52	5.7	16.30	6.3	10.57	5.9
Level 1	9.95	7.9	10.44	7.2	8.90	7.9
Level 2	11.27	7.1	11.39	10.5	11.00	5.6
Level 3	15.55	6.1	15.65	5.8	—	—
Level 4	17.48	3.9	17.52	4.1	—	—
Level 5	18.45	9.4	18.45	9.4	—	—
Not able to be leveled	14.12	11.5	14.47	12.6	—	—
Bus drivers	16.11	2.3	16.42	1.0	—	—
Driver/sales workers and truck drivers	17.56	3.2	17.60	3.3	—	—
Level 3	16.14	9.9	16.14	9.9	—	—
Level 4	18.77	8.1	18.77	8.1	—	—
Truck drivers, heavy and tractor-trailer	18.28	3.3	18.28	3.3	—	—
Level 4	20.85	4.2	20.85	4.2	—	—
Truck drivers, light or delivery services	17.10	5.4	17.16	5.6	—	—
Industrial truck and tractor operators	15.08	2.5	15.08	2.5	—	—
Laborers and material movers, hand	12.08	7.9	12.73	7.6	9.69	3.6
Level 1	9.84	8.1	10.39	7.5	8.65	7.2

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Laborers and material movers, hand —Continued						
Level 2	\$11.86	7.7	\$11.95	10.6	\$11.60	4.0
Level 3	16.80	6.3	16.73	6.5	—	—
Level 4	13.92	13.2	—	—	—	—
Not able to be leveled	12.48	11.6	12.79	14.3	—	—
Cleaners of vehicles and equipment	11.60	16.1	12.32	16.1	—	—
Level 1	8.65	12.8	8.95	14.7	—	—
Laborers and freight, stock, and material movers, hand	12.47	8.0	13.20	9.0	10.33	3.0
Level 1	10.29	6.8	11.22	6.3	9.11	8.4
Level 2	13.07	2.1	—	—	—	—
Level 3	16.64	10.4	16.51	11.0	—	—
Packers and packagers, hand	12.03	4.4	12.48	4.1	—	—
Level 2	11.07	13.5	—	—	—	—

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

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 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.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$25.43	2.6	\$26.73	2.5	\$16.21	9.9
Management occupations	55.91	5.8	56.00	5.8	—	—
Level 9	36.41	17.7	36.41	17.7	—	—
Level 10	40.96	3.0	40.96	3.0	—	—
Level 11	44.35	8.5	44.35	8.5	—	—
Level 12	57.87	1.6	57.87	1.6	—	—
Level 13	65.45	2.5	65.45	2.5	—	—
Not able to be leveled	64.46	11.5	64.73	11.5	—	—
General and operations managers	66.07	15.6	66.07	15.6	—	—
Not able to be leveled	103.80	22.9	103.80	22.9	—	—
Marketing and sales managers	79.74	24.3	79.74	24.3	—	—
Not able to be leveled	96.64	34.1	96.64	34.1	—	—
Marketing managers	88.30	27.3	88.30	27.3	—	—
Not able to be leveled	112.52	38.6	112.52	38.6	—	—
Sales managers	53.41	15.3	53.41	15.3	—	—
Computer and information systems managers	62.61	13.2	62.61	13.2	—	—
Not able to be leveled	68.43	28.0	68.43	28.0	—	—
Financial managers	50.87	9.8	50.87	9.8	—	—
Level 9	27.39	6.2	27.39	6.2	—	—
Level 11	38.55	14.8	38.55	14.8	—	—
Not able to be leveled	59.20	25.0	59.20	25.0	—	—
Human resources managers	46.36	6.6	46.36	6.6	—	—
Industrial production managers	46.10	11.1	46.10	11.1	—	—
Construction managers	48.74	5.0	48.74	5.0	—	—
Education administrators	40.25	7.7	40.25	7.7	—	—
Engineering managers	60.26	4.9	60.26	4.9	—	—
Not able to be leveled	60.22	6.6	60.22	6.6	—	—
Business and financial operations occupations	35.16	4.8	35.12	4.9	—	—
Level 6	26.89	8.3	26.89	8.3	—	—
Level 7	22.80	3.9	22.97	4.3	—	—
Level 8	28.09	3.7	28.09	3.7	—	—
Level 9	31.87	2.3	31.87	2.3	—	—
Level 10	44.49	25.6	44.49	25.6	—	—
Level 11	41.55	2.4	41.00	2.3	—	—
Level 12	53.59	6.6	53.59	6.6	—	—
Not able to be leveled	35.55	23.8	35.69	24.5	—	—
Buyers and purchasing agents	29.66	2.6	29.66	2.6	—	—
Claims adjusters, appraisers, examiners, and investigators	29.19	12.5	29.19	12.5	—	—
Claims adjusters, examiners, and investigators	29.19	12.5	29.19	12.5	—	—
Human resources, training, and labor relations specialists	25.61	7.6	25.80	7.3	—	—
Level 9	30.92	10.9	30.92	10.9	—	—
Employment, recruitment, and placement specialists ..	28.84	13.9	29.67	14.1	—	—
Management analysts	43.52	13.5	43.52	13.5	—	—
Level 9	30.98	4.7	30.98	4.7	—	—
Level 11	40.21	3.9	40.21	3.9	—	—
Accountants and auditors	34.76	6.7	34.29	6.4	—	—
Level 8	30.15	2.0	30.15	2.0	—	—
Level 9	31.84	4.7	31.84	4.7	—	—
Financial analysts and advisors	37.76	5.4	37.76	5.4	—	—
Level 9	33.07	4.8	33.07	4.8	—	—
Level 11	40.36	6.7	40.36	6.7	—	—
Financial analysts	38.96	6.2	38.96	6.2	—	—
Computer and mathematical science occupations	42.92	6.4	41.67	5.3	—	—
Level 6	26.69	11.1	26.69	11.1	—	—
Level 7	24.13	6.9	24.46	7.8	—	—
Level 8	31.14	5.5	31.14	5.5	—	—
Level 9	36.28	6.4	36.28	6.4	—	—
Level 10	43.01	3.6	43.01	3.6	—	—
Level 11	44.17	3.4	44.17	3.4	—	—
Level 12	55.77	7.6	51.50	3.7	—	—
Level 13	63.28	7.2	63.28	7.2	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Computer and mathematical science occupations						
-Continued						
Not able to be leveled	\$41.64	6.6	\$41.64	6.6	-	-
Computer programmers	40.11	4.6	40.11	4.6	-	-
Computer software engineers	49.44	3.5	49.44	3.5	-	-
Level 9	36.07	.7	36.07	.7	-	-
Level 11	45.81	5.2	45.81	5.2	-	-
Level 12	52.46	3.5	52.46	3.5	-	-
Level 13	63.30	7.2	63.30	7.2	-	-
Not able to be leveled	46.01	3.5	46.01	3.5	-	-
Computer software engineers, applications	45.58	4.0	45.58	4.0	-	-
Level 11	48.30	9.9	48.30	9.9	-	-
Level 12	50.41	3.8	50.41	3.8	-	-
Not able to be leveled	45.98	3.7	45.98	3.7	-	-
Computer software engineers, systems software	52.00	6.1	52.00	6.1	-	-
Level 11	43.22	2.5	43.22	2.5	-	-
Level 12	53.66	4.9	53.66	4.9	-	-
Level 13	63.32	7.3	63.32	7.3	-	-
Not able to be leveled	46.05	7.5	46.05	7.5	-	-
Computer support specialists	34.25	9.3	34.25	9.3	-	-
Computer systems analysts	47.04	14.3	39.61	4.5	-	-
Level 9	34.27	5.4	34.27	5.4	-	-
Level 11	42.39	3.5	42.39	3.5	-	-
Level 12	61.96	11.7	47.87	6.6	-	-
Network and computer systems administrators	30.15	6.5	30.88	7.3	-	-
Architecture and engineering occupations						
Level 5	39.53	3.1	39.57	3.1	-	-
Level 6	23.69	6.3	23.69	6.3	-	-
Level 7	24.15	13.6	24.15	13.6	-	-
Level 8	29.97	5.1	29.97	5.1	-	-
Level 9	33.63	14.3	33.29	16.5	-	-
Level 11	34.20	2.9	34.20	2.9	-	-
Level 12	43.76	1.7	43.77	1.7	-	-
Not able to be leveled	52.09	3.0	52.09	3.0	-	-
Engineers	41.14	9.2	41.14	9.2	-	-
Level 7	42.79	3.8	42.79	3.8	-	-
Level 8	29.11	6.0	29.11	6.0	-	-
Level 9	36.64	20.9	36.64	20.9	-	-
Level 11	34.33	3.5	34.33	3.5	-	-
Level 12	42.16	.9	42.16	.9	-	-
Not able to be leveled	52.09	3.0	52.09	3.0	-	-
Civil engineers	50.45	9.5	50.45	9.5	-	-
Computer hardware engineers	43.25	2.2	43.25	2.2	-	-
Electrical and electronics engineers	44.57	13.6	44.57	13.6	-	-
Level 9	44.14	9.8	44.14	9.8	-	-
Level 12	34.74	4.0	34.74	4.0	-	-
Level 12	52.51	2.2	52.51	2.2	-	-
Electrical engineers	54.58	13.6	54.58	13.6	-	-
Electronics engineers, except computer	39.50	8.2	39.50	8.2	-	-
Industrial engineers, including health and safety	38.97	7.6	38.97	7.6	-	-
Level 9	32.95	8.1	32.95	8.1	-	-
Level 11	36.89	5.2	36.87	5.3	-	-
Industrial engineers	38.49	8.6	38.49	8.6	-	-
Level 9	32.95	8.1	32.95	8.1	-	-
Level 11	36.36	5.7	-	-	-	-
Mechanical engineers	40.43	5.2	40.43	5.2	-	-
Engineering technicians, except drafters	26.74	6.7	25.92	7.0	-	-
Level 8	33.69	6.9	-	-	-	-
Not able to be leveled	24.37	11.8	24.37	11.8	-	-
Electrical and electronic engineering technicians	27.07	11.3	25.60	12.0	-	-
Life, physical, and social science occupations						
Level 9	37.06	9.5	36.94	9.6	-	-
Level 11	33.18	7.1	33.18	7.1	-	-
Not able to be leveled	37.52	7.5	37.52	7.5	-	-
Not able to be leveled	35.10	3.9	33.83	3.8	-	-

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Life scientists	\$42.02	8.9	\$41.84	9.4	—	—
Biological scientists	40.05	11.2	40.05	11.2	—	—
Biochemists and biophysicists	41.81	10.1	41.81	10.1	—	—
Physical scientists	31.54	15.4	31.54	15.4	—	—
Chemists and materials scientists	26.58	6.6	26.58	6.6	—	—
Chemists	26.58	6.6	26.58	6.6	—	—
Market and survey researchers	45.48	11.0	45.48	11.0	—	—
Market research analysts	45.48	11.0	45.48	11.0	—	—
Biological technicians	25.62	5.5	25.62	5.5	—	—
Community and social services occupations	20.51	5.6	20.57	5.6	—	—
Level 9	26.17	18.5	26.17	18.5	—	—
Miscellaneous community and social service specialists	18.14	10.0	18.14	10.0	—	—
Social and human service assistants	15.03	6.2	15.03	6.2	—	—
Legal occupations	50.41	10.9	50.41	10.9	—	—
Lawyers	75.00	11.3	75.00	11.3	—	—
Education, training, and library occupations	28.31	10.7	30.15	18.2	\$21.72	22.9
Level 9	29.83	10.4	—	—	—	—
Postsecondary teachers	51.12	22.1	66.19	17.6	27.12	19.0
Arts, communications, and humanities teachers, postsecondary	—	—	45.01	6.5	—	—
Primary, secondary, and special education school teachers	16.10	11.5	14.56	2.9	—	—
Teacher assistants	10.42	4.9	—	—	—	—
Arts, design, entertainment, sports, and media occupations	26.74	8.4	26.88	9.6	24.86	17.9
Level 7	22.09	11.6	21.80	12.2	—	—
Not able to be leveled	32.15	11.4	32.37	14.9	—	—
Designers	25.91	18.8	27.06	19.2	—	—
Writers and editors	33.71	9.1	33.05	11.2	—	—
Healthcare practitioner and technical occupations	37.91	4.7	36.43	2.5	41.01	9.0
Level 4	18.28	6.8	—	—	—	—
Level 5	20.13	4.3	20.26	5.4	—	—
Level 6	26.23	4.1	26.02	4.1	—	—
Level 7	31.10	13.3	—	—	—	—
Level 8	42.86	6.6	—	—	42.75	9.2
Level 9	43.54	6.3	44.32	3.5	42.97	10.4
Level 10	44.83	7.0	—	—	—	—
Not able to be leveled	42.52	7.5	42.84	8.7	—	—
Registered nurses	45.79	1.3	44.71	2.4	47.20	1.2
Level 9	47.02	1.5	46.87	1.0	47.13	2.2
Therapists	40.19	25.1	—	—	36.71	35.7
Clinical laboratory technologists and technicians	24.39	12.8	24.50	10.4	—	—
Medical and clinical laboratory technologists	37.20	4.8	—	—	—	—
Medical and clinical laboratory technicians	18.45	5.5	—	—	—	—
Diagnostic related technologists and technicians	31.51	6.8	31.56	7.0	—	—
Health diagnosing and treating practitioner support technicians	20.28	4.5	—	—	—	—
Pharmacy technicians	20.45	4.9	—	—	—	—
Licensed practical and licensed vocational nurses	26.75	2.8	26.30	4.4	27.57	1.5
Healthcare support occupations	17.62	4.1	17.36	4.9	18.10	3.9
Level 3	13.48	5.5	—	—	—	—
Level 4	18.78	6.0	—	—	18.09	7.8
Level 5	18.36	6.4	18.41	6.6	—	—
Not able to be leveled	18.88	7.9	—	—	—	—
Nursing, psychiatric, and home health aides	14.79	10.9	—	—	—	—
Nursing aides, orderlies, and attendants	14.70	11.1	—	—	—	—
Miscellaneous healthcare support occupations	18.32	3.9	18.63	5.3	17.69	6.9
Level 4	18.61	7.1	—	—	—	—
Level 5	18.31	6.4	18.41	6.6	—	—
Medical assistants	17.49	.2	18.25	3.7	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Protective service occupations	\$12.76	5.3	\$13.77	5.0	\$10.60	2.9
Level 3	12.01	7.0	—	—	—	—
Security guards and gaming surveillance officers	12.59	6.7	13.58	4.8	10.49	2.4
Level 3	12.04	7.0	—	—	—	—
Security guards	12.59	6.7	13.58	4.8	10.49	2.4
Level 3	12.04	7.0	—	—	—	—
Food preparation and serving related occupations	9.65	3.0	10.38	3.1	8.49	2.8
Level 1	7.94	3.7	8.14	.7	7.65	7.9
Level 2	8.90	2.5	9.95	4.0	7.96	3.5
Level 3	8.76	7.8	8.97	9.3	8.49	9.9
Level 4	11.35	4.4	12.01	15.4	10.16	12.7
Level 5	13.58	6.9	13.57	7.1	—	—
Not able to be leveled	12.96	1.6	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	13.83	17.7	13.83	17.7	—	—
Cooks	11.51	2.3	11.77	2.1	10.78	6.1
Level 3	9.26	9.7	9.33	15.7	—	—
Level 4	12.86	7.4	—	—	—	—
Cooks, restaurant	11.02	5.1	11.29	3.8	—	—
Food preparation workers	9.83	8.0	—	—	—	—
Food service, tipped	7.87	4.9	7.66	4.3	8.01	5.8
Level 1	7.00	1.7	—	—	—	—
Level 2	7.62	2.9	—	—	—	—
Level 3	7.63	5.7	—	—	8.09	14.9
Level 4	9.04	7.5	—	—	—	—
Bartenders	9.33	2.4	—	—	—	—
Waiters and waitresses	7.45	3.7	6.84	.3	7.79	6.0
Level 3	7.61	5.7	—	—	8.06	14.9
Dining room and cafeteria attendants and bartender helpers	8.97	1.7	—	—	—	—
Fast food and counter workers	8.92	3.8	9.53	8.1	8.25	1.5
Level 2	9.08	3.3	—	—	8.13	3.2
Level 3	9.75	16.4	—	—	—	—
Combined food preparation and serving workers, including fast food	8.77	4.3	—	—	8.25	2.9
Counter attendants, cafeteria, food concession, and coffee shop	9.29	14.5	9.80	18.3	8.28	4.9
Level 3	9.79	20.2	—	—	—	—
Food servers, nonrestaurant	9.55	5.6	9.62	4.8	—	—
Dishwashers	8.65	6.2	8.99	4.8	—	—
Level 1	8.65	6.2	8.99	4.8	—	—
Building and grounds cleaning and maintenance occupations	12.23	9.0	12.15	8.3	13.24	21.2
Level 1	9.11	5.6	9.04	5.9	—	—
Level 2	11.29	10.7	11.31	10.9	—	—
Level 3	13.25	13.4	—	—	—	—
Building cleaning workers	11.15	7.9	11.17	8.7	10.81	7.3
Level 1	9.00	5.1	8.91	5.3	—	—
Level 2	11.29	10.7	11.31	10.9	—	—
Level 3	13.11	16.2	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.23	9.7	11.30	10.5	—	—
Level 1	9.77	3.3	9.75	3.6	—	—
Level 2	10.78	9.7	10.78	9.7	—	—
Level 3	13.11	16.2	—	—	—	—
Maids and housekeeping cleaners	10.65	4.1	10.69	4.8	—	—
Level 2	13.60	14.1	14.02	11.9	—	—
Grounds maintenance workers	15.97	7.6	15.97	7.6	—	—
Landscaping and groundskeeping workers	15.97	7.6	15.97	7.6	—	—
Personal care and service occupations	12.75	8.1	12.66	8.3	13.30	12.6
Level 3	10.63	4.7	—	—	—	—
Level 4	18.71	6.8	19.77	8.2	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Child care workers	\$12.20	6.0	—	—	\$11.35	14.2
Sales and related occupations	22.13	6.7	\$25.12	7.6	10.42	4.5
Level 1	9.67	4.0	—	—	—	—
Level 2	9.78	5.9	10.04	7.0	9.17	4.3
Level 3	12.22	6.4	13.26	3.7	10.93	10.2
Level 4	15.64	3.5	16.20	1.5	12.96	1.0
Level 5	26.02	19.3	26.03	19.3	—	—
Level 6	21.77	6.4	21.77	6.4	—	—
Level 8	47.41	30.3	47.41	30.3	—	—
Not able to be leveled	43.37	15.4	43.63	15.5	—	—
First-line supervisors/managers, sales workers	28.58	16.9	28.58	16.9	—	—
First-line supervisors/managers of retail sales workers	19.35	4.7	19.35	4.7	—	—
Retail sales workers	13.04	7.2	14.17	7.8	10.35	4.9
Level 1	9.67	4.0	—	—	—	—
Level 2	9.78	5.9	10.04	7.0	9.17	4.3
Level 3	12.21	6.6	13.26	3.7	10.87	11.1
Level 4	15.59	4.4	16.18	2.2	13.06	1.0
Level 5	22.46	23.4	22.46	23.4	—	—
Cashiers, all workers	10.78	2.5	11.68	1.9	9.74	3.8
Level 1	9.49	7.1	—	—	—	—
Level 2	9.42	.6	9.89	2.0	8.87	1.2
Level 3	12.54	6.7	—	—	11.97	10.3
Cashiers	10.78	2.5	11.68	1.9	9.74	3.8
Level 1	9.49	7.1	—	—	—	—
Level 2	9.42	.6	9.89	2.0	8.87	1.2
Level 3	12.54	6.7	—	—	11.97	10.3
Counter and rental clerks and parts salespersons	13.35	11.9	13.35	11.9	—	—
Retail salespersons	14.13	10.4	15.24	10.3	10.90	7.0
Level 2	9.83	14.0	9.77	14.0	10.12	15.1
Level 3	12.05	7.6	13.26	4.8	10.46	10.3
Level 4	15.86	2.6	16.70	2.9	12.87	1.9
Level 5	23.01	26.3	23.01	26.3	—	—
Securities, commodities, and financial services sales agents	85.22	13.8	85.22	13.8	—	—
Sales representatives, wholesale and manufacturing	33.76	7.3	33.76	7.3	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	41.61	3.7	41.61	3.7	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	23.29	12.4	23.29	12.4	—	—
Miscellaneous sales and related workers	39.97	44.0	—	—	—	—
Office and administrative support occupations	19.06	1.9	19.66	2.0	13.98	4.4
Level 1	8.42	2.0	—	—	8.42	2.0
Level 2	12.85	5.2	13.56	6.1	11.69	8.7
Level 3	13.96	4.5	13.98	5.1	13.83	5.6
Level 4	17.55	3.1	18.05	2.7	13.72	7.8
Level 5	18.90	3.1	18.93	3.2	—	—
Level 6	24.09	2.3	24.06	2.5	—	—
Level 7	26.74	4.1	26.83	4.3	—	—
Level 8	31.87	5.1	31.87	5.1	—	—
Not able to be leveled	18.76	5.8	19.40	5.8	15.44	7.0
First-line supervisors/managers of office and administrative support workers	23.70	9.6	23.71	9.6	—	—
Level 7	27.83	5.9	27.83	5.9	—	—
Financial clerks	17.25	2.3	17.58	2.6	12.63	2.2
Level 3	13.42	3.6	13.61	3.9	—	—
Level 4	17.35	4.0	17.80	3.4	—	—
Level 5	18.28	3.6	18.35	3.7	—	—
Level 6	21.18	4.0	21.18	4.0	—	—
Not able to be leveled	16.03	7.6	16.05	7.5	—	—
Bill and account collectors	18.08	10.2	18.08	10.2	—	—
Bookkeeping, accounting, and auditing clerks	17.75	3.6	17.81	3.6	—	—
Level 4	17.76	3.5	17.96	3.5	—	—
Level 5	18.42	5.0	18.42	5.0	—	—
Level 6	20.78	5.1	20.78	5.1	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Tellers	\$14.02	1.8	\$14.68	2.2	\$12.61	3.3
Level 3	13.58	4.5	14.10	3.4	—	—
Customer service representatives	17.99	4.2	18.32	4.3	—	—
Level 3	15.65	6.3	—	—	—	—
Level 4	16.64	7.3	16.67	7.6	—	—
Level 5	16.96	3.5	16.96	3.5	—	—
Level 6	25.18	8.8	25.18	8.8	—	—
Not able to be leveled	15.35	2.9	—	—	—	—
Order clerks	14.83	5.6	15.26	6.3	—	—
Receptionists and information clerks	16.51	5.2	17.00	5.1	12.91	18.8
Level 2	12.82	11.2	—	—	—	—
Level 3	16.24	6.0	—	—	—	—
Level 4	18.73	5.3	18.76	5.4	—	—
Not able to be leveled	17.61	13.6	17.61	13.6	—	—
Reservation and transportation ticket agents and travel clerks	15.75	8.5	—	—	—	—
Production, planning, and expediting clerks	26.96	6.6	26.96	6.6	—	—
Level 6	27.05	7.1	27.05	7.1	—	—
Shipping, receiving, and traffic clerks	13.27	6.8	13.32	8.9	—	—
Level 3	11.42	5.5	11.69	7.1	—	—
Level 4	15.93	10.2	15.93	10.2	—	—
Stock clerks and order fillers	14.33	13.1	15.99	5.1	—	—
Secretaries and administrative assistants	25.42	2.6	25.59	2.9	21.96	13.4
Level 4	20.88	6.8	21.12	5.9	—	—
Level 5	21.75	5.1	21.75	5.1	—	—
Level 6	26.59	3.3	26.64	3.8	—	—
Level 7	28.75	5.9	29.00	6.7	—	—
Executive secretaries and administrative assistants	25.44	3.2	25.52	3.4	—	—
Level 4	20.18	10.3	—	—	—	—
Level 5	21.22	4.9	21.22	4.9	—	—
Level 6	26.43	4.4	26.50	4.5	—	—
Level 7	28.81	5.8	29.07	6.7	—	—
Secretaries, except legal, medical, and executive	21.47	6.8	21.97	7.1	—	—
Data entry and information processing workers	19.13	10.9	20.39	6.9	—	—
Data entry keyers	15.40	4.2	—	—	—	—
Insurance claims and policy processing clerks	21.51	7.2	21.73	5.0	—	—
Office clerks, general	16.74	4.8	18.36	5.7	13.73	5.7
Level 4	15.88	9.8	17.69	7.7	—	—
Level 5	20.46	5.2	20.55	5.3	—	—
Not able to be leveled	15.30	10.5	—	—	14.24	7.6
Construction and extraction occupations	23.96	1.1	23.93	1.1	—	—
Level 4	18.20	7.6	18.51	7.6	—	—
Level 6	27.68	13.5	27.68	13.5	—	—
Level 7	27.91	13.0	27.64	13.2	—	—
Not able to be leveled	24.24	.5	24.24	.5	—	—
First-line supervisors/managers of construction trades and extraction workers	33.07	2.1	33.07	2.1	—	—
Carpenters	23.29	6.8	—	—	—	—
Level 7	23.29	6.8	—	—	—	—
Cement masons, concrete finishers, and terrazzo workers	21.89	10.7	21.89	10.7	—	—
Cement masons and concrete finishers	21.89	10.7	21.89	10.7	—	—
Construction laborers	16.57	26.1	16.57	26.1	—	—
Electricians	30.72	14.2	30.57	14.8	—	—
Level 7	31.00	18.8	30.76	20.6	—	—
Painters and paperhangers	16.93	12.7	16.93	12.7	—	—
Painters, construction and maintenance	16.93	12.7	16.93	12.7	—	—
Installation, maintenance, and repair occupations	21.46	5.6	22.22	6.3	12.06	8.9
Level 3	12.33	4.1	—	—	—	—
Level 4	15.06	4.9	15.86	7.3	—	—
Level 5	19.11	10.6	19.11	10.6	—	—
Level 6	24.31	9.7	24.31	9.7	—	—
Level 7	26.82	2.5	26.70	2.6	—	—
Level 8	35.02	17.0	35.61	17.5	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations						
-Continued						
Not able to be leveled	\$24.41	10.1	\$24.41	10.1	-	-
Automotive technicians and repairers	19.68	15.2	19.68	15.2	-	-
Automotive service technicians and mechanics	19.68	15.2	19.68	15.2	-	-
Bus and truck mechanics and diesel engine specialists ...	24.79	6.7	24.79	6.7	-	-
Industrial machinery installation, repair, and maintenance workers	20.46	9.4	20.90	9.6	-	-
Level 7	26.74	8.1	26.74	8.1	-	-
Industrial machinery mechanics	24.69	12.6	24.69	12.6	-	-
Maintenance and repair workers, general	21.03	10.3	21.98	7.6	-	-
Level 7	25.29	7.4	25.29	7.4	-	-
Miscellaneous installation, maintenance, and repair workers	14.58	7.3	15.50	3.2	-	-
Helpers--installation, maintenance, and repair workers	11.72	9.4	-	-	-	-
Production occupations	14.84	7.6	15.28	6.7	\$11.15	16.7
Level 1	8.53	3.4	-	-	-	-
Level 2	10.83	1.8	10.80	1.9	-	-
Level 3	14.18	16.6	16.24	7.2	-	-
Level 4	18.11	13.2	17.93	16.1	-	-
Level 5	16.90	3.6	17.07	3.8	-	-
Level 6	21.86	4.5	21.86	4.5	-	-
Level 7	24.80	10.2	25.06	10.3	-	-
Level 8	27.61	3.0	27.61	3.0	-	-
Not able to be leveled	11.73	10.2	11.73	10.2	-	-
First-line supervisors/managers of production and operating workers	26.31	13.5	26.31	13.5	-	-
Electrical, electronics, and electromechanical assemblers	12.81	11.4	12.80	11.7	-	-
Miscellaneous assemblers and fabricators	17.77	1.7	18.01	1.1	-	-
Machinists	26.47	3.6	26.47	3.6	-	-
Welding, soldering, and brazing workers	18.45	9.7	18.45	9.7	-	-
Welders, cutters, solderers, and brazers	18.45	9.7	18.45	9.7	-	-
Inspectors, testers, sorters, samplers, and weighers	16.10	21.9	16.10	21.9	-	-
Painting workers	25.13	8.5	-	-	-	-
Miscellaneous production workers	13.35	3.4	13.43	3.6	-	-
Level 2	11.52	5.0	-	-	-	-
Level 3	15.31	12.1	-	-	-	-
Transportation and material moving occupations	15.20	6.1	15.97	6.7	10.42	6.1
Level 1	9.95	7.9	10.44	7.2	8.90	7.9
Level 2	11.27	7.1	11.39	10.5	11.00	5.6
Level 3	15.51	6.2	15.65	5.8	-	-
Level 4	17.40	3.9	17.44	4.1	-	-
Level 5	16.61	8.4	16.61	8.4	-	-
Not able to be leveled	14.12	11.5	14.47	12.6	-	-
Driver/sales workers and truck drivers	17.44	3.2	17.48	3.2	-	-
Level 3	16.14	9.9	16.14	9.9	-	-
Level 4	18.73	8.2	18.73	8.2	-	-
Truck drivers, heavy and tractor-trailer	18.06	3.0	18.06	3.0	-	-
Level 4	20.85	4.2	20.85	4.2	-	-
Truck drivers, light or delivery services	17.04	5.4	17.10	5.6	-	-
Industrial truck and tractor operators	15.08	2.5	15.08	2.5	-	-
Laborers and material movers, hand	12.08	7.9	12.73	7.6	9.69	3.6
Level 1	9.84	8.1	10.39	7.5	8.65	7.2
Level 2	11.86	7.7	11.95	10.6	11.60	4.0
Level 3	16.80	6.3	16.73	6.5	-	-
Level 4	13.92	13.2	-	-	-	-
Not able to be leveled	12.48	11.6	12.79	14.3	-	-
Cleaners of vehicles and equipment	11.60	16.1	12.32	16.1	-	-
Level 1	8.65	12.8	8.95	14.7	-	-
Laborers and freight, stock, and material movers, hand	12.47	8.0	13.20	9.0	10.33	3.0
Level 1	10.29	6.8	11.22	6.3	9.11	8.4

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Laborers and freight, stock, and material movers, hand—Continued						
Level 2	\$13.07	2.1	—	—	—	—
Level 3	16.64	10.4	\$16.51	11.0	—	—
Packers and packagers, hand	12.03	4.4	12.48	4.1	—	—
Level 2	11.07	13.5	—	—	—	—

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

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 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.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$31.43	2.6	\$32.33	2.5	\$23.78	6.7
Management occupations	45.28	8.1	45.32	8.2	—	—
Level 11	51.45	2.6	51.45	2.6	—	—
Not able to be leveled	43.14	12.9	43.19	13.1	—	—
Education administrators	51.59	2.8	51.59	2.8	—	—
Level 11	51.59	2.8	51.59	2.8	—	—
Business and financial operations occupations	27.31	2.9	27.25	2.9	—	—
Level 7	23.49	6.5	23.49	6.5	—	—
Level 9	28.98	2.4	29.02	2.4	—	—
Computer and mathematical science occupations	43.53	8.4	43.53	8.4	—	—
Architecture and engineering occupations	38.44	5.5	39.01	4.3	—	—
Engineers	41.60	8.6	41.60	8.6	—	—
Civil engineers	41.97	10.5	41.97	10.5	—	—
Life, physical, and social science occupations	23.56	7.5	23.51	7.6	—	—
Community and social services occupations	31.41	4.7	31.33	5.2	32.32	5.0
Level 9	28.31	8.7	—	—	—	—
Level 11	35.55	2.1	—	—	—	—
Counselors	31.32	8.1	31.28	8.6	—	—
Mental health counselors	31.10	5.3	30.77	6.0	—	—
Social workers	32.85	6.1	33.10	6.6	—	—
Education, training, and library occupations	40.29	3.5	45.72	2.5	22.27	6.4
Level 2	13.40	17.9	—	—	13.40	17.9
Level 3	17.15	1.2	—	—	17.22	1.2
Level 5	16.98	12.1	—	—	16.76	13.1
Level 6	26.43	15.4	—	—	24.28	22.7
Level 7	29.79	5.6	41.80	8.8	—	—
Level 8	46.17	5.9	46.10	5.9	—	—
Level 9	45.12	1.5	44.92	1.6	52.57	6.2
Level 10	45.48	7.5	53.27	2.8	—	—
Level 11	37.53	12.6	37.53	12.6	—	—
Postsecondary teachers	46.39	6.4	47.97	5.6	38.21	13.7
Level 10	48.55	9.9	54.74	2.6	—	—
Miscellaneous postsecondary teachers	43.18	17.0	47.76	20.3	37.14	12.6
Level 10	43.34	19.6	—	—	—	—
Primary, secondary, and special education school teachers	45.44	2.2	46.33	2.1	33.72	1.4
Level 7	32.24	6.3	—	—	—	—
Level 8	46.03	6.2	46.00	6.1	—	—
Level 9	46.60	.6	46.56	.7	—	—
Elementary and middle school teachers	44.60	1.9	45.54	1.5	25.38	10.3
Level 8	45.61	6.8	45.69	6.7	—	—
Level 9	45.43	2.4	45.43	2.4	—	—
Elementary school teachers, except special education	44.22	.2	44.96	1.0	—	—
Level 8	44.61	1.9	44.70	1.7	—	—
Level 9	45.13	2.7	45.13	2.7	—	—
Middle school teachers, except special and vocational education	45.97	7.6	47.72	11.1	—	—
Secondary school teachers	48.03	3.5	49.87	5.6	—	—
Secondary school teachers, except special and vocational education	47.88	3.6	49.87	5.6	—	—
Special education teachers	47.44	1.2	47.81	1.9	—	—
Level 9	52.13	4.6	—	—	—	—
Special education teachers, preschool, kindergarten, and elementary school	45.51	3.5	45.68	3.6	—	—
Librarians	34.78	4.8	34.80	4.8	—	—
Level 9	34.84	6.0	34.84	6.0	—	—
Library technicians	23.41	8.2	—	—	19.59	5.5
Teacher assistants	16.45	8.4	—	—	16.46	8.5

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Teacher assistants –Continued						
Level 2	\$13.40	17.9	–	–	\$13.40	17.9
Level 3	17.15	1.2	–	–	17.22	1.2
Arts, design, entertainment, sports, and media occupations	32.29	20.3	–	–	–	–
Healthcare practitioner and technical occupations	36.93	7.1	\$35.36	6.8	42.03	5.8
Level 7	25.33	6.3	25.02	6.2	–	–
Level 8	39.75	11.0	–	–	–	–
Level 9	38.62	5.0	37.75	6.1	41.15	3.0
Physicians and surgeons	63.84	16.8	–	–	–	–
Registered nurses	40.25	5.0	38.31	6.3	43.31	3.0
Level 9	37.71	4.4	35.98	5.2	41.57	1.9
Therapists	40.09	8.6	40.54	8.8	–	–
Healthcare support occupations	21.14	5.8	21.66	6.8	–	–
Level 3	20.14	6.9	–	–	–	–
Nursing, psychiatric, and home health aides	21.23	7.1	–	–	–	–
Nursing aides, orderlies, and attendants	21.23	7.1	–	–	–	–
Miscellaneous healthcare support occupations	21.05	9.9	–	–	–	–
Protective service occupations	34.37	3.3	34.59	3.0	–	–
Level 6	33.72	8.6	33.72	8.6	–	–
Level 7	36.43	2.1	36.43	2.1	–	–
Level 8	37.54	8.1	37.54	8.1	–	–
First-line supervisors/managers of fire fighting and prevention workers	40.39	1.6	40.39	1.6	–	–
Fire fighters	28.96	.4	28.96	.4	–	–
Bailliffs, correctional officers, and jailers	31.73	.6	31.73	.6	–	–
Correctional officers and jailers	31.73	.6	31.73	.6	–	–
Police officers	37.69	3.4	37.69	3.4	–	–
Level 7	38.22	2.6	38.22	2.6	–	–
Police and sheriff's patrol officers	37.69	3.4	37.69	3.4	–	–
Level 7	38.22	2.6	38.22	2.6	–	–
Food preparation and serving related occupations	16.49	5.2	–	–	15.19	5.5
Building and grounds cleaning and maintenance occupations	21.07	1.3	21.14	1.4	–	–
Level 3	21.91	1.7	22.06	1.4	–	–
Building cleaning workers	20.70	1.4	20.77	1.5	–	–
Level 3	22.27	1.5	22.45	1.6	–	–
Janitors and cleaners, except maids and housekeeping cleaners	20.77	1.7	20.84	1.8	–	–
Level 3	22.50	2.2	22.71	2.6	–	–
Grounds maintenance workers	22.81	12.4	22.81	12.4	–	–
Personal care and service occupations	18.20	9.2	–	–	14.91	3.6
Level 4	15.10	2.6	–	–	12.13	12.0
Child care workers	16.77	4.9	–	–	–	–
Recreation and fitness workers	19.73	5.6	–	–	12.78	22.6
Recreation workers	19.73	5.6	–	–	12.78	22.6
Office and administrative support occupations	22.42	1.4	22.97	.8	16.05	3.4
Level 2	16.10	8.9	–	–	–	–
Level 3	20.81	3.2	21.77	1.9	–	–
Level 4	20.68	2.9	20.73	3.0	20.19	6.5
Level 5	23.91	5.1	24.21	5.0	–	–
Level 6	22.92	3.7	23.82	6.1	–	–
Level 7	22.10	5.9	22.10	5.9	–	–
Financial clerks	23.40	5.8	23.87	4.7	–	–
Level 5	22.31	2.4	22.31	2.4	–	–
Bookkeeping, accounting, and auditing clerks	22.65	6.4	23.27	3.6	–	–
Level 5	22.31	2.4	22.31	2.4	–	–
Eligibility interviewers, government programs	26.08	3.8	26.08	3.8	–	–

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Dispatchers	\$30.94	1.4	\$30.56	3.2	—	—
Police, fire, and ambulance dispatchers	30.94	1.4	30.56	3.2	—	—
Secretaries and administrative assistants	23.43	4.6	23.43	4.6	—	—
Level 4	21.65	1.6	21.63	1.6	—	—
Level 5	25.15	6.6	25.15	6.6	—	—
Executive secretaries and administrative assistants	24.81	16.3	24.81	16.3	—	—
Secretaries, except legal, medical, and executive	22.13	5.3	22.13	5.3	—	—
Level 4	21.54	1.4	—	—	—	—
Data entry and information processing workers	19.72	6.6	19.72	6.6	—	—
Level 4	19.69	10.3	19.69	10.3	—	—
Word processors and typists	20.42	4.7	20.42	4.7	—	—
Office clerks, general	18.19	3.0	19.10	3.0	\$14.94	4.4
Level 3	18.29	8.3	—	—	—	—
Level 4	18.02	7.7	18.33	10.5	—	—
Level 5	20.41	4.6	21.26	3.1	—	—
Construction and extraction occupations	31.16	5.4	31.16	5.4	—	—
Level 7	29.91	8.8	29.91	8.8	—	—
Construction and building inspectors	37.02	2.4	37.02	2.4	—	—
Installation, maintenance, and repair occupations	28.44	8.2	29.50	6.0	—	—
Level 7	32.22	4.3	32.22	4.3	—	—
Miscellaneous installation, maintenance, and repair workers	25.30	20.1	—	—	—	—
Production occupations	25.80	21.7	25.80	21.7	—	—
Transportation and material moving occupations	24.90	4.4	25.34	5.4	—	—

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. See appendix A for more information.

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 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.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Francisco-Oakland-San Jose, CA, March 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$26.10	2.3	\$27.37	2.2	\$16.95	8.6
Management occupations	55.12	5.5	55.20	5.5	—	—
Group II	24.99	10.3	—	—	—	—
Group III	45.83	4.5	—	—	—	—
Group IV	72.30	5.5	—	—	—	—
General and operations managers	65.05	15.2	65.05	15.2	—	—
Group III	46.90	21.4	46.90	21.4	—	—
Marketing and sales managers	79.74	24.3	79.74	24.3	—	—
Group III	49.32	6.4	—	—	—	—
Marketing managers	88.30	27.3	88.30	27.3	—	—
Sales managers	53.41	15.3	53.41	15.3	—	—
Computer and information systems managers	61.69	12.8	61.69	12.8	—	—
Financial managers	50.86	9.7	50.86	9.7	—	—
Group III	37.35	7.9	37.35	7.9	—	—
Human resources managers	46.36	6.6	46.36	6.6	—	—
Industrial production managers	46.10	11.1	46.10	11.1	—	—
Construction managers	48.74	5.0	48.74	5.0	—	—
Education administrators	45.11	5.3	45.11	5.3	—	—
Group III	45.26	7.9	—	—	—	—
Education administrators, elementary and secondary school	44.26	6.0	44.26	6.0	—	—
Engineering managers	60.50	4.8	60.50	4.8	—	—
Group III	57.14	8.1	57.14	8.1	—	—
Medical and health services managers	51.99	10.6	55.00	5.4	—	—
Social and community service managers	22.82	9.4	22.82	9.4	—	—
Business and financial operations occupations	34.26	4.4	34.22	4.5	36.11	16.5
Group II	25.38	2.9	—	—	—	—
Group III	37.67	5.0	—	—	—	—
Buyers and purchasing agents	29.47	2.3	29.47	2.3	—	—
Claims adjusters, appraisers, examiners, and investigators	29.22	6.9	29.22	6.9	—	—
Claims adjusters, examiners, and investigators	29.22	6.9	29.22	6.9	—	—
Human resources, training, and labor relations specialists	26.52	5.9	26.69	5.7	—	—
Group II	22.85	4.8	—	—	—	—
Group III	30.32	6.9	—	—	—	—
Employment, recruitment, and placement specialists	28.78	13.0	29.55	13.2	—	—
Management analysts	43.05	12.9	43.51	13.2	—	—
Group III	39.84	5.7	39.84	5.7	—	—
Accountants and auditors	34.45	6.7	34.00	6.3	—	—
Group II	26.34	7.5	26.34	7.5	—	—
Group III	37.56	6.8	36.90	6.1	—	—
Financial analysts and advisors	37.76	5.4	37.76	5.4	—	—
Group III	39.82	5.7	—	—	—	—
Financial analysts	38.96	6.2	38.96	6.2	—	—
Group III	39.10	6.3	39.10	6.3	—	—
Computer and mathematical science occupations	42.93	6.3	41.71	5.2	—	—
Group II	25.46	7.0	—	—	—	—
Group III	46.63	4.7	—	—	—	—
Group IV	63.32	7.1	—	—	—	—
Computer programmers	40.34	4.2	40.34	4.2	—	—
Group III	41.80	4.3	41.80	4.3	—	—
Computer software engineers	49.44	3.5	49.44	3.5	—	—
Group III	47.62	2.1	—	—	—	—
Group IV	63.32	7.2	—	—	—	—
Computer software engineers, applications	45.58	4.0	45.58	4.0	—	—
Group III	46.55	4.2	46.55	4.2	—	—
Computer software engineers, systems software	52.00	6.1	52.00	6.1	—	—
Group III	48.52	2.8	48.52	2.8	—	—
Group IV	63.33	7.2	63.33	7.2	—	—
Computer support specialists	34.27	9.2	34.27	9.2	—	—
Group II	25.25	3.2	25.25	3.2	—	—
Group III	42.38	7.5	42.38	7.5	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Computer systems analysts	\$46.81	13.4	\$40.00	4.2	—	—
Group III	50.79	13.4	42.87	3.6	—	—
Network and computer systems administrators	30.15	6.5	30.88	7.3	—	—
Group II	25.15	8.5	25.56	8.6	—	—
Architecture and engineering occupations	39.47	2.9	39.54	3.0	—	—
Group II	29.54	7.7	—	—	—	—
Group III	43.04	3.4	—	—	—	—
Group IV	60.95	7.4	—	—	—	—
Engineers	42.72	3.6	42.72	3.6	—	—
Group II	31.55	10.0	—	—	—	—
Group III	42.54	4.2	—	—	—	—
Group IV	60.95	7.4	—	—	—	—
Civil engineers	42.84	3.6	42.84	3.6	—	—
Group III	43.71	4.5	43.71	4.5	—	—
Computer hardware engineers	44.57	13.6	44.57	13.6	—	—
Group III	45.56	4.0	45.56	4.0	—	—
Electrical and electronics engineers	44.14	9.8	44.14	9.8	—	—
Group III	40.69	5.3	—	—	—	—
Electrical engineers	54.58	13.6	54.58	13.6	—	—
Group III	42.00	19.9	42.00	19.9	—	—
Electronics engineers, except computer	39.50	8.2	39.50	8.2	—	—
Group III	40.38	10.8	40.38	10.8	—	—
Industrial engineers, including health and safety	38.97	7.6	38.97	7.6	—	—
Group III	38.99	9.3	—	—	—	—
Industrial engineers	38.49	8.6	38.49	8.6	—	—
Group III	38.29	11.1	38.29	11.2	—	—
Mechanical engineers	40.43	5.2	40.43	5.2	—	—
Group III	41.32	5.3	41.32	5.3	—	—
Engineering technicians, except drafters	26.82	6.1	26.22	6.2	—	—
Group II	26.59	5.7	—	—	—	—
Electrical and electronic engineering technicians	27.31	10.9	25.93	11.5	—	—
Group II	27.00	14.2	22.78	9.8	—	—
Life, physical, and social science occupations	35.82	8.8	35.69	8.9	—	—
Group II	23.72	5.4	—	—	—	—
Group III	36.92	12.2	—	—	—	—
Life scientists	40.40	10.0	40.16	10.5	—	—
Group III	39.78	10.7	—	—	—	—
Biological scientists	40.05	11.2	40.05	11.2	—	—
Group III	39.44	9.2	—	—	—	—
Biochemists and biophysicists	41.81	10.1	41.81	10.1	—	—
Group III	40.32	7.4	40.32	7.4	—	—
Physical scientists	30.85	13.1	30.85	13.1	—	—
Group III	32.20	17.7	—	—	—	—
Chemists and materials scientists	27.31	6.7	27.31	6.7	—	—
Chemists	27.31	6.7	27.31	6.7	—	—
Market and survey researchers	45.48	11.0	45.48	11.0	—	—
Market research analysts	45.48	11.0	45.48	11.0	—	—
Biological technicians	25.58	5.4	25.58	5.4	—	—
Community and social services occupations	24.04	5.2	23.89	5.2	\$28.76	11.5
Group II	18.69	12.5	—	—	—	—
Group III	29.86	4.5	—	—	—	—
Counselors	30.64	7.8	31.15	8.4	24.58	20.0
Group II	25.90	5.1	—	—	—	—
Group III	33.27	12.4	—	—	—	—
Educational, vocational, and school counselors	36.07	13.9	—	—	—	—
Mental health counselors	31.10	5.3	30.77	6.0	—	—
Social workers	29.46	9.5	29.41	9.9	—	—
Group III	32.54	6.6	—	—	—	—
Miscellaneous community and social service specialists	19.08	9.2	18.81	9.0	—	—
Group II	15.68	11.1	—	—	—	—
Social and human service assistants	15.28	6.1	15.28	6.1	—	—
Group II	14.75	10.0	14.75	10.0	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Legal occupations	\$48.87	10.0	\$48.87	10.0	—	—
Group II	30.08	4.8	—	—	—	—
Group III	64.35	5.0	—	—	—	—
Lawyers	74.38	10.3	74.38	10.3	—	—
Group III	71.98	7.6	71.98	7.6	—	—
Paralegals and legal assistants	30.96	2.8	30.96	2.8	—	—
Group II	30.69	4.3	30.69	4.3	—	—
Miscellaneous legal support workers	30.68	8.4	30.68	8.4	—	—
Education, training, and library occupations	36.57	5.7	40.83	7.5	\$22.10	8.0
Group I	13.54	8.7	—	—	—	—
Group II	31.73	14.8	—	—	—	—
Group III	46.33	4.8	—	—	—	—
Group IV	70.92	11.9	—	—	—	—
Postsecondary teachers	48.52	9.9	54.81	7.4	30.87	15.3
Group III	54.18	16.2	—	—	—	—
Group IV	70.92	11.9	—	—	—	—
Business teachers, postsecondary	47.51	6.3	—	—	—	—
Group III	47.15	6.8	—	—	—	—
Math and computer teachers, postsecondary	48.69	5.1	—	—	—	—
Engineering and architecture teachers, postsecondary	67.63	9.4	—	—	—	—
Group III	68.21	6.5	—	—	—	—
Engineering teachers, postsecondary	67.63	9.4	—	—	—	—
Group III	68.21	6.5	—	—	—	—
Arts, communications, and humanities teachers, postsecondary	46.66	5.7	47.36	7.9	—	—
Miscellaneous postsecondary teachers	35.79	18.1	47.75	19.7	29.38	12.9
Group III	35.23	10.9	—	—	—	—
Primary, secondary, and special education school teachers	40.54	8.6	41.07	9.1	33.76	1.1
Group II	36.83	19.3	—	—	—	—
Group III	45.49	1.4	—	—	—	—
Preschool and kindergarten teachers	16.82	24.7	16.82	24.7	—	—
Elementary and middle school teachers	43.99	2.2	45.11	1.8	28.16	9.4
Group II	43.36	8.0	—	—	—	—
Group III	44.92	2.8	—	—	—	—
Elementary school teachers, except special education	43.46	.7	44.43	.9	—	—
Group II	42.18	5.1	43.74	2.5	—	—
Group III	44.89	2.6	44.91	2.6	—	—
Middle school teachers, except special and vocational education	45.97	7.6	47.72	11.1	—	—
Group II	46.70	16.4	—	—	—	—
Secondary school teachers	48.03	3.5	49.87	5.6	—	—
Secondary school teachers, except special and vocational education	47.88	3.6	49.87	5.6	—	—
Special education teachers	44.15	7.9	44.15	9.1	—	—
Group II	38.71	6.9	—	—	—	—
Group III	46.18	12.4	—	—	—	—
Special education teachers, preschool, kindergarten, and elementary school	41.35	10.0	41.27	10.4	—	—
Group III	43.66	15.4	—	—	—	—
Librarians	31.14	7.7	31.15	7.8	—	—
Group III	35.14	6.1	35.14	6.1	—	—
Library technicians	24.21	3.4	—	—	19.59	5.5
Group II	24.85	4.5	—	—	—	—
Teacher assistants	13.84	10.1	—	—	14.94	12.6
Group I	13.54	8.7	—	—	14.03	12.4
Group II	16.80	12.1	—	—	—	—
Arts, design, entertainment, sports, and media occupations	26.87	8.2	27.04	9.4	24.71	17.1
Group II	22.55	3.9	—	—	—	—
Group III	31.86	16.6	—	—	—	—
Designers	25.97	17.4	27.03	17.5	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Writers and editors	\$33.71	9.1	\$33.05	11.2	—	—
Healthcare practitioner and technical occupations	37.70	4.1	36.19	2.5	\$41.18	7.6
Group I	18.89	7.4	—	—	—	—
Group II	30.63	6.9	—	—	—	—
Group III	44.05	4.7	—	—	—	—
Physicians and surgeons	52.05	10.5	50.28	8.8	—	—
Registered nurses	44.47	1.5	43.10	2.5	46.35	1.3
Group II	44.31	5.3	—	—	—	—
Group III	44.91	2.3	43.38	4.4	46.36	1.5
Therapists	40.17	19.4	42.87	7.8	36.60	34.4
Group II	35.17	3.3	—	—	—	—
Group III	35.39	10.6	—	—	—	—
Physical therapists	44.98	10.1	—	—	—	—
Clinical laboratory technologists and technicians	24.78	12.6	24.95	10.4	—	—
Group II	24.25	12.7	—	—	—	—
Medical and clinical laboratory technologists	37.23	4.3	37.19	4.2	—	—
Medical and clinical laboratory technicians	18.55	5.6	—	—	—	—
Diagnostic related technologists and technicians	31.69	6.4	31.74	6.6	—	—
Radiologic technologists and technicians	30.99	8.2	31.05	8.4	—	—
Health diagnosing and treating practitioner support technicians	21.48	4.7	21.67	5.2	—	—
Group I	19.68	11.7	—	—	—	—
Group II	22.41	1.5	—	—	—	—
Pharmacy technicians	21.12	5.8	21.12	6.2	—	—
Licensed practical and licensed vocational nurses	26.81	2.6	26.57	4.0	27.24	1.5
Group II	26.56	4.2	26.30	4.4	—	—
Miscellaneous health technologists and technicians	24.86	8.0	24.86	8.0	—	—
Group II	25.31	7.3	—	—	—	—
Healthcare support occupations	17.84	3.7	17.71	4.5	18.10	3.8
Group I	16.41	5.0	—	—	—	—
Group II	19.51	6.2	—	—	—	—
Nursing, psychiatric, and home health aides	15.70	8.2	13.65	6.3	19.04	1.8
Group I	15.34	9.1	—	—	—	—
Nursing aides, orderlies, and attendants	15.64	8.3	13.65	6.3	—	—
Group I	15.26	9.4	13.56	6.2	—	—
Miscellaneous healthcare support occupations	18.43	3.7	18.78	5.1	17.70	6.8
Group I	17.04	4.5	—	—	—	—
Group II	19.50	6.3	—	—	—	—
Medical assistants	17.80	1.9	18.62	5.1	—	—
Group I	16.10	4.5	—	—	—	—
Group II	18.44	5.5	18.54	5.5	—	—
Pharmacy aides	17.21	10.9	17.30	10.6	—	—
Group I	17.01	11.1	—	—	—	—
Protective service occupations	22.50	5.0	25.10	6.8	10.58	2.9
Group I	13.17	6.3	—	—	—	—
Group II	33.15	3.2	—	—	—	—
Group III	43.82	3.7	—	—	—	—
First-line supervisors/managers of fire fighting and prevention workers	40.39	1.6	40.39	1.6	—	—
Fire fighters	28.96	.4	28.96	.4	—	—
Group II	28.96	.4	28.96	.4	—	—
Bailliffs, correctional officers, and jailers	31.73	.6	31.73	.6	—	—
Group II	31.79	1.1	—	—	—	—
Correctional officers and jailers	31.73	.6	31.73	.6	—	—
Group II	31.79	1.1	31.79	1.1	—	—
Police officers	37.69	3.4	37.69	3.4	—	—
Group II	38.07	3.2	—	—	—	—
Police and sheriff's patrol officers	37.69	3.4	37.69	3.4	—	—
Group II	38.07	3.2	38.07	3.2	—	—
Security guards and gaming surveillance officers	12.67	6.7	13.68	4.8	10.49	2.4
Group I	11.99	6.4	—	—	—	—
Security guards	12.67	6.7	13.68	4.8	10.49	2.4
Group I	11.99	6.4	12.84	2.4	10.50	2.4

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Miscellaneous protective service workers	\$24.69	29.8	—	—	—	—
Food preparation and serving related occupations	9.77	2.8	\$10.46	3.0	\$8.72	2.5
Group I	8.97	1.7	—	—	—	—
Group II	14.43	9.0	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	14.07	17.3	13.85	17.6	—	—
Group II	15.43	11.7	—	—	—	—
First-line supervisors/managers of food preparation and serving workers	12.66	9.1	—	—	—	—
Cooks	11.70	2.1	12.02	2.0	10.78	6.1
Group I	10.93	2.8	—	—	—	—
Group II	13.15	6.2	—	—	—	—
Cooks, institution and cafeteria	15.26	2.6	15.28	2.9	—	—
Cooks, restaurant	11.02	5.1	11.29	3.8	—	—
Group I	10.25	10.4	10.52	11.6	—	—
Food preparation workers	10.06	6.7	—	—	—	—
Group I	10.06	6.7	—	—	—	—
Food service, tipped	7.94	4.5	7.66	4.3	8.12	5.2
Group I	7.69	3.1	—	—	—	—
Bartenders	9.33	2.4	—	—	—	—
Group I	9.33	2.4	—	—	—	—
Waiters and waitresses	7.45	3.7	6.84	.3	7.79	6.0
Group I	7.25	1.7	6.84	.3	7.49	3.1
Dining room and cafeteria attendants and bartender helpers	9.31	2.1	—	—	9.06	6.9
Group I	8.69	2.9	—	—	—	—
Fast food and counter workers	9.02	3.9	9.57	8.1	8.42	2.4
Group I	9.02	3.9	—	—	—	—
Combined food preparation and serving workers, including fast food	8.91	3.7	—	—	8.46	3.8
Group I	8.91	3.7	—	—	8.46	3.8
Counter attendants, cafeteria, food concession, and coffee shop	9.29	14.5	9.80	18.3	8.28	4.9
Group I	9.29	14.5	9.80	18.3	8.28	4.9
Food servers, nonrestaurant	9.55	5.6	9.62	4.8	—	—
Group I	9.55	5.6	9.62	4.8	—	—
Dishwashers	8.65	6.2	8.99	4.8	—	—
Group I	8.65	6.2	8.99	4.8	—	—
Building and grounds cleaning and maintenance occupations	13.89	10.1	13.91	10.1	13.66	19.1
Group I	12.66	9.5	—	—	—	—
Group II	22.35	5.9	—	—	—	—
Building cleaning workers	12.85	9.8	12.94	10.7	11.51	8.8
Group I	12.40	9.5	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	13.23	11.6	13.33	12.4	11.31	11.5
Group I	12.74	11.7	12.82	12.5	11.31	11.5
Maids and housekeeping cleaners	10.65	4.1	10.69	4.8	—	—
Group I	10.65	4.1	10.69	4.8	—	—
Grounds maintenance workers	18.29	7.2	18.29	7.2	—	—
Group I	16.79	10.8	—	—	—	—
Landscaping and groundskeeping workers	18.35	8.0	18.35	8.0	—	—
Personal care and service occupations	13.10	7.8	13.02	8.3	13.55	10.5
Group I	11.90	9.1	—	—	—	—
Group II	25.15	10.9	—	—	—	—
Child care workers	12.84	6.9	—	—	12.69	12.0
Group I	12.39	10.0	—	—	12.69	12.0
Personal and home care aides	10.55	1.4	—	—	—	—
Group I	10.55	1.4	—	—	—	—
Recreation and fitness workers	23.73	9.6	—	—	22.14	22.1
Recreation workers	21.53	7.6	—	—	12.78	22.6
Sales and related occupations	22.13	6.7	25.12	7.6	10.42	4.5

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Group I	\$11.95	6.3	—	—	—	—
Group II	30.19	14.7	—	—	—	—
Group III	59.86	16.1	—	—	—	—
First-line supervisors/managers, sales workers	28.58	16.9	\$28.58	16.9	—	—
Group II	20.50	.3	—	—	—	—
First-line supervisors/managers of retail sales workers	19.35	4.7	19.35	4.7	—	—
Group II	20.50	.3	20.50	.3	—	—
Retail sales workers	13.05	7.1	14.19	7.8	\$10.35	4.9
Group I	11.83	6.2	—	—	—	—
Group II	21.91	19.6	—	—	—	—
Cashiers, all workers	10.80	2.5	11.72	1.9	9.74	3.8
Group I	10.40	3.9	—	—	—	—
Cashiers	10.80	2.5	11.72	1.9	9.74	3.8
Group I	10.40	3.9	11.03	5.1	9.74	3.8
Counter and rental clerks and parts salespersons	13.35	11.9	13.35	11.9	—	—
Retail salespersons	14.14	10.4	15.26	10.2	10.90	7.0
Group I	12.55	8.7	13.26	8.6	10.90	7.0
Group II	22.46	22.1	22.46	22.1	—	—
Securities, commodities, and financial services sales agents	85.22	13.8	85.22	13.8	—	—
Sales representatives, wholesale and manufacturing	33.76	7.3	33.76	7.3	—	—
Group II	28.33	12.6	—	—	—	—
Group III	44.01	9.9	—	—	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	41.61	3.7	41.61	3.7	—	—
Group II	34.52	6.4	34.52	6.4	—	—
Group III	48.97	7.3	48.97	7.3	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	23.29	12.4	23.29	12.4	—	—
Miscellaneous sales and related workers	39.97	44.0	—	—	—	—
Office and administrative support occupations	19.52	1.7	20.13	1.7	14.20	3.9
Group I	16.15	1.8	—	—	—	—
Group II	22.99	1.8	—	—	—	—
First-line supervisors/managers of office and administrative support workers	24.75	7.9	24.77	7.9	—	—
Group II	23.47	10.0	23.47	10.0	—	—
Financial clerks	17.72	2.5	18.06	2.7	12.84	2.7
Group I	15.90	4.0	—	—	—	—
Group II	20.21	3.2	—	—	—	—
Bill and account collectors	18.53	9.7	18.53	9.7	—	—
Group II	20.76	3.6	20.76	3.6	—	—
Billing and posting clerks and machine operators	21.98	5.0	21.98	5.0	—	—
Bookkeeping, accounting, and auditing clerks	18.13	3.5	18.20	3.5	—	—
Group I	16.60	5.7	16.72	6.0	—	—
Group II	20.19	4.1	20.19	4.1	—	—
Tellers	14.02	1.8	14.68	2.2	12.61	3.3
Group I	13.44	2.8	14.11	2.8	12.20	1.0
Customer service representatives	18.14	4.1	18.47	4.3	—	—
Group I	15.87	4.8	16.25	5.1	—	—
Group II	21.75	6.7	21.75	6.7	—	—
Eligibility interviewers, government programs	25.47	4.5	25.47	4.5	—	—
Group II	25.62	4.4	25.62	4.4	—	—
Library assistants, clerical	20.63	9.4	—	—	—	—
Group I	19.36	6.2	—	—	—	—
Order clerks	14.92	5.4	15.34	5.9	—	—
Group I	14.90	6.2	15.43	7.3	—	—
Receptionists and information clerks	16.51	5.2	17.00	5.1	12.91	18.8
Group I	16.10	6.0	16.73	4.9	12.91	18.8
Reservation and transportation ticket agents and travel clerks	15.75	8.5	—	—	—	—
Dispatchers	28.02	7.5	27.67	8.0	—	—
Group II	27.77	9.2	—	—	—	—
Police, fire, and ambulance dispatchers	30.94	1.4	30.56	3.2	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Meter readers, utilities	\$26.66	0.4	\$26.66	0.4	—	—
Group I	26.44	.3	26.44	.3	—	—
Production, planning, and expediting clerks	26.82	5.8	26.82	5.8	—	—
Group II	27.34	4.2	27.34	4.2	—	—
Shipping, receiving, and traffic clerks	13.39	6.7	13.45	8.8	—	—
Group I	12.95	6.1	12.97	8.2	—	—
Stock clerks and order fillers	14.76	12.2	16.40	5.4	—	—
Group I	13.54	12.6	15.07	8.3	—	—
Secretaries and administrative assistants	25.20	2.4	25.34	2.6	\$21.97	13.3
Group I	20.58	3.0	—	—	—	—
Group II	26.13	2.3	—	—	—	—
Executive secretaries and administrative assistants	25.41	3.2	25.48	3.3	—	—
Group I	19.54	5.5	19.74	4.4	—	—
Group II	26.08	3.1	26.11	3.1	—	—
Secretaries, except legal, medical, and executive	21.73	4.5	22.04	4.6	—	—
Group I	21.19	2.0	21.17	2.0	—	—
Group II	22.23	6.1	22.23	6.1	—	—
Data entry and information processing workers	19.33	7.3	20.13	5.1	—	—
Group I	19.52	7.3	—	—	—	—
Data entry keyers	15.38	3.7	—	—	—	—
Group I	15.86	3.0	—	—	—	—
Word processors and typists	21.86	3.7	21.86	3.7	—	—
Group I	21.93	4.7	21.93	4.7	—	—
Insurance claims and policy processing clerks	21.51	7.2	21.73	5.0	—	—
Group II	20.58	2.0	20.58	2.0	—	—
Office clerks, general	17.14	3.5	18.59	4.0	13.96	5.0
Group I	15.44	4.8	16.74	5.5	13.41	6.6
Group II	19.88	3.3	20.25	3.5	—	—
Construction and extraction occupations	24.50	1.3	24.48	1.4	—	—
Group I	15.73	6.9	—	—	—	—
Group II	26.57	3.3	—	—	—	—
First-line supervisors/managers of construction trades and extraction workers	34.39	3.3	34.39	3.3	—	—
Group II	33.75	2.1	33.75	2.1	—	—
Carpenters	—	—	—	—	—	—
Group II	23.84	2.2	23.64	2.0	—	—
Cement masons, concrete finishers, and terrazzo workers	21.89	10.7	21.89	10.7	—	—
Cement masons and concrete finishers	21.89	10.7	21.89	10.7	—	—
Construction laborers	16.67	25.5	16.67	25.5	—	—
Group I	16.18	29.9	16.18	29.9	—	—
Electricians	29.89	11.8	29.72	12.2	—	—
Group II	29.76	14.4	29.57	15.0	—	—
Painters and paperhangers	17.25	12.3	17.25	12.3	—	—
Painters, construction and maintenance	17.25	12.3	17.25	12.3	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	—	—	—	—	—	—
Group II	30.33	6.6	—	—	—	—
Construction and building inspectors	37.02	2.4	37.02	2.4	—	—
Installation, maintenance, and repair occupations	22.08	5.0	22.88	5.6	11.97	8.2
Group I	13.07	4.0	—	—	—	—
Group II	25.35	4.1	—	—	—	—
First-line supervisors/managers of mechanics, installers, and repairers	40.23	22.0	41.85	22.5	—	—
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers	—	—	26.92	9.9	—	—
Group II	26.92	9.9	—	—	—	—
Automotive technicians and repairers	19.99	14.6	19.99	14.6	—	—
Group II	19.90	15.9	—	—	—	—
Automotive service technicians and mechanics	19.99	14.6	19.99	14.6	—	—
Group II	19.90	15.9	19.90	15.9	—	—
Bus and truck mechanics and diesel engine specialists	24.79	6.7	24.79	6.7	—	—
Group II	26.37	5.0	26.37	5.0	—	—
Industrial machinery installation, repair, and maintenance workers	20.97	8.7	21.38	8.9	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Industrial machinery installation, repair, and maintenance workers—Continued						
Group II	\$24.33	7.1	—	—	—	—
Industrial machinery mechanics	25.36	11.2	\$25.36	11.2	—	—
Group II	25.86	11.3	25.86	11.3	—	—
Maintenance and repair workers, general	21.24	8.7	22.06	6.3	—	—
Group II	23.35	7.2	23.35	7.2	—	—
Miscellaneous installation, maintenance, and repair workers	16.00	8.0	17.29	7.4	\$11.06	21.8
Group I	12.76	7.5	—	—	—	—
Group II	21.54	12.3	—	—	—	—
Helpers—installation, maintenance, and repair workers	13.32	14.4	15.81	14.0	—	—
Group I	11.88	9.1	13.84	8.3	—	—
Production occupations	15.09	7.6	15.56	6.7	11.15	16.7
Group I	12.85	8.7	—	—	—	—
Group II	21.62	5.5	—	—	—	—
First-line supervisors/managers of production and operating workers	26.31	13.5	26.31	13.5	—	—
Electrical, electronics, and electromechanical assemblers	12.81	11.4	12.80	11.7	—	—
Miscellaneous assemblers and fabricators	17.77	1.7	18.01	1.1	—	—
Group I	18.20	4.7	—	—	—	—
Machinists	26.47	3.6	26.47	3.6	—	—
Group II	26.47	3.6	26.47	3.6	—	—
Welding, soldering, and brazing workers	18.45	9.7	18.45	9.7	—	—
Welders, cutters, solderers, and brazers	18.45	9.7	18.45	9.7	—	—
Stationary engineers and boiler operators	33.19	.7	33.19	.7	—	—
Group II	33.19	.7	33.19	.7	—	—
Inspectors, testers, sorters, samplers, and weighers	16.10	21.9	16.10	21.9	—	—
Painting workers	25.13	8.5	—	—	—	—
Miscellaneous production workers	13.35	3.4	13.43	3.6	—	—
Group I	12.27	5.1	—	—	—	—
Transportation and material moving occupations	15.52	5.7	16.30	6.3	10.57	5.9
Group I	13.97	4.6	—	—	—	—
Group II	19.48	9.4	—	—	—	—
Bus drivers	16.11	2.3	16.42	1.0	—	—
Driver/sales workers and truck drivers	17.56	3.2	17.60	3.3	—	—
Group I	17.46	4.7	—	—	—	—
Truck drivers, heavy and tractor-trailer	18.28	3.3	18.28	3.3	—	—
Group I	20.11	4.2	20.11	4.2	—	—
Truck drivers, light or delivery services	17.10	5.4	17.16	5.6	—	—
Group I	16.62	5.0	16.67	5.2	—	—
Industrial truck and tractor operators	15.08	2.5	15.08	2.5	—	—
Group I	15.05	2.5	15.05	2.5	—	—
Laborers and material movers, hand	12.08	7.9	12.73	7.6	9.69	3.6
Group I	11.89	8.6	—	—	—	—
Cleaners of vehicles and equipment	11.60	16.1	12.32	16.1	—	—
Group I	10.74	16.9	11.38	16.6	—	—
Laborers and freight, stock, and material movers, hand	12.47	8.0	13.20	9.0	10.33	3.0
Group I	12.65	8.7	13.69	9.5	10.33	3.0
Packers and packagers, hand	12.03	4.4	12.48	4.1	—	—
Group I	12.03	4.4	12.48	4.1	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² 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. 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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles¹, San Francisco-Oakland-San Jose, CA, March 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$9.43	\$13.25	\$20.75	\$33.22	\$49.45
Management occupations	25.04	35.65	50.96	64.90	86.54
General and operations managers	23.08	39.52	52.14	90.43	125.93
Marketing and sales managers	29.03	45.67	59.13	92.44	230.77
Marketing managers	42.66	51.92	62.50	93.75	230.77
Sales managers	27.89	29.03	37.80	92.44	92.44
Computer and information systems managers	33.95	44.60	60.21	64.90	123.23
Financial managers	27.94	35.18	45.12	62.50	71.31
Human resources managers	29.31	44.20	44.54	44.71	56.96
Industrial production managers	27.93	36.35	44.85	53.04	66.15
Construction managers	32.50	43.27	53.63	56.50	61.06
Education administrators	31.08	43.06	43.27	52.21	57.46
Education administrators, elementary and secondary school	31.08	43.25	43.27	48.89	57.32
Engineering managers	50.61	54.10	57.79	63.73	73.05
Medical and health services managers	34.76	48.65	53.43	62.72	63.13
Social and community service managers	14.42	21.59	24.23	24.23	27.20
Business and financial operations occupations	18.81	24.54	30.05	39.14	52.89
Buyers and purchasing agents	20.50	25.00	28.85	32.44	40.14
Claims adjusters, appraisers, examiners, and investigators	18.25	24.60	28.85	33.05	39.68
Claims adjusters, examiners, and investigators	18.25	24.60	28.85	33.05	39.68
Human resources, training, and labor relations specialists	18.10	20.09	26.21	29.18	35.46
Employment, recruitment, and placement specialists ..	19.23	25.95	26.21	27.93	43.27
Management analysts	24.00	31.25	41.52	46.14	81.23
Accountants and auditors	21.72	27.16	31.25	43.99	50.05
Financial analysts and advisors	28.61	31.25	37.27	40.88	53.24
Financial analysts	31.25	31.74	37.50	38.37	52.89
Computer and mathematical science occupations	21.63	32.74	41.34	52.00	62.53
Computer programmers	31.90	35.73	41.30	45.81	49.08
Computer software engineers	36.40	41.20	48.73	56.44	65.69
Computer software engineers, applications	35.19	40.00	44.86	51.92	58.17
Computer software engineers, systems software	36.40	42.49	51.59	60.10	70.00
Computer support specialists	21.30	25.24	31.70	38.46	52.68
Computer systems analysts	29.86	35.96	42.33	55.00	75.00
Network and computer systems administrators	20.50	21.25	24.04	39.90	48.41
Architecture and engineering occupations	24.57	28.85	38.06	47.49	55.36
Engineers	27.07	34.26	42.31	49.81	59.39
Civil engineers	32.52	36.70	42.31	45.93	54.90
Computer hardware engineers	26.08	34.62	44.03	48.08	65.74
Electrical and electronics engineers	27.07	29.57	40.80	53.13	64.75
Electrical engineers	29.50	41.02	52.43	64.52	85.92
Electronics engineers, except computer	24.57	29.57	37.62	45.29	62.44
Industrial engineers, including health and safety	27.84	34.26	34.65	44.94	55.36
Industrial engineers	27.63	33.12	34.65	43.59	55.36
Mechanical engineers	28.85	34.88	42.27	47.28	49.81
Engineering technicians, except drafters	17.50	19.60	25.10	30.47	36.78
Electrical and electronic engineering technicians	17.40	17.91	25.96	33.97	38.84
Life, physical, and social science occupations	19.00	24.04	32.00	44.71	54.02
Life scientists	24.04	30.29	37.95	47.25	65.63
Biological scientists	25.48	30.45	37.14	46.95	59.98
Biochemists and biophysicists	26.45	34.16	38.32	49.12	60.37
Physical scientists	21.64	24.00	28.53	34.00	48.08
Chemists and materials scientists	21.64	22.50	25.65	31.92	37.47
Chemists	21.64	22.50	25.65	31.92	37.47
Market and survey researchers	17.14	34.62	43.93	51.80	66.20
Market research analysts	17.14	34.62	43.93	51.80	66.20
Biological technicians	18.22	19.71	25.78	29.19	32.37
Community and social services occupations	15.00	16.00	20.69	30.66	38.50
Counselors	24.65	24.65	28.13	34.09	44.45
Educational, vocational, and school counselors	19.95	28.13	31.25	44.45	44.45
Mental health counselors	24.15	26.10	31.45	35.63	36.37

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ²	10	25	Median 50	75	90
Social workers	\$16.87	\$22.45	\$31.45	\$36.03	\$39.89
Miscellaneous community and social service specialists	14.45	15.00	16.00	20.32	34.48
Social and human service assistants	11.34	15.00	15.58	16.00	19.34
Legal occupations	25.86	31.28	35.08	69.23	91.35
Lawyers	51.93	53.74	71.28	88.72	103.37
Paralegals and legal assistants	25.86	28.72	31.80	33.21	35.08
Miscellaneous legal support workers	18.42	23.08	31.28	32.86	46.69
Education, training, and library occupations	12.00	19.54	35.75	48.59	59.54
Postsecondary teachers	22.72	35.00	39.85	59.36	89.36
Business teachers, postsecondary	36.67	43.37	49.94	52.93	54.41
Math and computer teachers, postsecondary	39.85	43.37	49.94	51.90	58.80
Engineering and architecture teachers, postsecondary	47.89	55.77	65.63	83.91	88.34
Engineering teachers, postsecondary	47.89	55.77	65.63	83.91	88.34
Arts, communications, and humanities teachers, postsecondary	36.67	41.97	45.59	51.80	59.22
Miscellaneous postsecondary teachers	18.12	22.30	28.00	40.50	72.95
Primary, secondary, and special education school teachers	14.75	30.84	41.73	51.98	59.11
Preschool and kindergarten teachers	11.50	12.00	13.25	15.50	32.80
Elementary and middle school teachers	28.98	34.89	42.70	52.73	60.45
Elementary school teachers, except special education	28.94	34.85	41.73	52.46	59.54
Middle school teachers, except special and vocational education	29.30	35.36	44.60	53.86	61.95
Secondary school teachers	34.62	45.23	46.05	54.44	60.42
Secondary school teachers, except special and vocational education	34.34	42.07	45.27	55.27	61.74
Special education teachers	23.94	34.85	49.12	54.53	58.70
Special education teachers, preschool, kindergarten, and elementary school	22.15	29.19	43.15	54.53	58.70
Librarians	24.04	24.04	30.93	32.11	41.99
Library technicians	17.06	22.44	24.64	27.47	30.29
Teacher assistants	9.07	10.00	13.07	17.82	19.54
Arts, design, entertainment, sports, and media occupations	18.75	20.17	23.56	31.25	43.37
Designers	18.00	20.00	23.31	31.89	43.37
Writers and editors	25.77	25.77	26.37	40.58	48.33
Healthcare practitioner and technical occupations	21.41	26.86	38.13	46.65	52.69
Physicians and surgeons	22.46	22.46	62.50	75.47	81.73
Registered nurses	37.84	41.16	45.47	48.43	51.65
Therapists	25.67	29.32	36.71	46.79	56.25
Physical therapists	36.07	36.07	41.96	56.25	56.25
Clinical laboratory technologists and technicians	16.00	17.38	20.36	34.77	39.30
Medical and clinical laboratory technologists	30.64	34.77	37.60	39.30	43.16
Medical and clinical laboratory technicians	15.50	16.60	18.19	20.36	21.41
Diagnostic related technologists and technicians	27.00	27.78	30.00	34.00	43.19
Radiologic technologists and technicians	27.00	27.71	30.00	30.00	40.71
Health diagnosing and treating practitioner support technicians	17.06	20.06	21.83	22.84	24.63
Pharmacy technicians	17.06	17.06	21.58	22.47	22.47
Licensed practical and licensed vocational nurses	23.00	25.35	27.75	28.72	29.50
Miscellaneous health technologists and technicians	19.22	21.39	24.60	29.80	31.01
Healthcare support occupations	12.47	15.00	18.28	20.14	22.06
Nursing, psychiatric, and home health aides	11.00	11.55	14.13	19.71	20.68
Nursing aides, orderlies, and attendants	11.00	11.54	13.79	19.65	20.68
Miscellaneous healthcare support occupations	13.84	16.00	18.74	20.14	22.83
Medical assistants	14.69	16.00	17.93	19.69	20.14
Pharmacy aides	12.47	12.47	19.58	20.14	20.14
Protective service occupations	10.40	11.25	17.65	33.32	40.50
First-line supervisors/managers of fire fighting and prevention workers	31.71	35.53	40.00	40.82	59.99

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ²	10	25	Median 50	75	90
Fire fighters	\$25.29	\$28.00	\$29.03	\$29.16	\$32.35
Bailiffs, correctional officers, and jailers	26.14	28.94	32.52	34.10	35.40
Correctional officers and jailers	26.14	28.94	32.52	34.10	35.40
Police officers	29.87	34.68	37.90	40.55	46.83
Police and sheriff's patrol officers	29.87	34.68	37.90	40.55	46.83
Security guards and gaming surveillance officers	10.00	10.50	11.50	14.00	18.43
Security guards	10.00	10.50	11.50	14.00	18.43
Miscellaneous protective service workers	9.30	13.10	20.32	49.98	49.98
Food preparation and serving related occupations	6.75	7.00	9.00	11.00	14.57
First-line supervisors/managers, food preparation and serving workers	8.31	10.67	15.49	17.31	19.00
First-line supervisors/managers of food preparation and serving workers	8.31	8.31	10.67	15.49	17.31
Cooks	8.00	9.68	11.55	13.33	16.02
Cooks, institution and cafeteria	11.55	12.50	15.17	16.37	22.24
Cooks, restaurant	8.50	9.68	11.00	12.28	13.44
Food preparation workers	7.50	8.00	9.50	11.50	14.98
Food service, tipped	6.75	6.75	6.75	8.16	12.00
Bartenders	6.75	8.00	8.82	10.00	13.45
Waiters and waitresses	6.75	6.75	6.75	7.00	8.82
Dining room and cafeteria attendants and bartender helpers	7.00	7.00	8.16	12.09	13.21
Fast food and counter workers	6.75	7.50	8.25	10.50	11.00
Combined food preparation and serving workers, including fast food	7.00	7.80	8.50	10.50	10.50
Counter attendants, cafeteria, food concession, and coffee shop	6.75	7.00	8.00	13.21	13.46
Food servers, nonrestaurant	6.75	7.34	9.01	10.55	14.33
Dishwashers	6.75	7.75	8.53	10.00	10.68
Building and grounds cleaning and maintenance occupations	8.11	9.89	11.29	18.00	21.27
Building cleaning workers	8.00	9.64	10.61	15.83	20.92
Janitors and cleaners, except maids and housekeeping cleaners	8.62	9.89	10.72	16.15	21.25
Maids and housekeeping cleaners	7.00	7.15	8.75	15.09	16.25
Grounds maintenance workers	13.94	14.05	17.58	20.19	23.18
Landscaping and groundskeeping workers	13.05	14.00	18.00	20.19	23.18
Personal care and service occupations	7.75	8.50	10.61	14.80	23.22
Child care workers	8.78	10.34	12.50	14.81	18.88
Personal and home care aides	7.25	8.25	10.73	12.00	13.13
Recreation and fitness workers	11.12	23.22	23.22	28.53	35.00
Recreation workers	11.01	19.15	23.22	23.22	28.53
Sales and related occupations	8.67	9.73	14.37	23.23	47.61
First-line supervisors/managers, sales workers	15.74	18.94	21.31	40.67	40.67
First-line supervisors/managers of retail sales workers	15.15	17.17	19.67	21.44	24.61
Retail sales workers	8.40	9.00	11.00	15.00	19.76
Cashiers, all workers	8.00	8.62	9.05	11.80	18.25
Cashiers	8.00	8.62	9.05	11.80	18.25
Counter and rental clerks and parts salespersons	11.00	11.00	11.00	15.02	19.35
Retail salespersons	8.64	9.19	11.50	16.00	21.13
Securities, commodities, and financial services sales agents	17.79	23.08	56.80	142.06	198.31
Sales representatives, wholesale and manufacturing	15.58	17.50	31.57	47.78	51.87
Sales representatives, wholesale and manufacturing, technical and scientific products	25.00	31.95	40.27	51.87	59.79
Sales representatives, wholesale and manufacturing, except technical and scientific products	15.58	17.25	17.50	30.74	43.11
Miscellaneous sales and related workers	15.55	18.27	23.99	94.55	94.55
Office and administrative support occupations	12.25	14.88	18.50	22.98	29.12
First-line supervisors/managers of office and administrative support workers	15.85	18.13	27.83	30.33	32.69
Financial clerks	12.70	14.80	17.36	20.19	23.56
Bill and account collectors	14.80	14.80	17.92	20.62	23.38

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ²	10	25	Median 50	75	90
Billing and posting clerks and machine operators	\$19.72	\$20.37	\$20.99	\$23.41	\$26.38
Bookkeeping, accounting, and auditing clerks	12.70	16.00	17.56	20.00	23.56
Tellers	11.50	12.50	13.40	15.67	16.82
Customer service representatives	14.00	14.96	16.75	19.69	26.65
Eligibility interviewers, government programs	18.02	24.40	26.06	29.38	29.38
Library assistants, clerical	16.56	18.95	19.65	22.07	27.87
Order clerks	10.45	12.50	14.00	15.75	17.18
Receptionists and information clerks	11.50	13.94	17.00	18.05	22.48
Reservation and transportation ticket agents and travel clerks	10.18	13.81	17.54	17.54	19.30
Dispatchers	22.81	22.81	28.26	32.32	34.58
Police, fire, and ambulance dispatchers	27.76	28.26	31.37	34.58	34.68
Meter readers, utilities	22.90	23.82	26.85	28.68	30.81
Production, planning, and expediting clerks	20.10	24.12	29.05	29.49	29.49
Shipping, receiving, and traffic clerks	9.29	10.75	12.50	15.16	19.41
Stock clerks and order fillers	8.25	10.79	14.00	18.71	23.51
Secretaries and administrative assistants	18.20	21.02	23.47	30.05	34.67
Executive secretaries and administrative assistants	18.20	21.00	23.89	30.23	34.67
Secretaries, except legal, medical, and executive	16.70	19.15	21.51	22.98	27.49
Data entry and information processing workers	13.53	16.00	19.64	22.07	24.72
Data entry keyers	13.00	15.17	15.59	16.00	18.00
Word processors and typists	18.13	19.78	22.00	23.34	25.81
Insurance claims and policy processing clerks	15.95	18.17	20.75	22.08	30.90
Office clerks, general	11.38	14.00	16.25	20.60	23.43
Construction and extraction occupations	12.24	18.00	23.00	29.61	39.30
First-line supervisors/managers of construction trades and extraction workers	27.00	30.00	34.62	40.72	43.06
Cement masons, concrete finishers, and terrazzo workers	14.11	20.42	21.68	25.88	26.01
Cement masons and concrete finishers	14.11	20.42	21.68	25.88	26.01
Construction laborers	10.00	12.00	15.00	22.98	24.32
Electricians	19.91	22.10	25.54	43.07	49.26
Painters and paperhangers	11.75	13.25	16.50	21.00	21.00
Painters, construction and maintenance	11.75	13.25	16.50	21.00	21.00
Construction and building inspectors	31.67	34.28	38.94	39.02	41.92
Installation, maintenance, and repair occupations	11.32	14.50	21.55	28.05	31.85
First-line supervisors/managers of mechanics, installers, and repairers	14.59	26.28	44.75	54.58	54.58
Automotive technicians and repairers	12.60	15.00	18.00	23.00	26.23
Automotive service technicians and mechanics	12.60	15.00	18.00	23.00	26.23
Bus and truck mechanics and diesel engine specialists ...	18.00	18.00	27.00	28.05	31.41
Industrial machinery installation, repair, and maintenance workers	11.00	13.97	21.31	25.08	31.85
Industrial machinery mechanics	19.00	20.20	23.11	30.78	32.34
Maintenance and repair workers, general	13.00	13.97	22.25	25.08	31.85
Miscellaneous installation, maintenance, and repair workers	10.00	11.78	14.50	18.50	24.77
Helpers--installation, maintenance, and repair workers	6.90	10.00	12.00	14.00	24.77
Production occupations	8.82	10.00	12.75	18.60	27.32
First-line supervisors/managers of production and operating workers	19.72	24.29	24.48	30.77	34.85
Electrical, electronics, and electromechanical assemblers	11.00	11.23	11.23	12.35	18.66
Miscellaneous assemblers and fabricators	9.72	12.00	16.09	27.58	27.94
Machinists	20.75	22.90	28.06	28.15	33.65
Welding, soldering, and brazing workers	10.19	16.56	19.19	22.07	24.95
Welders, cutters, solderers, and brazers	10.19	16.56	19.19	22.07	24.95
Stationary engineers and boiler operators	32.80	33.10	33.11	34.04	34.04
Inspectors, testers, sorters, samplers, and weighers	7.46	7.46	13.75	27.97	28.95
Painting workers	18.69	25.00	27.97	27.97	27.97
Miscellaneous production workers	7.25	9.00	12.17	18.41	19.00
Transportation and material moving occupations	8.50	11.09	14.48	17.00	21.37
Bus drivers	13.55	14.00	14.50	16.64	25.02
Driver/sales workers and truck drivers	12.83	14.75	15.43	19.85	25.62

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ²	10	25	Median 50	75	90
Truck drivers, heavy and tractor-trailer	\$13.93	\$14.75	\$18.50	\$22.86	\$24.15
Truck drivers, light or delivery services	12.00	15.24	15.34	19.85	26.45
Industrial truck and tractor operators	10.25	12.51	16.26	17.58	18.70
Laborers and material movers, hand	7.34	8.62	11.16	15.32	18.16
Cleaners of vehicles and equipment	7.00	8.19	10.35	15.55	17.33
Laborers and freight, stock, and material movers, hand	7.75	9.35	11.16	15.00	20.20
Packers and packagers, hand	8.38	10.00	11.40	15.32	15.62

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, San Francisco-Oakland-San Jose, CA, March 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$9.00	\$12.50	\$19.56	\$31.85	\$49.45
Management occupations	25.04	35.74	52.14	65.42	90.43
General and operations managers	23.08	39.52	52.69	90.43	125.93
Marketing and sales managers	29.03	45.67	59.13	92.44	230.77
Marketing managers	42.66	51.92	62.50	93.75	230.77
Sales managers	27.89	29.03	37.80	92.44	92.44
Computer and information systems managers	32.30	45.51	60.37	67.26	123.23
Financial managers	27.94	35.18	45.12	63.10	71.31
Human resources managers	29.31	44.20	44.54	44.71	56.96
Industrial production managers	27.93	36.35	44.85	53.04	66.15
Construction managers	32.50	43.27	53.63	56.50	61.06
Education administrators	31.08	31.08	43.27	43.27	49.64
Engineering managers	50.05	54.10	57.79	63.73	71.96
Business and financial operations occupations	18.25	24.54	31.25	41.52	54.27
Buyers and purchasing agents	20.50	24.26	28.85	32.44	40.14
Claims adjusters, appraisers, examiners, and investigators	18.25	18.25	30.05	34.62	41.83
Claims adjusters, examiners, and investigators	18.25	18.25	30.05	34.62	41.83
Human resources, training, and labor relations specialists	18.10	19.00	26.21	29.18	33.46
Employment, recruitment, and placement specialists ..	19.23	25.95	26.21	41.83	43.27
Management analysts	24.83	31.25	41.52	46.14	81.23
Accountants and auditors	21.72	27.16	31.25	46.11	50.37
Financial analysts and advisors	28.61	31.25	37.27	40.88	53.24
Financial analysts	31.25	31.74	37.50	38.37	52.89
Computer and mathematical science occupations	21.30	32.58	41.34	51.97	63.03
Computer programmers	31.90	32.74	41.30	44.52	49.30
Computer software engineers	36.40	41.20	48.73	56.44	65.69
Computer software engineers, applications	35.19	40.00	44.86	51.92	58.17
Computer software engineers, systems software	36.40	42.49	51.59	60.10	70.00
Computer support specialists	21.30	25.24	31.07	38.46	53.85
Computer systems analysts	29.33	35.86	42.33	54.92	75.00
Network and computer systems administrators	20.50	21.25	24.04	39.90	48.41
Architecture and engineering occupations	24.57	28.85	38.53	47.49	55.36
Engineers	27.07	34.26	42.35	49.81	59.62
Civil engineers	33.65	39.42	43.75	45.93	54.90
Computer hardware engineers	26.08	34.62	44.03	48.08	65.74
Electrical and electronics engineers	27.07	29.57	40.80	53.13	64.75
Electrical engineers	29.50	41.02	52.43	64.52	85.92
Electronics engineers, except computer	24.57	29.57	37.62	45.29	62.44
Industrial engineers, including health and safety	27.84	34.26	34.65	44.94	55.36
Industrial engineers	27.63	33.12	34.65	43.59	55.36
Mechanical engineers	28.85	34.88	42.27	47.28	49.81
Engineering technicians, except drafters	17.50	19.00	25.10	30.32	37.82
Electrical and electronic engineering technicians	17.40	17.91	25.79	33.10	38.84
Life, physical, and social science occupations	19.57	25.65	34.16	46.39	58.05
Life scientists	26.06	32.62	38.50	47.96	65.88
Biological scientists	25.48	30.45	37.14	46.95	59.98
Biochemists and biophysicists	26.45	34.16	38.32	49.12	60.37
Physical scientists	22.50	25.65	30.67	34.00	48.94
Chemists and materials scientists	21.64	22.50	25.65	31.11	34.42
Chemists	21.64	22.50	25.65	31.11	34.42
Market and survey researchers	17.14	34.62	43.93	51.80	66.20
Market research analysts	17.14	34.62	43.93	51.80	66.20
Biological technicians	18.22	19.71	25.78	29.19	32.37
Community and social services occupations	14.45	15.58	16.21	22.17	37.99
Miscellaneous community and social service specialists	14.45	15.00	15.75	19.23	23.10
Social and human service assistants	11.34	14.78	15.58	16.00	16.21
Legal occupations	25.86	31.80	35.77	69.71	93.75
Lawyers	51.93	53.74	71.28	92.31	103.37

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Education, training, and library occupations	\$9.62	\$12.00	\$22.83	\$32.66	\$66.91
Postsecondary teachers	18.43	26.50	43.37	78.00	90.97
Primary, secondary, and special education school teachers	10.99	12.00	13.25	16.74	25.33
Teacher assistants	9.07	9.07	10.00	11.00	11.90
Arts, design, entertainment, sports, and media occupations	18.75	20.00	23.31	31.25	43.37
Designers	17.92	20.00	23.00	31.89	43.37
Writers and editors	25.77	25.77	26.37	40.58	48.33
Healthcare practitioner and technical occupations	21.04	27.00	39.50	46.73	52.69
Registered nurses	40.00	42.10	46.60	49.09	52.31
Therapists	25.67	28.81	36.07	50.88	56.25
Clinical laboratory technologists and technicians	16.00	17.24	20.16	32.17	39.30
Medical and clinical laboratory technologists	30.64	34.64	37.83	41.57	43.16
Medical and clinical laboratory technicians	15.50	16.60	18.14	20.27	21.41
Diagnostic related technologists and technicians	27.00	27.78	30.00	30.00	43.19
Health diagnosing and treating practitioner support technicians	17.06	17.06	21.50	22.47	22.47
Pharmacy technicians	17.06	17.06	21.50	22.47	22.47
Licensed practical and licensed vocational nurses	23.00	25.35	27.72	28.72	28.80
Healthcare support occupations	12.47	15.00	18.20	20.09	22.00
Nursing, psychiatric, and home health aides	11.00	11.33	12.55	18.87	20.05
Nursing aides, orderlies, and attendants	11.00	11.30	12.55	18.87	20.05
Miscellaneous healthcare support occupations	13.84	16.00	18.65	20.14	22.83
Medical assistants	14.69	15.81	17.60	19.69	20.11
Protective service occupations	10.00	10.50	11.50	14.24	17.65
Security guards and gaming surveillance officers	10.00	10.50	11.50	14.00	18.00
Security guards	10.00	10.50	11.50	14.00	18.00
Food preparation and serving related occupations	6.75	7.00	9.00	11.00	14.29
First-line supervisors/managers, food preparation and serving workers	8.31	10.67	15.49	17.31	19.00
Cooks	8.00	9.68	11.00	13.33	15.50
Cooks, restaurant	8.50	9.68	11.00	12.28	13.44
Food preparation workers	7.50	8.00	9.50	11.50	14.98
Food service, tipped	6.75	6.75	6.75	8.16	12.00
Bartenders	6.75	8.00	8.82	10.00	13.45
Waiters and waitresses	6.75	6.75	6.75	7.00	8.82
Dining room and cafeteria attendants and bartender helpers	7.00	7.00	8.16	10.50	12.09
Fast food and counter workers	6.75	7.50	8.19	10.50	10.50
Combined food preparation and serving workers, including fast food	6.95	7.75	8.35	10.50	10.50
Counter attendants, cafeteria, food concession, and coffee shop	6.75	7.00	8.00	13.21	13.46
Food servers, nonrestaurant	6.75	7.34	9.01	10.55	14.33
Dishwashers	6.75	7.75	8.53	10.00	10.68
Building and grounds cleaning and maintenance occupations	8.00	9.64	10.50	14.50	20.02
Building cleaning workers	7.91	9.26	10.29	11.97	16.15
Janitors and cleaners, except maids and housekeeping cleaners	8.23	9.64	10.29	11.39	16.15
Maids and housekeeping cleaners	7.00	7.15	8.75	15.09	16.25
Grounds maintenance workers	12.00	13.94	15.58	20.00	20.19
Landscaping and groundskeeping workers	12.00	13.94	15.58	20.00	20.19
Personal care and service occupations	7.75	8.25	10.50	13.95	19.00
Child care workers	8.78	10.10	11.90	14.00	15.38
Sales and related occupations	8.67	9.73	14.33	23.23	47.61
First-line supervisors/managers, sales workers	15.74	18.94	21.31	40.67	40.67
First-line supervisors/managers of retail sales workers	15.15	17.17	19.67	21.44	24.61

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Retail sales workers	\$8.40	\$9.00	\$11.00	\$15.00	\$19.76
Cashiers, all workers	8.00	8.62	9.04	11.80	18.05
Cashiers	8.00	8.62	9.04	11.80	18.05
Counter and rental clerks and parts salespersons	11.00	11.00	11.00	15.02	19.35
Retail salespersons	8.64	9.17	11.50	16.00	21.13
Securities, commodities, and financial services sales agents	17.79	23.08	56.80	142.06	198.31
Sales representatives, wholesale and manufacturing	15.58	17.50	31.57	47.78	51.87
Sales representatives, wholesale and manufacturing, technical and scientific products	25.00	31.95	40.27	51.87	59.79
Sales representatives, wholesale and manufacturing, except technical and scientific products	15.58	17.25	17.50	30.74	43.11
Miscellaneous sales and related workers	15.55	18.27	23.99	94.55	94.55
Office and administrative support occupations	12.00	14.42	18.00	22.48	29.12
First-line supervisors/managers of office and administrative support workers	11.54	17.55	23.80	30.33	31.19
Financial clerks	12.50	14.56	17.00	19.23	22.15
Bill and account collectors	14.80	14.80	17.92	20.62	21.25
Bookkeeping, accounting, and auditing clerks	12.70	15.45	17.36	19.23	22.50
Tellers	11.50	12.50	13.40	15.67	16.82
Customer service representatives	14.00	14.88	16.53	19.69	26.65
Order clerks	10.45	12.50	14.00	15.00	16.50
Receptionists and information clerks	11.50	13.94	17.00	18.05	22.48
Reservation and transportation ticket agents and travel clerks	10.18	13.81	17.54	17.54	19.30
Production, planning, and expediting clerks	19.60	24.12	29.05	29.49	29.49
Shipping, receiving, and traffic clerks	9.29	10.75	12.50	15.00	19.41
Stock clerks and order fillers	8.25	10.79	14.00	16.00	23.51
Secretaries and administrative assistants	18.40	21.06	23.56	30.23	34.67
Executive secretaries and administrative assistants	18.40	21.00	23.81	30.23	34.67
Secretaries, except legal, medical, and executive	16.25	18.70	21.51	21.60	31.25
Data entry and information processing workers	13.53	16.00	19.36	22.07	24.44
Data entry keyers	12.00	13.53	16.00	16.00	19.36
Insurance claims and policy processing clerks	15.95	18.17	20.75	22.08	30.90
Office clerks, general	11.38	13.00	15.45	20.40	23.56
Construction and extraction occupations	12.00	16.50	23.00	28.00	38.01
First-line supervisors/managers of construction trades and extraction workers	27.00	28.00	32.00	36.63	42.75
Cement masons, concrete finishers, and terrazzo workers	14.11	20.42	21.68	25.88	26.01
Cement masons and concrete finishers	14.11	20.42	21.68	25.88	26.01
Construction laborers	10.00	12.00	14.80	22.98	24.32
Electricians	19.47	22.10	25.54	43.07	49.53
Painters and paperhangers	11.75	13.25	16.50	21.00	21.00
Painters, construction and maintenance	11.75	13.25	16.50	21.00	21.00
Installation, maintenance, and repair occupations	11.32	14.00	20.20	27.30	31.55
Automotive technicians and repairers	12.60	15.00	18.00	23.00	25.75
Automotive service technicians and mechanics	12.60	15.00	18.00	23.00	25.75
Bus and truck mechanics and diesel engine specialists ...	18.00	18.00	27.00	28.05	31.41
Industrial machinery installation, repair, and maintenance workers	10.85	13.00	21.02	25.08	31.85
Industrial machinery mechanics	19.00	20.20	22.86	30.31	32.34
Maintenance and repair workers, general	11.00	13.97	21.02	25.08	31.85
Miscellaneous installation, maintenance, and repair workers	10.00	11.50	14.00	16.25	18.75
Helpers--installation, maintenance, and repair workers	6.90	10.00	11.05	14.00	15.00
Production occupations	8.82	10.00	12.50	18.50	26.49
First-line supervisors/managers of production and operating workers	19.72	24.29	24.48	30.77	34.85
Electrical, electronics, and electromechanical assemblers	11.00	11.23	11.23	12.35	18.66
Miscellaneous assemblers and fabricators	9.72	12.00	16.09	27.58	27.94
Machinists	20.75	22.90	28.06	28.15	33.65
Welding, soldering, and brazing workers	10.19	16.56	19.19	22.07	24.95

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Welders, cutters, solderers, and brazers	\$10.19	\$16.56	\$19.19	\$22.07	\$24.95
Inspectors, testers, sorters, samplers, and weighers	7.46	7.46	13.75	27.97	28.95
Painting workers	18.69	25.00	27.97	27.97	27.97
Miscellaneous production workers	7.25	9.00	12.17	18.41	19.00
Transportation and material moving occupations	8.50	10.76	14.25	16.64	20.40
Driver/sales workers and truck drivers	12.83	14.75	15.34	19.50	24.15
Truck drivers, heavy and tractor-trailer	13.54	14.75	18.50	19.50	22.86
Truck drivers, light or delivery services	12.00	15.00	15.34	19.41	26.45
Industrial truck and tractor operators	10.25	12.51	16.26	17.58	18.70
Laborers and material movers, hand	7.34	8.62	11.16	15.32	18.16
Cleaners of vehicles and equipment	7.00	8.19	10.35	15.55	17.33
Laborers and freight, stock, and material movers, hand	7.75	9.35	11.16	15.00	20.20
Packers and packagers, hand	8.38	10.00	11.40	15.32	15.62

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, San Francisco-Oakland-San Jose, CA, March 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$17.62	\$22.05	\$28.84	\$38.94	\$49.70
Management occupations	28.08	34.76	44.79	53.43	62.72
Education administrators	42.16	46.28	51.70	57.32	59.78
Business and financial operations occupations	19.76	23.07	27.49	30.29	35.46
Computer and mathematical science occupations	32.69	36.00	42.45	53.13	58.45
Architecture and engineering occupations	24.52	31.59	36.02	46.73	59.39
Engineers	26.75	34.32	40.16	49.81	59.39
Civil engineers	32.52	36.02	40.16	49.81	51.18
Life, physical, and social science occupations	17.78	18.88	20.83	25.26	40.70
Community and social services occupations	23.36	25.19	29.36	36.03	41.66
Counselors	24.65	25.19	28.61	34.47	44.45
Mental health counselors	24.15	26.10	31.45	35.63	36.37
Social workers	24.35	31.00	34.08	35.95	40.07
Education, training, and library occupations	17.43	30.04	39.85	51.30	59.17
Postsecondary teachers	27.37	39.85	39.85	55.77	73.54
Miscellaneous postsecondary teachers	20.27	25.61	33.06	59.47	84.34
Primary, secondary, and special education school teachers	30.09	36.48	45.27	53.56	60.42
Elementary and middle school teachers	29.60	35.40	43.79	52.89	60.71
Elementary school teachers, except special education	29.62	35.40	43.08	52.89	59.99
Middle school teachers, except special and vocational education	29.30	35.36	44.60	53.86	61.95
Secondary school teachers	34.62	45.23	46.05	54.44	60.42
Secondary school teachers, except special and vocational education	34.34	42.07	45.27	55.27	61.74
Special education teachers	30.12	39.93	49.76	56.00	58.70
Special education teachers, preschool, kindergarten, and elementary school	29.19	36.98	48.17	54.53	58.70
Librarians	30.93	30.93	30.93	39.78	42.06
Library technicians	11.85	17.21	26.16	30.29	30.29
Teacher assistants	9.81	14.80	17.31	18.71	21.04
Arts, design, entertainment, sports, and media occupations	25.18	26.67	26.67	33.54	55.97
Healthcare practitioner and technical occupations	22.52	25.45	35.48	42.83	52.77
Physicians and surgeons	22.52	64.56	67.74	75.47	77.69
Registered nurses	31.46	32.96	41.16	44.93	49.70
Therapists	28.91	33.83	36.71	45.53	54.26
Healthcare support occupations	16.93	18.28	20.68	22.52	29.58
Nursing, psychiatric, and home health aides	17.63	19.52	20.68	22.52	25.99
Nursing aides, orderlies, and attendants	17.63	19.52	20.68	22.52	25.99
Miscellaneous healthcare support occupations	13.97	17.31	20.80	29.58	29.58
Protective service occupations	23.37	29.03	34.68	40.00	46.83
First-line supervisors/managers of fire fighting and prevention workers	31.71	35.53	40.00	40.82	59.99
Fire fighters	25.29	28.00	29.03	29.16	32.35
Bailiffs, correctional officers, and jailers	26.14	28.94	32.52	34.10	35.40
Correctional officers and jailers	26.14	28.94	32.52	34.10	35.40
Police officers	29.87	34.68	37.90	40.55	46.83
Police and sheriff's patrol officers	29.87	34.68	37.90	40.55	46.83
Food preparation and serving related occupations	11.16	12.85	15.83	21.11	22.24
Building and grounds cleaning and maintenance occupations	15.33	18.36	20.64	23.18	28.81
Building cleaning workers	15.33	18.30	19.92	22.32	28.81
Janitors and cleaners, except maids and housekeeping cleaners	15.33	18.28	20.92	22.38	28.81

See footnotes at end of table.

Table 8. **State and local government workers: Hourly wage percentiles¹, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ²	10	25	Median 50	75	90
Grounds maintenance workers	\$17.58	\$17.58	\$22.75	\$24.38	\$27.09
Personal care and service occupations	11.12	15.44	18.88	23.22	23.22
Child care workers	13.95	15.00	16.74	18.88	18.88
Recreation and fitness workers	9.57	17.11	23.22	23.22	23.22
Recreation workers	9.57	17.11	23.22	23.22	23.22
Office and administrative support occupations	15.61	18.46	22.07	26.01	29.38
Financial clerks	19.28	21.84	22.29	25.76	29.05
Bookkeeping, accounting, and auditing clerks	17.82	21.84	22.07	23.64	29.05
Eligibility interviewers, government programs	22.20	24.48	26.06	29.38	29.38
Dispatchers	27.76	28.26	31.37	34.58	34.68
Police, fire, and ambulance dispatchers	27.76	28.26	31.37	34.58	34.68
Secretaries and administrative assistants	16.89	20.97	23.36	25.99	29.65
Executive secretaries and administrative assistants	11.57	23.06	27.67	29.65	32.74
Secretaries, except legal, medical, and executive	17.07	20.65	22.51	23.47	25.99
Data entry and information processing workers	15.17	15.76	19.78	21.94	24.72
Word processors and typists	15.24	18.82	19.78	21.94	24.72
Office clerks, general	13.84	15.62	18.11	20.85	22.47
Construction and extraction occupations	22.67	23.69	28.25	38.94	43.06
Construction and building inspectors	31.67	34.28	38.94	39.02	41.92
Installation, maintenance, and repair occupations	22.24	24.18	27.28	33.09	37.97
Miscellaneous installation, maintenance, and repair workers	10.34	22.81	24.77	24.77	46.25
Production occupations	13.04	13.04	33.10	35.25	35.63
Transportation and material moving occupations	20.22	24.55	25.02	26.16	28.07

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

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Francisco-Oakland-San Jose, CA, March 2006

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$10.45	\$14.90	\$22.24	\$34.67	\$50.61
Management occupations	25.20	35.74	50.96	64.90	86.54
General and operations managers	23.08	39.52	52.14	90.43	125.93
Marketing and sales managers	29.03	45.67	59.13	92.44	230.77
Marketing managers	42.66	51.92	62.50	93.75	230.77
Sales managers	27.89	29.03	37.80	92.44	92.44
Computer and information systems managers	33.95	44.60	60.21	64.90	123.23
Financial managers	27.94	35.18	45.12	62.50	71.31
Human resources managers	29.31	44.20	44.54	44.71	56.96
Industrial production managers	27.93	36.35	44.85	53.04	66.15
Construction managers	32.50	43.27	53.63	56.50	61.06
Education administrators	31.08	43.06	43.27	52.21	57.46
Education administrators, elementary and secondary school	31.08	43.25	43.27	48.89	57.32
Engineering managers	50.61	54.10	57.79	63.73	73.05
Medical and health services managers	34.76	50.23	55.78	62.72	63.13
Social and community service managers	14.42	21.59	24.23	24.23	27.20
Business and financial operations occupations	18.81	24.52	29.92	38.66	53.24
Buyers and purchasing agents	20.50	25.00	28.85	32.44	40.14
Claims adjusters, appraisers, examiners, and investigators	18.25	24.60	28.85	33.05	39.68
Claims adjusters, examiners, and investigators	18.25	24.60	28.85	33.05	39.68
Human resources, training, and labor relations specialists	18.10	20.09	26.21	29.18	35.46
Employment, recruitment, and placement specialists ..	21.50	26.21	26.21	27.93	43.27
Management analysts	24.83	31.25	41.52	46.25	81.23
Accountants and auditors	21.72	27.16	31.25	41.83	50.00
Financial analysts and advisors	28.61	31.25	37.27	40.88	53.24
Financial analysts	31.25	31.74	37.50	38.37	52.89
Computer and mathematical science occupations	21.30	32.58	41.20	51.25	59.06
Computer programmers	31.90	35.73	41.30	45.81	49.08
Computer software engineers	36.40	41.20	48.73	56.44	65.69
Computer software engineers, applications	35.19	40.00	44.86	51.92	58.17
Computer software engineers, systems software	36.40	42.49	51.59	60.10	70.00
Computer support specialists	21.30	25.24	31.70	38.46	52.68
Computer systems analysts	29.12	34.45	38.46	46.16	54.29
Network and computer systems administrators	20.19	21.25	25.48	40.87	48.41
Architecture and engineering occupations	24.57	28.85	38.25	47.67	55.36
Engineers	27.07	34.26	42.31	49.81	59.39
Civil engineers	32.52	36.70	42.31	45.93	54.90
Computer hardware engineers	26.08	34.62	44.03	48.08	65.74
Electrical and electronics engineers	27.07	29.57	40.80	53.13	64.75
Electrical engineers	29.50	41.02	52.43	64.52	85.92
Electronics engineers, except computer	24.57	29.57	37.62	45.29	62.44
Industrial engineers, including health and safety	27.84	34.26	34.65	45.05	55.36
Industrial engineers	27.63	33.12	34.65	43.59	55.36
Mechanical engineers	28.85	34.88	42.27	47.28	49.81
Engineering technicians, except drafters	17.50	19.00	25.02	30.00	35.98
Electrical and electronic engineering technicians	17.00	17.91	24.96	30.00	35.14
Life, physical, and social science occupations	19.00	24.04	32.00	43.93	54.79
Life scientists	24.04	30.29	37.25	47.84	65.88
Biological scientists	25.48	30.45	37.14	46.95	59.98
Biochemists and biophysicists	26.45	34.16	38.32	49.12	60.37
Physical scientists	21.64	24.00	28.53	34.00	48.08
Chemists and materials scientists	21.64	22.50	25.65	31.92	37.47
Chemists	21.64	22.50	25.65	31.92	37.47
Market and survey researchers	17.14	34.62	43.93	51.80	66.20
Market research analysts	17.14	34.62	43.93	51.80	66.20
Biological technicians	18.22	19.71	25.78	29.19	32.37
Community and social services occupations	15.00	15.75	20.69	29.36	38.50
Counselors	24.65	25.19	28.61	34.09	44.45

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Mental health counselors	\$24.15	\$26.10	\$30.19	\$36.37	\$36.37
Social workers	16.87	21.06	31.28	36.03	39.89
Miscellaneous community and social service specialists	14.45	15.00	16.00	20.32	37.99
Social and human service assistants	11.34	15.00	15.58	16.00	19.34
Legal occupations	25.86	31.28	35.08	69.23	91.35
Lawyers	51.93	53.74	71.28	88.72	103.37
Paralegals and legal assistants	25.86	28.72	31.80	33.21	35.08
Miscellaneous legal support workers	18.42	23.08	31.28	32.86	46.69
Education, training, and library occupations	13.00	29.86	39.85	51.45	61.74
Postsecondary teachers	36.96	39.85	45.00	68.87	90.60
Arts, communications, and humanities teachers, postsecondary	38.34	43.07	45.59	51.80	59.83
Miscellaneous postsecondary teachers	27.37	29.42	36.47	61.98	90.03
Primary, secondary, and special education school teachers	14.50	32.06	42.69	52.54	59.17
Preschool and kindergarten teachers	11.50	12.00	13.25	15.50	32.80
Elementary and middle school teachers	30.67	35.83	43.92	52.89	60.80
Elementary school teachers, except special education	30.02	35.45	43.09	52.89	59.99
Middle school teachers, except special and vocational education	32.69	37.67	45.97	54.83	63.45
Secondary school teachers	35.45	45.27	45.27	56.00	61.74
Secondary school teachers, except special and vocational education	35.45	45.27	45.27	56.00	61.74
Special education teachers	23.20	34.85	49.73	55.70	58.70
Special education teachers, preschool, kindergarten, and elementary school	22.15	29.19	43.15	54.53	58.70
Librarians	24.04	24.04	30.93	32.11	41.99
Arts, design, entertainment, sports, and media occupations	18.75	20.17	23.56	31.25	43.37
Designers	17.00	20.28	26.00	31.89	43.37
Writers and editors	25.77	25.77	25.77	42.38	49.08
Healthcare practitioner and technical occupations	21.00	25.39	34.77	45.55	52.57
Physicians and surgeons	22.46	22.46	39.42	72.12	81.73
Registered nurses	31.46	40.63	44.05	46.73	50.44
Therapists	34.13	36.07	37.97	56.25	56.25
Clinical laboratory technologists and technicians	16.71	17.94	20.48	32.17	39.30
Medical and clinical laboratory technologists	30.64	32.17	37.83	39.30	43.16
Diagnostic related technologists and technicians	27.00	27.78	30.00	34.00	43.19
Radiologic technologists and technicians	27.00	27.71	30.00	30.00	40.71
Health diagnosing and treating practitioner support technicians	17.06	20.44	22.47	22.84	24.63
Pharmacy technicians	17.06	17.06	21.83	22.47	22.47
Licensed practical and licensed vocational nurses	22.38	25.00	27.00	28.72	29.36
Miscellaneous health technologists and technicians	19.22	21.39	24.60	29.80	31.01
Healthcare support occupations	12.15	14.15	18.39	20.14	22.00
Nursing, psychiatric, and home health aides	10.25	11.20	12.30	13.00	21.05
Nursing aides, orderlies, and attendants	10.25	11.20	12.30	13.00	21.05
Miscellaneous healthcare support occupations	13.97	16.91	19.40	20.14	22.00
Medical assistants	16.00	16.64	18.88	19.69	20.16
Pharmacy aides	12.47	12.47	20.09	20.14	20.14
Protective service occupations	10.90	13.64	23.39	35.17	40.55
First-line supervisors/managers of fire fighting and prevention workers	31.71	35.53	40.00	40.82	59.99
Fire fighters	25.29	28.00	29.03	29.16	32.35
Bailiffs, correctional officers, and jailers	26.14	28.94	32.52	34.10	35.40
Correctional officers and jailers	26.14	28.94	32.52	34.10	35.40
Police officers	29.87	34.68	37.90	40.55	46.83
Police and sheriff's patrol officers	29.87	34.68	37.90	40.55	46.83
Security guards and gaming surveillance officers	10.00	11.00	13.00	16.00	19.02

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Security guards	\$10.00	\$11.00	\$13.00	\$16.00	\$19.02
Food preparation and serving related occupations	6.75	7.78	10.12	12.21	15.50
First-line supervisors/managers, food preparation and serving workers	8.31	10.67	15.49	17.31	19.00
Cooks	7.50	10.00	12.00	13.44	16.02
Cooks, institution and cafeteria	11.55	12.50	15.42	16.37	22.24
Cooks, restaurant	7.50	10.00	12.00	13.00	13.60
Food service, tipped	6.75	6.75	6.75	8.16	10.00
Waiters and waitresses	6.75	6.75	6.75	6.75	7.05
Fast food and counter workers	6.75	7.50	9.95	10.50	13.21
Counter attendants, cafeteria, food concession, and coffee shop	6.75	7.50	8.00	13.21	13.46
Food servers, nonrestaurant	6.75	7.34	9.01	10.55	14.33
Dishwashers	7.75	8.50	8.53	10.12	10.68
Building and grounds cleaning and maintenance occupations	8.00	9.89	11.40	18.00	21.27
Building cleaning workers	8.00	9.64	10.61	16.15	21.25
Janitors and cleaners, except maids and housekeeping cleaners	8.65	9.89	10.72	16.15	21.25
Maids and housekeeping cleaners	7.00	7.00	8.75	15.09	16.25
Grounds maintenance workers	13.94	14.05	17.58	20.19	23.18
Landscaping and groundskeeping workers	13.05	14.00	18.00	20.19	23.18
Personal care and service occupations	7.75	8.56	10.60	15.00	23.22
Sales and related occupations	8.71	11.00	17.25	27.74	51.87
First-line supervisors/managers, sales workers	15.74	18.94	21.31	40.67	40.67
First-line supervisors/managers of retail sales workers	15.15	17.17	19.67	21.44	24.61
Retail sales workers	8.71	9.55	11.80	16.00	20.96
Cashiers, all workers	8.40	9.00	10.40	12.36	19.08
Cashiers	8.40	9.00	10.40	12.36	19.08
Counter and rental clerks and parts salespersons	11.00	11.00	11.00	15.02	19.35
Retail salespersons	8.71	9.73	12.38	17.48	22.35
Securities, commodities, and financial services sales agents	17.79	23.08	56.80	142.06	198.31
Sales representatives, wholesale and manufacturing	15.58	17.50	31.57	47.78	51.87
Sales representatives, wholesale and manufacturing, technical and scientific products	25.00	31.95	40.27	51.87	59.79
Sales representatives, wholesale and manufacturing, except technical and scientific products	15.58	17.25	17.50	30.74	43.11
Office and administrative support occupations	12.98	15.59	19.23	23.34	29.49
First-line supervisors/managers of office and administrative support workers	15.85	18.13	27.83	30.33	32.69
Financial clerks	12.98	15.03	17.43	20.19	23.56
Bill and account collectors	14.80	14.80	17.92	20.62	23.38
Billing and posting clerks and machine operators	19.72	20.37	20.99	23.41	26.38
Bookkeeping, accounting, and auditing clerks	12.70	16.09	17.56	20.04	23.56
Tellers	12.00	13.05	14.15	16.82	17.34
Customer service representatives	14.15	15.93	17.00	20.19	26.65
Eligibility interviewers, government programs	18.02	24.40	26.06	29.38	29.38
Order clerks	12.50	13.50	14.55	15.75	17.18
Receptionists and information clerks	13.00	14.35	17.00	18.89	22.48
Dispatchers	22.81	22.81	28.26	32.32	34.58
Police, fire, and ambulance dispatchers	27.76	28.26	29.87	33.94	34.58
Meter readers, utilities	22.90	23.82	26.85	28.68	30.81
Production, planning, and expediting clerks	20.10	24.12	29.05	29.49	29.49
Shipping, receiving, and traffic clerks	10.00	10.75	12.50	15.00	19.40
Stock clerks and order fillers	10.79	14.00	16.00	18.98	23.51
Secretaries and administrative assistants	18.52	21.18	23.47	30.23	34.67
Executive secretaries and administrative assistants	18.40	21.15	23.83	30.23	34.67
Secretaries, except legal, medical, and executive	17.07	19.64	21.51	22.98	27.49
Data entry and information processing workers	15.30	16.00	20.91	22.07	24.72
Word processors and typists	18.13	19.78	22.00	23.34	25.81

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Insurance claims and policy processing clerks	\$16.77	\$18.65	\$20.75	\$22.08	\$30.90
Office clerks, general	12.50	15.39	18.03	21.63	23.56
Construction and extraction occupations	12.24	18.00	23.00	29.61	39.30
First-line supervisors/managers of construction trades and extraction workers	27.00	30.00	34.62	40.72	43.06
Cement masons, concrete finishers, and terrazzo workers	14.11	20.42	21.68	25.88	26.01
Cement masons and concrete finishers	14.11	20.42	21.68	25.88	26.01
Construction laborers	10.00	12.00	15.00	22.98	24.32
Electricians	19.91	22.10	25.54	43.07	49.26
Painters and paperhangers	11.75	13.25	16.50	21.00	21.00
Painters, construction and maintenance	11.75	13.25	16.50	21.00	21.00
Construction and building inspectors	31.67	34.28	38.94	39.02	41.92
Installation, maintenance, and repair occupations	12.60	15.66	22.19	28.13	32.34
First-line supervisors/managers of mechanics, installers, and repairers	14.59	31.29	54.58	54.58	54.58
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers	20.73	24.63	24.63	33.09	33.10
Automotive technicians and repairers	12.60	15.00	18.00	23.00	26.23
Automotive service technicians and mechanics	12.60	15.00	18.00	23.00	26.23
Bus and truck mechanics and diesel engine specialists	18.00	18.00	27.00	28.05	31.41
Industrial machinery installation, repair, and maintenance workers	11.35	13.97	22.25	25.08	31.85
Industrial machinery mechanics	19.00	20.20	23.11	30.78	32.34
Maintenance and repair workers, general	13.97	20.50	22.25	25.08	31.85
Miscellaneous installation, maintenance, and repair workers	12.00	12.80	14.75	18.75	24.77
Helpers--installation, maintenance, and repair workers	10.50	12.00	14.00	22.81	24.77
Production occupations	8.82	10.50	13.50	18.98	27.94
First-line supervisors/managers of production and operating workers	19.72	24.29	24.48	30.77	34.85
Electrical, electronics, and electromechanical assemblers	11.00	11.23	11.23	12.27	18.75
Miscellaneous assemblers and fabricators	9.72	12.00	16.60	27.58	27.94
Machinists	20.75	22.90	28.06	28.15	33.65
Welding, soldering, and brazing workers	10.19	16.56	19.19	22.07	24.95
Welders, cutters, solderers, and brazers	10.19	16.56	19.19	22.07	24.95
Stationary engineers and boiler operators	32.80	33.10	33.11	34.04	34.04
Inspectors, testers, sorters, samplers, and weighers	7.46	7.46	13.75	27.97	28.95
Miscellaneous production workers	7.25	9.00	12.17	18.78	19.00
Transportation and material moving occupations	9.25	12.00	15.24	18.13	22.86
Bus drivers	13.55	14.48	15.00	16.64	25.02
Driver/sales workers and truck drivers	12.83	14.79	15.43	20.14	25.62
Truck drivers, heavy and tractor-trailer	13.93	14.75	18.50	22.86	24.15
Truck drivers, light or delivery services	12.00	15.34	15.34	19.85	26.45
Industrial truck and tractor operators	10.25	12.51	16.26	17.58	18.70
Laborers and material movers, hand	8.19	9.61	12.00	15.55	20.20
Cleaners of vehicles and equipment	7.00	8.62	12.00	15.55	17.33
Laborers and freight, stock, and material movers, hand	8.50	11.00	12.00	15.57	20.38
Packers and packagers, hand	8.50	10.00	12.96	15.53	15.62

¹ 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.

² 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.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², San Francisco-Oakland-San Jose, CA, March 2006

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$7.25	\$8.82	\$11.25	\$18.06	\$38.84
Business and financial operations occupations	20.00	30.55	30.55	50.05	50.05
Education, training, and library occupations	9.07	14.80	18.17	24.34	41.67
Postsecondary teachers	16.52	19.00	24.34	38.33	55.87
Miscellaneous postsecondary teachers	18.00	19.29	23.63	30.04	53.75
Primary, secondary, and special education school teachers	17.53	20.00	35.75	46.05	52.43
Elementary and middle school teachers	17.53	19.17	28.61	35.75	40.00
Library technicians	11.85	16.39	17.91	20.93	30.03
Teacher assistants	9.07	9.81	15.70	18.30	20.36
Arts, design, entertainment, sports, and media occupations	10.29	20.00	20.00	26.43	40.39
Healthcare practitioner and technical occupations	24.65	29.32	42.94	48.71	53.16
Registered nurses	39.33	42.10	46.60	49.70	52.64
Therapists	23.75	26.67	29.32	41.96	75.00
Licensed practical and licensed vocational nurses	24.46	25.41	28.00	28.21	30.15
Healthcare support occupations	14.00	15.20	17.94	20.09	24.00
Nursing, psychiatric, and home health aides	17.84	18.52	19.20	20.05	20.05
Miscellaneous healthcare support occupations	13.84	15.00	17.00	21.00	24.00
Protective service occupations	10.00	10.50	10.50	10.50	11.62
Security guards and gaming surveillance officers	10.00	10.50	10.50	10.50	11.50
Security guards	10.00	10.50	10.50	10.50	11.50
Food preparation and serving related occupations	6.75	6.75	8.00	9.50	12.68
Cooks	8.00	9.00	10.00	12.68	14.57
Food service, tipped	6.75	6.75	6.75	8.82	13.21
Waiters and waitresses	6.75	6.75	6.75	7.25	12.00
Dining room and cafeteria attendants and bartender helpers	6.75	7.00	7.00	11.71	13.21
Fast food and counter workers	7.00	7.50	8.00	9.00	10.00
Combined food preparation and serving workers, including fast food	7.10	7.75	8.00	9.00	10.00
Counter attendants, cafeteria, food concession, and coffee shop	6.75	7.00	7.75	9.28	9.38
Building and grounds cleaning and maintenance occupations	8.80	10.00	10.78	17.92	27.00
Building cleaning workers	8.25	10.00	10.50	10.95	19.06
Janitors and cleaners, except maids and housekeeping cleaners	8.00	10.00	10.00	11.25	17.92
Personal care and service occupations	7.56	8.50	11.95	14.37	19.15
Child care workers	8.50	9.00	13.00	14.90	18.88
Recreation and fitness workers	8.68	11.12	17.37	35.00	35.00
Recreation workers	8.26	8.68	11.99	17.11	19.15
Sales and related occupations	8.00	8.64	9.25	11.25	14.75
Retail sales workers	8.00	8.62	9.15	11.00	14.73
Cashiers, all workers	7.50	8.40	9.00	9.54	13.35
Cashiers	7.50	8.40	9.00	9.54	13.35
Retail salespersons	8.00	9.00	10.00	12.00	15.06
Office and administrative support occupations	9.40	11.35	14.00	16.17	19.37
Financial clerks	10.50	11.88	12.83	13.86	15.67
Tellers	10.50	11.88	12.83	13.86	15.67
Receptionists and information clerks	8.00	10.27	11.43	17.00	17.00
Secretaries and administrative assistants	14.00	16.00	23.00	25.30	33.67
Office clerks, general	11.00	11.38	14.43	14.97	18.00
Installation, maintenance, and repair occupations	6.90	10.00	11.00	11.32	26.28

See footnotes at end of table.

Table 10. **Part-time¹ civilian workers: Hourly wage percentiles², San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
Miscellaneous installation, maintenance, and repair workers	\$6.90	\$6.90	\$10.00	\$11.62	\$12.61
Production occupations	8.82	8.82	8.82	13.27	17.65
Transportation and material moving occupations	7.34	8.00	9.95	13.51	14.20
Laborers and material movers, hand	7.25	7.75	8.50	10.56	13.51
Laborers and freight, stock, and material movers, hand	7.25	8.10	8.50	12.00	14.20

¹ 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.

² 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.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Francisco-Oakland-San Jose, CA, March 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$27.37	\$22.24	\$1,089	\$873	39.8	\$55,978	\$45,240	2,045
Management occupations	55.20	50.96	2,288	2,115	41.4	118,613	108,445	2,149
General and operations managers	65.05	52.14	2,726	2,085	41.9	141,777	108,445	2,179
Marketing and sales managers	79.74	59.13	3,450	2,608	43.3	179,279	135,620	2,248
Marketing managers	88.30	62.50	3,825	2,709	43.3	198,733	140,878	2,251
Sales managers	53.41	37.80	2,302	1,423	43.1	119,709	73,977	2,241
Computer and information systems managers	61.69	60.21	2,515	2,566	40.8	130,768	133,457	2,120
Financial managers	50.86	45.12	2,088	1,918	41.1	108,602	99,722	2,135
Human resources managers	46.36	44.54	1,956	1,788	42.2	101,726	93,001	2,194
Industrial production managers	46.10	44.85	1,822	1,794	39.5	94,725	93,278	2,055
Construction managers	48.74	53.63	1,868	1,942	38.3	97,154	101,005	1,993
Education administrators	45.11	43.27	1,825	1,731	40.5	88,833	90,000	1,969
Education administrators, elementary and secondary school	44.26	43.27	1,797	1,731	40.6	88,225	90,000	1,993
Engineering managers	60.50	57.79	2,425	2,312	40.1	126,089	120,212	2,084
Medical and health services managers	55.00	55.78	2,340	2,458	42.6	121,700	127,824	2,213
Social and community service managers	22.82	24.23	960	1,053	42.1	49,912	54,756	2,187
Business and financial operations occupations	34.22	29.92	1,385	1,218	40.5	71,993	63,333	2,104
Buyers and purchasing agents	29.47	28.85	1,229	1,294	41.7	63,894	67,307	2,168
Claims adjusters, appraisers, examiners, and investigators	29.22	28.85	1,165	1,154	39.9	60,601	60,010	2,074
Claims adjusters, examiners, and investigators	29.22	28.85	1,165	1,154	39.9	60,601	60,010	2,074
Human resources, training, and labor relations specialists	26.69	26.21	1,070	1,054	40.1	55,638	54,829	2,085
Employment, recruitment, and placement specialists	29.55	26.21	1,149	1,048	38.9	59,758	54,511	2,022
Management analysts	43.51	41.52	1,735	1,661	39.9	90,200	86,366	2,073
Accountants and auditors	34.00	31.25	1,369	1,250	40.3	71,185	65,000	2,094
Financial analysts and advisors	37.76	37.27	1,507	1,491	39.9	78,338	77,530	2,075
Financial analysts	38.96	37.50	1,561	1,500	40.1	81,162	78,000	2,083
Computer and mathematical science occupations	41.71	41.20	1,710	1,726	41.0	88,911	89,209	2,132
Computer programmers	40.34	41.30	1,622	1,652	40.2	84,330	85,900	2,090
Computer software engineers	49.44	48.73	2,069	2,050	41.8	107,545	106,575	2,175
Computer software engineers, applications	45.58	44.86	1,879	1,956	41.2	97,670	101,700	2,143
Computer software engineers, systems software	52.00	51.59	2,198	2,196	42.3	114,280	114,196	2,198
Computer support specialists	34.27	31.70	1,354	1,243	39.5	70,400	64,617	2,054
Computer systems analysts	40.00	38.46	1,628	1,631	40.7	84,639	84,822	2,116
Network and computer systems administrators	30.88	25.48	1,235	1,019	40.0	64,240	53,000	2,080
Architecture and engineering occupations	39.54	38.25	1,624	1,606	41.1	83,605	83,188	2,115
Engineers	42.72	42.31	1,776	1,765	41.6	92,228	91,770	2,159
Civil engineers	42.84	42.31	1,712	1,692	40.0	89,019	88,001	2,078
Computer hardware engineers	44.57	44.03	1,935	1,843	43.4	100,623	95,815	2,258
Electrical and electronics engineers	44.14	40.80	1,887	1,827	42.7	98,033	95,001	2,221
Electrical engineers	54.58	52.43	2,183	2,097	40.0	113,295	107,896	2,076
Electronics engineers, except computer	39.50	37.62	1,741	1,827	44.1	90,536	95,001	2,292
Industrial engineers, including health and safety	38.97	34.65	1,631	1,627	41.8	84,747	84,622	2,174
Industrial engineers	38.49	34.65	1,598	1,627	41.5	83,017	84,150	2,157

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Mechanical engineers	\$40.43	\$42.27	\$1,674	\$1,671	41.4	\$87,047	\$86,915	2,153
Engineering technicians, except drafters	26.22	25.02	1,049	1,001	40.0	51,155	51,280	1,951
Electrical and electronic engineering technicians	25.93	24.96	1,037	998	40.0	53,940	51,915	2,080
Life, physical, and social science occupations	35.69	32.00	1,461	1,287	40.9	75,653	66,560	2,120
Life scientists	40.16	37.25	1,589	1,481	39.6	82,063	77,000	2,043
Biological scientists	40.05	37.14	1,581	1,461	39.5	82,197	75,978	2,052
Biochemists and biophysicists	41.81	38.32	1,647	1,481	39.4	85,640	77,000	2,048
Physical scientists	30.85	28.53	1,234	1,141	40.0	63,684	56,794	2,064
Chemists and materials scientists ..	27.31	25.65	1,092	1,026	40.0	56,804	53,358	2,080
Chemists	27.31	25.65	1,092	1,026	40.0	56,804	53,358	2,080
Market and survey researchers	45.48	43.93	2,076	2,087	45.7	107,966	108,500	2,374
Market research analysts	45.48	43.93	2,076	2,087	45.7	107,966	108,500	2,374
Biological technicians	25.58	25.78	1,003	985	39.2	52,141	51,238	2,038
Community and social services occupations	23.89	20.69	953	840	39.9	48,875	43,801	2,046
Counselors	31.15	28.61	1,180	1,145	37.9	57,701	53,345	1,853
Mental health counselors	30.77	30.19	1,231	1,208	40.0	64,012	62,795	2,080
Social workers	29.41	31.28	1,198	1,308	40.7	62,281	68,037	2,117
Miscellaneous community and social service specialists	18.81	16.00	750	640	39.8	38,868	33,280	2,066
Social and human service assistants	15.28	15.58	609	623	39.8	31,508	32,413	2,062
Legal occupations	48.87	35.08	1,926	1,403	39.4	100,163	72,962	2,050
Lawyers	74.38	71.28	2,926	2,788	39.3	152,148	145,001	2,046
Paralegals and legal assistants	30.96	31.80	1,220	1,272	39.4	63,442	66,146	2,049
Miscellaneous legal support workers ..	30.68	31.28	1,215	1,251	39.6	63,164	65,054	2,059
Education, training, and library occupations	40.83	39.85	1,520	1,422	37.2	62,824	59,296	1,539
Postsecondary teachers	54.81	45.00	2,305	2,352	42.1	99,066	87,000	1,808
Arts, communications, and humanities teachers, postsecondary	47.36	45.59	1,668	1,710	35.2	62,553	61,542	1,321
Miscellaneous postsecondary teachers	47.75	36.47	1,533	1,194	32.1	56,746	50,936	1,188
Primary, secondary, and special education school teachers	41.07	42.69	1,444	1,453	35.2	56,107	55,535	1,366
Preschool and kindergarten teachers	16.82	13.25	664	530	39.4	31,741	27,560	1,887
Elementary and middle school teachers	45.11	43.92	1,567	1,537	34.7	59,032	57,704	1,309
Elementary school teachers, except special education	44.43	43.09	1,562	1,537	35.2	58,921	57,704	1,326
Middle school teachers, except special and vocational education	47.72	45.97	1,587	1,543	33.3	59,427	57,689	1,245
Secondary school teachers	49.87	45.27	1,564	1,361	31.4	56,605	54,323	1,135
Secondary school teachers, except special and vocational education	49.87	45.27	1,564	1,361	31.4	56,605	54,323	1,135
Special education teachers	44.15	49.73	1,592	1,742	36.1	63,209	68,693	1,432
Special education teachers, preschool, kindergarten, and elementary school	41.27	43.15	1,490	1,526	36.1	60,760	64,788	1,472
Librarians	31.15	30.93	1,230	1,237	39.5	63,401	64,334	2,036
Arts, design, entertainment, sports, and media occupations	27.04	23.56	1,108	1,010	41.0	57,477	52,519	2,126
Designers	27.03	26.00	1,074	1,040	39.7	55,830	54,080	2,066

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Writers and editors	\$33.05	\$25.77	\$1,322	\$1,031	40.0	\$68,737	\$53,604	2,080
Healthcare practitioner and technical occupations	36.19	34.77	1,439	1,386	39.8	74,565	71,955	2,060
Physicians and surgeons	50.28	39.42	2,025	1,774	40.3	105,293	92,243	2,094
Registered nurses	43.10	44.05	1,697	1,702	39.4	88,233	88,523	2,047
Therapists	42.87	37.97	1,675	1,519	39.1	84,057	78,978	1,961
Clinical laboratory technologists and technicians	24.95	20.48	998	819	40.0	51,896	42,598	2,080
Medical and clinical laboratory technologists	37.19	37.83	1,488	1,513	40.0	77,355	78,686	2,080
Diagnostic related technologists and technicians	31.74	30.00	1,270	1,200	40.0	66,025	62,400	2,080
Radiologic technologists and technicians	31.05	30.00	1,242	1,200	40.0	64,588	62,400	2,080
Health diagnosing and treating practitioner support technicians	21.67	22.47	867	899	40.0	45,067	46,738	2,080
Pharmacy technicians	21.12	21.83	845	873	40.0	43,928	45,406	2,080
Licensed practical and licensed vocational nurses	26.57	27.00	1,063	1,080	40.0	55,258	56,160	2,080
Miscellaneous health technologists and technicians	24.86	24.60	995	984	40.0	51,716	51,162	2,080
Healthcare support occupations	17.71	18.39	682	704	38.5	35,312	36,608	1,994
Nursing, psychiatric, and home health aides	13.65	12.30	531	468	38.9	27,630	24,336	2,025
Nursing aides, orderlies, and attendants	13.65	12.30	531	468	38.9	27,630	24,336	2,025
Miscellaneous healthcare support occupations	18.78	19.40	720	709	38.4	37,281	36,852	1,986
Medical assistants	18.62	18.88	706	704	37.9	36,706	36,608	1,971
Pharmacy aides	17.30	20.09	692	804	40.0	35,975	41,787	2,080
Protective service occupations	25.10	23.39	1,039	896	41.4	53,807	46,342	2,144
First-line supervisors/managers of fire fighting and prevention workers	40.39	40.00	2,045	2,091	50.6	106,336	108,755	2,633
Fire fighters	28.96	29.03	1,535	1,539	53.0	79,814	80,007	2,756
Bailiffs, correctional officers, and jailers	31.73	32.52	1,288	1,337	40.6	66,964	69,545	2,110
Correctional officers and jailers	31.73	32.52	1,288	1,337	40.6	66,964	69,545	2,110
Police officers	37.69	37.90	1,508	1,516	40.0	78,394	78,838	2,080
Police and sheriff's patrol officers	37.69	37.90	1,508	1,516	40.0	78,394	78,838	2,080
Security guards and gaming surveillance officers	13.68	13.00	546	520	39.9	28,125	26,687	2,057
Security guards	13.68	13.00	546	520	39.9	28,125	26,687	2,057
Food preparation and serving related occupations	10.46	10.12	407	400	38.9	21,159	20,800	2,022
First-line supervisors/managers, food preparation and serving workers	13.85	15.49	553	620	40.0	28,722	32,217	2,074
Cooks	12.02	12.00	467	480	38.9	24,305	24,960	2,023
Cooks, institution and cafeteria	15.28	15.42	608	617	39.8	31,615	32,074	2,069
Cooks, restaurant	11.29	12.00	440	480	38.9	22,856	24,960	2,025
Food service, tipped	7.66	6.75	290	270	37.8	15,077	14,040	1,968
Waiters and waitresses	6.84	6.75	252	270	36.9	13,109	14,040	1,918
Fast food and counter workers	9.57	9.95	376	398	39.2	19,528	20,694	2,041
Counter attendants, cafeteria, food concession, and coffee shop	9.80	8.00	382	300	38.9	19,840	15,600	2,023
Food servers, nonrestaurant	9.62	9.01	385	360	40.0	20,008	18,741	2,080
Dishwashers	8.99	8.53	342	341	38.1	17,802	17,744	1,980
Building and grounds cleaning and maintenance occupations	13.91	11.40	547	451	39.3	28,421	23,477	2,043
Building cleaning workers	12.94	10.61	508	424	39.3	26,424	22,071	2,043

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Janitors and cleaners, except maids and housekeeping cleaners	\$13.33	\$10.72	\$526	\$429	39.5	\$27,357	\$22,291	2,053
Maids and housekeeping cleaners	10.69	8.75	410	320	38.3	21,304	16,640	1,993
Grounds maintenance workers	18.29	17.58	728	659	39.8	37,838	34,281	2,069
Landscaping and groundskeeping workers	18.35	18.00	734	720	40.0	38,150	37,440	2,080
Personal care and service occupations	13.02	10.60	466	420	35.8	24,002	21,840	1,844
Sales and related occupations	25.12	17.25	988	630	39.3	51,350	32,739	2,044
First-line supervisors/managers, sales workers	28.58	21.31	1,150	869	40.2	59,780	45,198	2,091
First-line supervisors/managers of retail sales workers	19.35	19.67	781	787	40.3	40,587	40,903	2,097
Retail sales workers	14.19	11.80	545	450	38.4	28,328	23,400	1,996
Cashiers, all workers	11.72	10.40	457	415	39.0	23,772	21,590	2,028
Cashiers	11.72	10.40	457	415	39.0	23,772	21,590	2,028
Counter and rental clerks and parts salespersons	13.35	11.00	524	440	39.2	27,223	22,880	2,040
Retail salespersons	15.26	12.38	580	480	38.0	30,154	24,960	1,976
Securities, commodities, and financial services sales agents	85.22	56.80	3,409	2,272	40.0	177,263	118,140	2,080
Sales representatives, wholesale and manufacturing	33.76	31.57	1,386	1,537	41.1	72,095	79,919	2,135
Sales representatives, wholesale and manufacturing, technical and scientific products	41.61	40.27	1,673	1,658	40.2	86,983	86,233	2,090
Sales representatives, wholesale and manufacturing, except technical and scientific products	23.29	17.50	985	700	42.3	51,201	36,400	2,198
Office and administrative support occupations	20.13	19.23	800	767	39.7	41,533	39,666	2,063
First-line supervisors/managers of office and administrative support workers	24.77	27.83	1,000	1,113	40.4	51,978	57,893	2,099
Financial clerks	18.06	17.43	721	694	39.9	37,468	36,109	2,074
Bill and account collectors	18.53	17.92	741	717	40.0	38,549	37,265	2,080
Billing and posting clerks and machine operators	21.98	20.99	871	815	39.6	45,316	42,374	2,061
Bookkeeping, accounting, and auditing clerks	18.20	17.56	726	694	39.9	37,741	36,109	2,073
Tellers	14.68	14.15	587	566	40.0	30,539	29,432	2,080
Customer service representatives	18.47	17.00	734	670	39.7	38,153	34,848	2,066
Eligibility interviewers, government programs	25.47	26.06	1,001	979	39.3	52,054	50,908	2,044
Order clerks	15.34	14.55	614	582	40.0	31,918	30,264	2,080
Receptionists and information clerks ..	17.00	17.00	671	680	39.4	34,872	35,360	2,051
Dispatchers	27.67	28.26	1,107	1,131	40.0	57,560	58,787	2,080
Police, fire, and ambulance dispatchers	30.56	29.87	1,222	1,195	40.0	63,560	62,130	2,080
Meter readers, utilities	26.66	26.85	1,066	1,074	40.0	55,454	55,848	2,080
Production, planning, and expediting clerks	26.82	29.05	1,073	1,162	40.0	55,779	60,424	2,080
Shipping, receiving, and traffic clerks	13.45	12.50	537	500	40.0	27,940	26,000	2,078
Stock clerks and order fillers	16.40	16.00	656	640	40.0	34,103	33,280	2,080
Secretaries and administrative assistants	25.34	23.47	1,008	935	39.8	52,059	48,618	2,055
Executive secretaries and administrative assistants	25.48	23.83	1,017	953	39.9	52,862	49,560	2,075

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Secretaries, except legal, medical, and executive	\$22.04	\$21.51	\$879	\$860	39.9	\$44,026	\$44,741	1,998
Data entry and information processing workers	20.13	20.91	786	836	39.1	40,897	43,485	2,032
Word processors and typists	21.86	22.00	854	878	39.1	44,432	45,635	2,032
Insurance claims and policy processing clerks	21.73	20.75	844	830	38.8	43,904	43,160	2,020
Office clerks, general	18.59	18.03	732	720	39.4	38,090	37,446	2,049
Construction and extraction occupations	24.48	23.00	965	920	39.4	49,126	46,000	2,007
First-line supervisors/managers of construction trades and extraction workers	34.39	34.62	1,376	1,385	40.0	70,254	64,480	2,043
Cement masons, concrete finishers, and terrazzo workers	21.89	21.68	876	867	40.0	37,840	33,813	1,728
Cement masons and concrete finishers	21.89	21.68	876	867	40.0	37,840	33,813	1,728
Construction laborers	16.67	15.00	667	600	40.0	33,305	31,200	1,998
Electricians	29.72	25.54	1,189	1,022	40.0	61,822	53,123	2,080
Painters and paperhangers	17.25	16.50	653	600	37.8	33,950	31,200	1,968
Painters, construction and maintenance	17.25	16.50	653	600	37.8	33,950	31,200	1,968
Construction and building inspectors ..	37.02	38.94	1,458	1,557	39.4	75,792	80,987	2,047
Installation, maintenance, and repair occupations	22.88	22.19	915	878	40.0	47,551	45,656	2,078
First-line supervisors/managers of mechanics, installers, and repairers	41.85	54.58	1,783	2,402	42.6	92,696	124,886	2,215
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers	26.92	24.63	1,077	985	40.0	55,992	51,222	2,080
Automotive technicians and repairers	19.99	18.00	784	720	39.2	40,753	37,440	2,038
Automotive service technicians and mechanics	19.99	18.00	784	720	39.2	40,753	37,440	2,038
Bus and truck mechanics and diesel engine specialists	24.79	27.00	992	1,080	40.0	51,561	56,160	2,080
Industrial machinery installation, repair, and maintenance workers	21.38	22.25	855	890	40.0	44,428	46,270	2,078
Industrial machinery mechanics	25.36	23.11	1,014	924	40.0	52,739	48,069	2,080
Maintenance and repair workers, general	22.06	22.25	882	890	40.0	45,816	46,270	2,077
Miscellaneous installation, maintenance, and repair workers	17.29	14.75	691	590	40.0	35,955	30,680	2,080
Helpers--installation, maintenance, and repair workers	15.81	14.00	632	560	40.0	32,884	29,120	2,080
Production occupations	15.56	13.50	611	522	39.3	31,772	27,129	2,043
First-line supervisors/managers of production and operating workers	26.31	24.48	1,080	1,057	41.1	56,177	54,952	2,135
Electrical, electronics, and electromechanical assemblers	12.80	11.23	512	449	40.0	26,606	23,367	2,078
Miscellaneous assemblers and fabricators	18.01	16.60	716	669	39.8	37,239	34,803	2,068
Machinists	26.47	28.06	1,059	1,122	40.0	55,062	58,369	2,080
Welding, soldering, and brazing workers	18.45	19.19	738	768	40.0	38,377	39,915	2,080
Welders, cutters, solderers, and brazers	18.45	19.19	738	768	40.0	38,377	39,915	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Stationary engineers and boiler operators	\$33.19	\$33.11	\$1,224	\$1,312	36.9	\$63,652	\$68,224	1,918
Inspectors, testers, sorters, samplers, and weighers	16.10	13.75	596	477	37.0	30,998	24,796	1,925
Miscellaneous production workers	13.43	12.17	537	487	40.0	27,934	25,314	2,080
Transportation and material moving occupations	16.30	15.24	640	608	39.3	33,100	31,385	2,030
Bus drivers	16.42	15.00	632	596	38.5	32,228	30,160	1,962
Driver/sales workers and truck drivers	17.60	15.43	704	617	40.0	36,609	32,096	2,080
Truck drivers, heavy and tractor-trailer	18.28	18.50	731	740	40.0	38,019	38,480	2,080
Truck drivers, light or delivery services	17.16	15.34	686	614	40.0	35,694	31,907	2,080
Industrial truck and tractor operators ..	15.08	16.26	603	650	40.0	31,373	33,821	2,080
Laborers and material movers, hand ..	12.73	12.00	503	480	39.5	25,938	24,960	2,038
Cleaners of vehicles and equipment	12.32	12.00	493	480	40.0	25,633	24,960	2,080
Laborers and freight, stock, and material movers, hand	13.20	12.00	523	478	39.7	27,213	24,856	2,062
Packers and packagers, hand	12.48	12.96	477	519	38.2	23,423	22,173	1,877

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Francisco-Oakland-San Jose, CA, March 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$26.73	\$20.75	\$1,065	\$819	39.8	\$55,178	\$42,434	2,064
Management occupations	56.00	52.14	2,324	2,140	41.5	120,837	111,301	2,158
General and operations managers	66.07	52.69	2,779	2,085	42.1	144,489	108,445	2,187
Marketing and sales managers	79.74	59.13	3,450	2,608	43.3	179,279	135,620	2,248
Marketing managers	88.30	62.50	3,825	2,709	43.3	198,733	140,878	2,251
Sales managers	53.41	37.80	2,302	1,423	43.1	119,709	73,977	2,241
Computer and information systems managers	62.61	60.37	2,556	2,566	40.8	132,899	133,457	2,122
Financial managers	50.87	45.12	2,089	1,918	41.1	108,644	99,722	2,136
Human resources managers	46.36	44.54	1,956	1,788	42.2	101,726	93,001	2,194
Industrial production managers	46.10	44.85	1,822	1,794	39.5	94,725	93,278	2,055
Construction managers	48.74	53.63	1,868	1,942	38.3	97,154	101,005	1,993
Education administrators	40.25	43.27	1,610	1,731	40.0	83,722	90,000	2,080
Engineering managers	60.26	57.79	2,415	2,312	40.1	125,595	120,212	2,084
Business and financial operations occupations	35.12	31.25	1,424	1,250	40.5	74,034	65,000	2,108
Buyers and purchasing agents	29.66	28.85	1,244	1,298	42.0	64,710	67,477	2,182
Claims adjusters, appraisers, examiners, and investigators	29.19	30.05	1,161	1,202	39.8	60,384	62,504	2,069
Claims adjusters, examiners, and investigators	29.19	30.05	1,161	1,202	39.8	60,384	62,504	2,069
Human resources, training, and labor relations specialists	25.80	26.21	1,035	1,048	40.1	53,812	54,511	2,086
Employment, recruitment, and placement specialists	29.67	26.21	1,151	1,048	38.8	59,877	54,511	2,018
Management analysts	43.52	41.52	1,735	1,661	39.9	90,215	86,366	2,073
Accountants and auditors	34.29	31.25	1,382	1,250	40.3	71,842	65,000	2,095
Financial analysts and advisors	37.76	37.27	1,507	1,491	39.9	78,338	77,530	2,075
Financial analysts	38.96	37.50	1,561	1,500	40.1	81,162	78,000	2,083
Computer and mathematical science occupations	41.67	41.20	1,710	1,726	41.0	88,894	89,209	2,133
Computer programmers	40.11	41.30	1,618	1,652	40.3	84,134	85,900	2,097
Computer software engineers	49.44	48.73	2,069	2,050	41.8	107,545	106,575	2,175
Computer software engineers, applications	45.58	44.86	1,879	1,956	41.2	97,670	101,700	2,143
Computer software engineers, systems software	52.00	51.59	2,198	2,196	42.3	114,280	114,196	2,198
Computer support specialists	34.25	31.07	1,354	1,243	39.5	70,382	64,617	2,055
Computer systems analysts	39.61	38.46	1,615	1,601	40.8	83,963	83,274	2,120
Network and computer systems administrators	30.88	25.48	1,235	1,019	40.0	64,240	53,000	2,080
Architecture and engineering occupations	39.57	38.86	1,628	1,627	41.1	83,825	84,200	2,118
Engineers	42.79	42.35	1,783	1,765	41.7	92,709	91,770	2,167
Civil engineers	43.25	43.75	1,730	1,750	40.0	89,954	91,000	2,080
Computer hardware engineers	44.57	44.03	1,935	1,843	43.4	100,623	95,815	2,258
Electrical and electronics engineers	44.14	40.80	1,887	1,827	42.7	98,033	95,001	2,221
Electrical engineers	54.58	52.43	2,183	2,097	40.0	113,295	107,896	2,076
Electronics engineers, except computer	39.50	37.62	1,741	1,827	44.1	90,536	95,001	2,292
Industrial engineers, including health and safety	38.97	34.65	1,631	1,627	41.8	84,747	84,622	2,174
Industrial engineers	38.49	34.65	1,598	1,627	41.5	83,017	84,150	2,157
Mechanical engineers	40.43	42.27	1,674	1,671	41.4	87,047	86,915	2,153
Engineering technicians, except drafters	25.92	25.02	1,037	1,001	40.0	50,313	49,766	1,941
Electrical and electronic engineering technicians	25.60	24.59	1,024	984	40.0	53,257	51,156	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Life, physical, and social science occupations	\$36.94	\$34.00	\$1,516	\$1,346	41.0	\$78,806	\$69,999	2,134
Life scientists	41.84	38.32	1,654	1,481	39.5	86,009	77,000	2,056
Biological scientists	40.05	37.14	1,581	1,461	39.5	82,197	75,978	2,052
Biochemists and biophysicists	41.81	38.32	1,647	1,481	39.4	85,640	77,000	2,048
Physical scientists	31.54	30.67	1,262	1,227	40.0	65,599	63,800	2,080
Chemists and materials scientists	26.58	25.65	1,063	1,026	40.0	55,293	53,358	2,080
Chemists	26.58	25.65	1,063	1,026	40.0	55,293	53,358	2,080
Market and survey researchers	45.48	43.93	2,076	2,087	45.7	107,966	108,500	2,374
Market research analysts	45.48	43.93	2,076	2,087	45.7	107,966	108,500	2,374
Biological technicians	25.62	25.78	1,004	985	39.2	52,206	51,238	2,038
Community and social services occupations	20.57	16.21	834	651	40.5	43,270	33,717	2,104
Miscellaneous community and social service specialists	18.14	15.75	724	630	39.9	37,525	32,760	2,069
Social and human service assistants	15.03	15.58	600	623	39.9	31,073	32,413	2,067
Legal occupations	50.41	35.77	1,982	1,431	39.3	103,056	74,400	2,044
Lawyers	75.00	71.28	2,946	2,788	39.3	153,170	145,001	2,042
Education, training, and library occupations	30.15	23.72	1,199	952	39.8	58,402	47,590	1,937
Postsecondary teachers	66.19	66.91	2,583	2,625	39.0	114,897	102,375	1,736
Arts, communications, and humanities teachers, postsecondary	45.01	45.59	1,591	1,710	35.3	60,381	61,542	1,342
Primary, secondary, and special education school teachers	14.56	13.25	582	530	40.0	28,594	27,560	1,964
Arts, design, entertainment, sports, and media occupations	26.88	23.31	1,102	1,010	41.0	57,317	52,519	2,133
Designers	27.06	23.50	1,074	940	39.7	55,864	48,880	2,064
Writers and editors	33.05	25.77	1,322	1,031	40.0	68,737	53,604	2,080
Healthcare practitioner and technical occupations	36.43	36.07	1,452	1,443	39.9	75,493	75,024	2,072
Registered nurses	44.71	45.47	1,757	1,762	39.3	91,372	91,618	2,044
Clinical laboratory technologists and technicians	24.50	20.48	980	819	40.0	50,955	42,598	2,080
Diagnostic related technologists and technicians	31.56	30.00	1,263	1,200	40.0	65,655	62,400	2,080
Licensed practical and licensed vocational nurses	26.30	26.86	1,052	1,074	40.0	54,706	55,869	2,080
Healthcare support occupations	17.36	18.20	667	676	38.4	34,541	35,173	1,990
Miscellaneous healthcare support occupations	18.63	19.40	713	709	38.3	36,886	36,852	1,980
Medical assistants	18.25	18.74	689	690	37.8	35,851	35,859	1,965
Protective service occupations	13.77	13.00	550	520	39.9	28,594	27,040	2,076
Security guards and gaming surveillance officers	13.58	13.00	542	520	39.9	28,197	27,040	2,076
Security guards	13.58	13.00	542	520	39.9	28,197	27,040	2,076
Food preparation and serving related occupations	10.38	10.00	404	398	38.9	21,002	20,694	2,023
First-line supervisors/managers, food preparation and serving workers	13.83	15.49	552	620	40.0	28,724	32,217	2,078
Cooks	11.77	12.00	458	480	38.9	23,809	24,960	2,023
Cooks, restaurant	11.29	12.00	440	480	38.9	22,856	24,960	2,025
Food service, tipped	7.66	6.75	290	270	37.8	15,077	14,040	1,968
Waiters and waitresses	6.84	6.75	252	270	36.9	13,109	14,040	1,918

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Fast food and counter workers	\$9.53	\$9.95	\$374	\$398	39.2	\$19,439	\$20,694	2,040
Counter attendants, cafeteria, food concession, and coffee shop	9.80	8.00	382	300	38.9	19,840	15,600	2,023
Food servers, nonrestaurant	9.62	9.01	385	360	40.0	20,008	18,741	2,080
Dishwashers	8.99	8.53	342	341	38.1	17,802	17,744	1,980
Building and grounds cleaning and maintenance occupations	12.15	10.50	476	420	39.2	24,767	21,840	2,038
Building cleaning workers	11.17	10.29	438	396	39.2	22,754	20,601	2,037
Janitors and cleaners, except maids and housekeeping cleaners	11.30	10.29	445	400	39.4	23,136	20,800	2,048
Maids and housekeeping cleaners	10.69	8.75	410	320	38.3	21,304	16,640	1,993
Grounds maintenance workers	15.97	15.58	639	623	40.0	33,218	32,406	2,080
Landscaping and groundskeeping workers	15.97	15.58	639	623	40.0	33,218	32,406	2,080
Personal care and service occupations	12.66	10.40	451	412	35.6	23,335	21,216	1,844
Sales and related occupations	25.12	17.25	988	630	39.3	51,353	32,739	2,044
First-line supervisors/managers, sales workers	28.58	21.31	1,150	869	40.2	59,780	45,198	2,091
First-line supervisors/managers of retail sales workers	19.35	19.67	781	787	40.3	40,587	40,903	2,097
Retail sales workers	14.17	11.80	544	446	38.4	28,284	23,192	1,996
Cashiers, all workers	11.68	10.40	456	415	39.0	23,691	21,590	2,028
Cashiers	11.68	10.40	456	415	39.0	23,691	21,590	2,028
Counter and rental clerks and parts salespersons	13.35	11.00	524	440	39.2	27,223	22,880	2,040
Retail salespersons	15.24	12.38	579	480	38.0	30,110	24,960	1,976
Securities, commodities, and financial services sales agents	85.22	56.80	3,409	2,272	40.0	177,263	118,140	2,080
Sales representatives, wholesale and manufacturing	33.76	31.57	1,386	1,537	41.1	72,095	79,919	2,135
Sales representatives, wholesale and manufacturing, technical and scientific products	41.61	40.27	1,673	1,658	40.2	86,983	86,233	2,090
Sales representatives, wholesale and manufacturing, except technical and scientific products	23.29	17.50	985	700	42.3	51,201	36,400	2,198
Office and administrative support occupations	19.66	18.54	782	733	39.8	40,640	38,106	2,067
First-line supervisors/managers of office and administrative support workers	23.71	23.80	960	952	40.5	49,920	49,504	2,105
Financial clerks	17.58	17.36	701	694	39.9	36,467	36,067	2,075
Bill and account collectors	18.08	17.92	723	717	40.0	37,597	37,265	2,080
Bookkeeping, accounting, and auditing clerks	17.81	17.36	710	694	39.9	36,940	36,109	2,074
Tellers	14.68	14.15	587	566	40.0	30,539	29,432	2,080
Customer service representatives	18.32	16.75	728	668	39.7	37,842	34,736	2,066
Order clerks	15.26	14.50	610	580	40.0	31,746	30,160	2,080
Receptionists and information clerks ..	17.00	17.00	671	680	39.4	34,872	35,360	2,051
Production, planning, and expediting clerks	26.96	29.05	1,078	1,162	40.0	56,078	60,424	2,080
Shipping, receiving, and traffic clerks	13.32	12.50	533	500	40.0	27,710	26,000	2,080
Stock clerks and order fillers	15.99	14.00	640	560	40.0	33,261	29,120	2,080
Secretaries and administrative assistants	25.59	23.76	1,018	935	39.8	52,949	48,618	2,069

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Executive secretaries and administrative assistants	\$25.52	\$23.76	\$1,019	\$950	39.9	\$52,982	\$49,417	2,077
Secretaries, except legal, medical, and executive	21.97	21.51	879	860	40.0	45,697	44,741	2,080
Data entry and information processing workers	20.39	22.00	802	850	39.3	41,698	44,190	2,045
Insurance claims and policy processing clerks	21.73	20.75	844	830	38.8	43,904	43,160	2,020
Office clerks, general	18.36	18.00	722	673	39.3	37,541	35,006	2,045
Construction and extraction occupations	23.93	23.00	943	916	39.4	47,895	46,000	2,002
First-line supervisors/managers of construction trades and extraction workers	33.07	32.00	1,323	1,280	40.0	67,384	63,752	2,038
Cement masons, concrete finishers, and terrazzo workers	21.89	21.68	876	867	40.0	37,840	33,813	1,728
Cement masons and concrete finishers	21.89	21.68	876	867	40.0	37,840	33,813	1,728
Construction laborers	16.57	14.80	663	592	40.0	33,083	29,000	1,996
Electricians	30.57	25.54	1,223	1,022	40.0	63,586	53,123	2,080
Painters and paperhangers	16.93	16.50	640	600	37.8	33,290	31,200	1,966
Painters, construction and maintenance	16.93	16.50	640	600	37.8	33,290	31,200	1,966
Installation, maintenance, and repair occupations	22.22	21.02	888	829	40.0	46,184	43,120	2,078
Automotive technicians and repairers	19.68	18.00	771	720	39.2	40,087	37,440	2,037
Automotive service technicians and mechanics	19.68	18.00	771	720	39.2	40,087	37,440	2,037
Bus and truck mechanics and diesel engine specialists	24.79	27.00	992	1,080	40.0	51,561	56,160	2,080
Industrial machinery installation, repair, and maintenance workers	20.90	21.02	836	841	40.0	43,432	43,722	2,078
Industrial machinery mechanics	24.69	22.86	988	914	40.0	51,352	47,538	2,080
Maintenance and repair workers, general	21.98	22.26	879	890	40.0	45,646	46,301	2,076
Miscellaneous installation, maintenance, and repair workers	15.50	14.50	620	580	40.0	32,245	30,160	2,080
Production occupations	15.28	13.32	600	510	39.3	31,201	26,520	2,042
First-line supervisors/managers of production and operating workers	26.31	24.48	1,080	1,057	41.1	56,177	54,952	2,135
Electrical, electronics, and electromechanical assemblers	12.80	11.23	512	449	40.0	26,606	23,367	2,078
Miscellaneous assemblers and fabricators	18.01	16.60	716	669	39.8	37,239	34,803	2,068
Machinists	26.47	28.06	1,059	1,122	40.0	55,062	58,369	2,080
Welding, soldering, and brazing workers	18.45	19.19	738	768	40.0	38,377	39,915	2,080
Welders, cutters, solderers, and brazers	18.45	19.19	738	768	40.0	38,377	39,915	2,080
Inspectors, testers, sorters, samplers, and weighers	16.10	13.75	596	477	37.0	30,998	24,796	1,925
Miscellaneous production workers	13.43	12.17	537	487	40.0	27,934	25,314	2,080
Transportation and material moving occupations	15.97	15.00	627	600	39.3	32,427	31,138	2,030
Driver/sales workers and truck drivers	17.48	15.34	699	614	40.0	36,352	31,907	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Truck drivers, heavy and tractor-trailer	\$18.06	\$18.50	\$723	\$740	40.0	\$37,573	\$38,480	2,080
Truck drivers, light or delivery services	17.10	15.34	684	614	40.0	35,566	31,907	2,080
Industrial truck and tractor operators ..	15.08	16.26	603	650	40.0	31,373	33,821	2,080
Laborers and material movers, hand ..	12.73	12.00	503	480	39.5	25,938	24,960	2,038
Cleaners of vehicles and equipment	12.32	12.00	493	480	40.0	25,633	24,960	2,080
Laborers and freight, stock, and material movers, hand	13.20	12.00	523	478	39.7	27,213	24,856	2,062
Packers and packagers, hand	12.48	12.96	477	519	38.2	23,423	22,173	1,877

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Francisco-Oakland-San Jose, CA, March 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$32.33	\$29.16	\$1,274	\$1,175	39.4	\$61,744	\$57,753	1,910
Management occupations	45.32	44.79	1,847	1,792	40.8	92,596	91,474	2,043
Education administrators	51.59	51.70	2,120	2,127	41.1	94,851	96,169	1,839
Business and financial operations occupations	27.25	27.49	1,088	1,100	39.9	56,373	57,188	2,069
Computer and mathematical science occupations	43.53	42.45	1,727	1,701	39.7	89,789	88,454	2,063
Architecture and engineering occupations	39.01	36.22	1,558	1,449	39.9	80,109	74,926	2,054
Engineers	41.60	40.16	1,660	1,606	39.9	85,113	83,387	2,046
Civil engineers	41.97	40.16	1,673	1,606	39.9	87,022	83,533	2,073
Life, physical, and social science occupations	23.51	20.83	940	833	40.0	46,905	41,330	1,995
Community and social services occupations	31.33	29.36	1,208	1,174	38.6	60,411	53,832	1,928
Counselors	31.28	28.61	1,184	1,147	37.8	57,797	53,345	1,848
Mental health counselors	30.77	30.19	1,231	1,208	40.0	64,012	62,795	2,080
Social workers	33.10	34.66	1,324	1,386	40.0	68,850	72,093	2,080
Education, training, and library occupations	45.72	43.38	1,654	1,596	36.2	64,295	62,911	1,406
Postsecondary teachers	47.97	39.85	2,117	2,308	44.1	88,913	87,000	1,853
Miscellaneous postsecondary teachers	47.76	35.98	1,536	1,194	32.2	56,734	50,936	1,188
Primary, secondary, and special education school teachers	46.33	45.27	1,591	1,557	34.3	59,693	58,917	1,288
Elementary and middle school teachers	45.54	44.49	1,578	1,541	34.7	59,222	57,704	1,300
Elementary school teachers, except special education	44.96	43.45	1,576	1,537	35.0	59,164	58,020	1,316
Middle school teachers, except special and vocational education	47.72	45.97	1,587	1,543	33.3	59,427	57,689	1,245
Secondary school teachers	49.87	45.27	1,564	1,361	31.4	56,605	54,323	1,135
Secondary school teachers, except special and vocational education	49.87	45.27	1,564	1,361	31.4	56,605	54,323	1,135
Special education teachers	47.81	49.76	1,700	1,762	35.5	66,812	70,897	1,397
Special education teachers, preschool, kindergarten, and elementary school	45.68	48.17	1,618	1,742	35.4	65,373	69,753	1,431
Librarians	34.80	30.93	1,355	1,237	38.9	69,496	64,334	1,997
Healthcare practitioner and technical occupations	35.36	32.44	1,395	1,267	39.5	71,465	65,439	2,021
Registered nurses	38.31	40.49	1,516	1,550	39.6	78,843	80,587	2,058
Therapists	40.54	36.71	1,525	1,420	37.6	72,396	71,585	1,786
Healthcare support occupations	21.66	20.80	848	827	39.1	44,075	43,014	2,035
Protective service occupations	34.59	34.68	1,478	1,502	42.7	76,247	78,102	2,204
First-line supervisors/managers of fire fighting and prevention workers	40.39	40.00	2,045	2,091	50.6	106,336	108,755	2,633
Fire fighters	28.96	29.03	1,535	1,539	53.0	79,814	80,007	2,756
Bailiffs, correctional officers, and jailers	31.73	32.52	1,288	1,337	40.6	66,964	69,545	2,110
Correctional officers and jailers	31.73	32.52	1,288	1,337	40.6	66,964	69,545	2,110
Police officers	37.69	37.90	1,508	1,516	40.0	78,394	78,838	2,080
Police and sheriff's patrol officers	37.69	37.90	1,508	1,516	40.0	78,394	78,838	2,080

See footnotes at end of table.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Building and grounds cleaning and maintenance occupations	\$21.14	\$20.92	\$842	\$826	39.8	\$43,671	\$42,766	2,066
Building cleaning workers	20.77	20.92	829	837	39.9	42,988	42,276	2,070
Janitors and cleaners, except maids and housekeeping cleaners	20.84	20.92	832	837	39.9	43,140	43,520	2,070
Grounds maintenance workers	22.81	22.75	899	910	39.4	46,712	47,138	2,048
Office and administrative support occupations	22.97	22.49	909	898	39.6	46,881	46,361	2,041
Financial clerks	23.87	22.29	948	900	39.7	49,295	46,821	2,065
Bookkeeping, accounting, and auditing clerks	23.27	22.07	921	883	39.6	47,908	45,906	2,059
Eligibility interviewers, government programs	26.08	26.06	1,029	979	39.5	53,504	50,918	2,052
Dispatchers	30.56	29.87	1,222	1,195	40.0	63,560	62,130	2,080
Police, fire, and ambulance dispatchers	30.56	29.87	1,222	1,195	40.0	63,560	62,130	2,080
Secretaries and administrative assistants	23.43	23.36	927	930	39.6	45,747	47,112	1,952
Executive secretaries and administrative assistants	24.81	27.67	971	1,040	39.1	50,485	54,059	2,035
Secretaries, except legal, medical, and executive	22.13	22.51	879	900	39.7	41,970	43,744	1,897
Data entry and information processing workers	19.72	19.78	763	742	38.7	39,658	38,571	2,011
Word processors and typists	20.42	19.78	803	761	39.3	41,747	39,562	2,045
Office clerks, general	19.10	18.76	755	738	39.6	39,286	38,386	2,057
Construction and extraction occupations	31.16	28.25	1,242	1,130	39.8	64,561	58,760	2,072
Construction and building inspectors ..	37.02	38.94	1,458	1,557	39.4	75,792	80,987	2,047
Installation, maintenance, and repair occupations	29.50	28.12	1,177	1,125	39.9	61,181	58,490	2,074
Production occupations	25.80	33.10	1,032	1,324	40.0	53,656	68,848	2,080
Transportation and material moving occupations	25.34	25.02	1,014	1,001	40.0	51,379	52,050	2,028

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, San Francisco-Oakland-San Jose, CA, March 2006**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$25.43	\$21.31	\$25.36	\$34.55
Management, professional, and related	40.46	36.59	40.50	44.20
Management, business, and financial	45.38	44.71	44.00	47.66
Professional and related	37.53	31.03	37.87	42.71
Service	11.85	10.90	12.27	14.45
Sales and office	20.29	18.63	19.87	26.58
Sales and related	22.13	19.23	21.12	44.86
Office and administrative support	19.06	18.14	19.04	21.26
Natural resources, construction, and maintenance	22.99	21.87	24.11	28.33
Construction and extraction	23.96	24.17	—	—
Installation, maintenance, and repair	21.46	19.23	26.30	29.22
Production, transportation, and material moving	15.02	13.18	15.42	20.25
Production	14.84	12.86	15.50	17.72
Transportation and material moving	15.20	13.43	15.37	31.75
	Relative error ³ (percent)			
All workers	2.6	4.0	3.6	3.9
Management, professional, and related	2.7	6.7	3.1	1.5
Management, business, and financial	6.4	14.2	4.3	4.5
Professional and related	2.7	3.4	5.2	1.6
Service	1.9	2.7	4.2	5.9
Sales and office	3.0	4.9	5.5	13.0
Sales and related	6.7	9.5	11.6	30.7
Office and administrative support	1.9	2.8	4.7	3.8
Natural resources, construction, and maintenance	2.3	5.8	12.8	2.8
Construction and extraction	1.1	11.0	—	—
Installation, maintenance, and repair	5.6	7.8	9.4	2.4
Production, transportation, and material moving	5.4	5.8	4.2	19.9
Production	7.6	10.9	6.8	16.9
Transportation and material moving	6.1	5.4	6.4	26.8

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. See appendix A for more information.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, San Francisco-Oakland-San Jose, CA, March 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.98	\$17.55	\$912	\$680	39.7	\$47,299	\$35,360	2,059
Management occupations	53.60	42.84	2,232	1,714	41.6	116,051	89,111	2,165
General and operations managers	64.42	52.14	2,760	1,923	42.8	143,494	100,000	2,228
Financial managers	36.38	35.74	1,494	1,430	41.1	77,687	74,348	2,136
Business and financial operations occupations	33.74	26.44	1,349	1,058	40.0	70,129	54,999	2,078
Human resources, training, and labor relations specialists	25.53	25.95	1,023	830	40.0	53,170	43,176	2,083
Accountants and auditors	35.32	30.29	1,413	1,212	40.0	73,463	62,999	2,080
Computer and mathematical science occupations	32.90	31.31	1,328	1,252	40.4	69,044	65,116	2,099
Computer software engineers	54.26	58.17	2,280	2,327	42.0	118,566	121,000	2,185
Computer support specialists	34.98	29.81	1,358	1,192	38.8	70,624	62,001	2,019
Architecture and engineering occupations	39.93	38.00	1,701	1,642	42.6	88,460	85,390	2,215
Engineers	43.72	43.20	1,962	1,837	44.9	102,032	95,524	2,334
Life, physical, and social science occupations	26.04	25.65	1,048	1,026	40.2	54,473	53,358	2,092
Physical scientists	28.10	27.31	1,124	1,092	40.0	58,447	56,794	2,080
Community and social services occupations	19.52	16.21	806	648	41.3	41,930	33,717	2,148
Miscellaneous community and social service specialists	18.22	15.75	727	630	39.9	37,819	32,760	2,075
Social and human service assistants	14.71	15.58	587	623	39.9	30,547	32,413	2,077
Legal occupations	44.14	33.44	1,721	1,315	39.0	89,489	68,357	2,027
Education, training, and library occupations	14.07	13.00	563	520	40.0	28,154	27,040	2,001
Primary, secondary, and special education school teachers	15.05	13.25	602	530	40.0	30,417	27,560	2,021
Arts, design, entertainment, sports, and media occupations	24.48	22.44	987	1,010	40.3	51,320	52,519	2,097
Healthcare practitioner and technical occupations	33.94	30.00	1,358	1,200	40.0	70,598	62,400	2,080
Healthcare support occupations	18.02	19.40	672	664	37.3	34,640	34,528	1,923
Miscellaneous healthcare support occupations	18.83	19.69	695	709	36.9	35,812	36,852	1,902
Food preparation and serving related occupations	10.12	9.75	395	360	39.0	20,517	18,720	2,026
First-line supervisors/managers, food preparation and serving workers	13.59	15.58	543	623	39.9	28,232	32,398	2,077
Cooks	11.68	12.00	450	480	38.5	23,380	24,960	2,002
Cooks, restaurant	11.00	11.00	423	429	38.5	22,006	22,295	2,000
Food service, tipped	7.88	6.75	315	270	40.0	16,396	14,040	2,080
Fast food and counter workers	8.78	9.00	343	324	39.1	17,838	16,848	2,031
Dishwashers	9.06	8.82	343	353	37.8	17,810	18,346	1,965
Building and grounds cleaning and maintenance occupations	12.77	10.72	490	429	38.4	25,484	22,291	1,995
Building cleaning workers	10.60	10.00	403	346	38.0	20,961	17,992	1,978
Janitors and cleaners, except maids and housekeeping cleaners	12.52	10.72	485	429	38.7	25,233	22,291	2,015
Personal care and service occupations	11.05	9.35	424	374	38.4	21,870	19,440	1,979
Sales and related occupations	21.86	13.41	862	508	39.4	44,818	26,416	2,050
Retail sales workers	12.64	11.00	489	423	38.7	25,430	21,996	2,012
Cashiers, all workers	10.76	10.00	418	380	38.8	21,726	19,760	2,018
Cashiers	10.76	10.00	418	380	38.8	21,726	19,760	2,018

See footnotes at end of table.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, San Francisco-Oakland-San Jose, CA, March 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Counter and rental clerks and parts salespersons	\$13.05	\$11.00	\$512	\$440	39.2	\$26,601	\$22,880	2,039
Retail salespersons	13.44	10.49	517	413	38.5	26,890	21,459	2,000
Sales representatives, wholesale and manufacturing	32.52	30.74	1,323	1,500	40.7	68,812	78,000	2,116
Sales representatives, wholesale and manufacturing, technical and scientific products	41.01	40.27	1,647	1,611	40.2	85,664	83,768	2,089
Office and administrative support occupations	18.71	17.55	741	694	39.6	38,534	36,109	2,059
First-line supervisors/managers of office and administrative support workers	22.86	23.51	925	898	40.5	48,115	46,679	2,104
Financial clerks	17.20	16.83	686	687	39.9	35,683	35,744	2,074
Bookkeeping, accounting, and auditing clerks ...	17.51	17.36	698	694	39.9	36,302	36,109	2,073
Tellers	14.88	14.15	595	566	40.0	30,950	29,432	2,080
Customer service representatives	18.64	17.00	728	656	39.1	37,877	34,118	2,032
Receptionists and information clerks	16.05	15.28	626	594	39.0	32,571	30,909	2,029
Shipping, receiving, and traffic clerks	12.39	11.16	496	446	40.0	25,771	23,213	2,080
Secretaries and administrative assistants	25.72	23.37	1,024	932	39.8	53,226	48,443	2,070
Executive secretaries and administrative assistants	25.08	23.29	1,004	932	40.0	52,195	48,443	2,081
Insurance claims and policy processing clerks	21.83	20.75	845	830	38.7	43,962	43,160	2,014
Office clerks, general	17.79	16.00	684	656	38.4	35,572	34,112	1,999
Construction and extraction occupations	24.28	21.00	944	840	38.9	48,475	43,555	1,997
First-line supervisors/managers of construction trades and extraction workers	33.08	30.65	1,323	1,226	40.0	66,484	63,519	2,010
Painters and paperhangers	16.93	16.50	640	600	37.8	33,290	31,200	1,966
Painters, construction and maintenance	16.93	16.50	640	600	37.8	33,290	31,200	1,966
Installation, maintenance, and repair occupations	20.17	18.00	806	720	40.0	41,934	37,440	2,079
Automotive technicians and repairers	19.67	18.00	771	720	39.2	40,066	37,440	2,037
Automotive service technicians and mechanics	19.67	18.00	771	720	39.2	40,066	37,440	2,037
Bus and truck mechanics and diesel engine specialists	23.98	27.00	959	1,080	40.0	49,874	56,160	2,080
Industrial machinery installation, repair, and maintenance workers	16.76	13.97	670	559	40.0	34,864	29,058	2,080
Miscellaneous installation, maintenance, and repair workers	14.83	14.50	593	580	40.0	30,856	30,160	2,080
Production occupations	13.34	11.00	522	440	39.1	27,120	22,880	2,033
Transportation and material moving occupations	14.08	14.48	555	560	39.4	28,678	29,120	2,037
Driver/sales workers and truck drivers	15.94	15.34	637	614	40.0	33,150	31,907	2,080
Truck drivers, heavy and tractor-trailer	17.41	18.13	697	725	40.0	36,223	37,719	2,080
Truck drivers, light or delivery services	15.06	15.34	602	614	40.0	31,326	31,907	2,080
Laborers and material movers, hand	12.33	11.95	487	476	39.5	24,948	23,920	2,024
Cleaners of vehicles and equipment	13.47	15.55	539	622	40.0	28,027	32,344	2,080
Laborers and freight, stock, and material movers, hand	11.37	11.16	449	446	39.4	23,323	23,204	2,051

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, San Francisco-Oakland-San Jose, CA, March 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$30.14	\$24.84	\$1,205	\$979	40.0	\$62,365	\$50,419	2,069
Management occupations	57.89	55.78	2,396	2,306	41.4	124,597	119,900	2,152
General and operations managers	70.72	90.43	2,829	3,617	40.0	147,093	188,101	2,080
Marketing and sales managers	55.41	57.20	2,393	2,365	43.2	124,297	122,982	2,243
Marketing managers	54.70	57.20	2,357	2,376	43.1	122,397	123,556	2,238
Computer and information systems managers	64.50	58.73	2,643	2,596	41.0	137,444	135,000	2,131
Financial managers	57.27	55.78	2,352	2,322	41.1	122,322	120,750	2,136
Industrial production managers	47.69	45.05	1,881	1,802	39.4	97,808	93,704	2,051
Engineering managers	63.72	58.80	2,559	2,353	40.2	133,043	122,331	2,088
Business and financial operations occupations	35.83	32.44	1,464	1,310	40.9	76,101	68,099	2,124
Buyers and purchasing agents	29.82	28.85	1,252	1,298	42.0	65,079	67,477	2,183
Human resources, training, and labor relations specialists	26.06	26.36	1,047	1,054	40.2	54,433	54,829	2,089
Management analysts	41.35	41.52	1,665	1,661	40.3	86,582	86,366	2,094
Accountants and auditors	33.63	31.25	1,362	1,277	40.5	70,801	65,137	2,105
Financial analysts and advisors	37.49	37.27	1,501	1,491	40.0	78,070	77,530	2,082
Financial analysts	38.96	37.50	1,561	1,500	40.1	81,162	78,000	2,083
Loan counselors and officers	31.03	28.85	1,273	1,226	41.0	66,206	63,759	2,133
Loan officers	31.03	28.85	1,273	1,226	41.0	66,206	63,759	2,133
Computer and mathematical science occupations	44.54	43.56	1,838	1,817	41.3	95,529	94,500	2,145
Computer programmers	41.50	41.30	1,707	1,697	41.1	88,740	88,267	2,138
Computer software engineers	49.01	47.27	2,050	2,010	41.8	106,570	104,508	2,174
Computer software engineers, applications	44.91	43.59	1,853	1,923	41.3	96,317	100,000	2,145
Computer software engineers, systems software	51.80	51.13	2,187	2,099	42.2	113,710	109,154	2,195
Computer support specialists	33.61	31.70	1,349	1,268	40.1	70,164	65,928	2,087
Computer systems analysts	40.10	39.59	1,624	1,601	40.5	84,451	83,274	2,106
Architecture and engineering occupations	39.42	39.09	1,599	1,619	40.6	82,012	82,819	2,081
Engineers	42.49	42.33	1,731	1,731	40.7	89,958	90,000	2,117
Computer hardware engineers	41.07	44.03	1,706	1,832	41.5	88,717	95,282	2,160
Electrical and electronics engineers	43.22	41.59	1,733	1,663	40.1	89,998	86,501	2,082
Electrical engineers	55.66	47.04	2,226	1,882	40.0	115,413	96,000	2,074
Electronics engineers, except computer	36.81	29.57	1,477	1,183	40.1	76,810	61,504	2,087
Industrial engineers, including health and safety	40.06	37.26	1,674	1,627	41.8	86,991	84,622	2,172
Industrial engineers	39.66	34.65	1,643	1,627	41.4	85,364	84,622	2,152
Mechanical engineers	38.80	40.55	1,552	1,622	40.0	80,711	84,336	2,080
Engineering technicians, except drafters	26.69	25.00	1,068	1,000	40.0	50,588	49,442	1,895
Electrical and electronic engineering technicians	25.95	24.59	1,038	984	40.0	53,966	51,156	2,080
Life, physical, and social science occupations	39.87	38.32	1,645	1,535	41.3	85,520	79,803	2,145
Life scientists	43.04	38.50	1,700	1,487	39.5	88,405	77,316	2,054
Biological scientists	41.30	37.26	1,628	1,481	39.4	84,676	77,000	2,050
Biochemists and biophysicists	43.42	38.50	1,708	1,485	39.3	88,812	77,245	2,046
Market and survey researchers	45.79	43.93	2,092	2,087	45.7	108,773	108,500	2,376
Market research analysts	45.79	43.93	2,092	2,087	45.7	108,773	108,500	2,376
Biological technicians	26.85	28.21	1,049	1,062	39.1	54,535	55,245	2,031
Community and social services occupations	26.51	20.69	974	813	36.7	49,954	42,270	1,884
Legal occupations	64.04	69.71	2,564	2,788	40.0	133,330	145,001	2,082
Education, training, and library occupations	39.64	32.45	1,572	1,298	39.7	75,363	62,751	1,901
Postsecondary teachers	66.19	66.91	2,583	2,625	39.0	114,897	102,375	1,736
Arts, communications, and humanities teachers, postsecondary	45.01	45.59	1,591	1,710	35.3	60,381	61,542	1,342

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Arts, design, entertainment, sports, and media occupations	\$30.71	\$26.00	\$1,295	\$1,040	42.2	\$67,350	\$54,080	2,193
Healthcare practitioner and technical occupations	37.20	37.97	1,481	1,495	39.8	76,995	77,759	2,070
Registered nurses	46.51	46.60	1,819	1,864	39.1	94,604	96,928	2,034
Clinical laboratory technologists and technicians ...	24.50	20.48	980	819	40.0	50,955	42,598	2,080
Healthcare support occupations	16.69	17.24	662	678	39.7	34,433	35,277	2,063
Miscellaneous healthcare support occupations	18.40	18.83	736	753	40.0	38,264	39,166	2,080
Protective service occupations	13.81	13.00	552	520	40.0	28,698	27,040	2,078
Security guards and gaming surveillance officers ..	13.61	12.50	544	500	40.0	28,284	26,000	2,078
Security guards	13.61	12.50	544	500	40.0	28,284	26,000	2,078
Food preparation and serving related occupations	10.97	11.00	425	440	38.7	22,087	22,880	2,014
Food service, tipped	7.38	6.75	262	264	35.5	13,613	13,748	1,844
Building and grounds cleaning and maintenance occupations	11.82	10.29	469	412	39.6	24,373	21,403	2,062
Building cleaning workers	11.40	10.29	452	396	39.6	23,486	20,601	2,061
Janitors and cleaners, except maids and housekeeping cleaners	10.95	10.29	433	396	39.6	22,539	20,601	2,058
Maids and housekeeping cleaners	14.28	15.09	571	604	40.0	29,700	31,387	2,080
Personal care and service occupations	15.48	11.95	490	478	31.7	25,486	24,856	1,646
Sales and related occupations	30.40	21.18	1,190	819	39.1	61,860	42,598	2,035
First-line supervisors/managers, sales workers	30.09	20.50	1,213	826	40.3	63,067	42,952	2,096
First-line supervisors/managers of retail sales workers	18.00	18.95	729	746	40.5	37,895	38,813	2,105
Retail sales workers	17.87	16.43	673	589	37.6	34,979	30,642	1,957
Retail salespersons	18.00	15.99	671	568	37.3	34,899	29,519	1,939
Securities, commodities, and financial services sales agents	94.32	38.13	3,773	1,525	40.0	196,188	79,306	2,080
Sales representatives, wholesale and manufacturing	38.22	40.16	1,623	1,707	42.5	84,401	88,751	2,209
Office and administrative support occupations	20.61	19.64	822	788	39.9	42,746	40,953	2,075
First-line supervisors/managers of office and administrative support workers	25.41	27.89	1,029	1,115	40.5	53,512	58,001	2,106
Financial clerks	18.41	17.56	735	702	39.9	38,209	36,525	2,076
Bookkeeping, accounting, and auditing clerks ...	18.72	17.56	748	702	40.0	38,893	36,525	2,078
Customer service representatives	18.19	16.75	727	670	40.0	37,827	34,848	2,080
Receptionists and information clerks	18.24	18.05	730	722	40.0	37,942	37,548	2,080
Production, planning, and expediting clerks	27.30	29.05	1,092	1,162	40.0	56,788	60,424	2,080
Shipping, receiving, and traffic clerks	14.53	13.47	581	539	40.0	30,222	28,018	2,080
Secretaries and administrative assistants	25.50	24.00	1,015	960	39.8	52,766	49,920	2,069
Executive secretaries and administrative assistants	25.85	25.96	1,031	1,038	39.9	53,585	54,001	2,073
Secretaries, except legal, medical, and executive	20.43	21.51	817	860	40.0	42,503	44,741	2,080
Data entry and information processing workers	20.39	22.00	802	850	39.3	41,698	44,190	2,045
Office clerks, general	18.63	18.03	740	721	39.7	38,499	37,502	2,067
Construction and extraction occupations	23.53	23.00	941	920	40.0	47,240	46,000	2,008
Construction laborers	16.04	12.00	641	480	40.0	31,618	24,000	1,972
Electricians	32.51	27.65	1,300	1,106	40.0	67,616	57,512	2,080
Installation, maintenance, and repair occupations	27.35	27.00	1,094	1,080	40.0	56,838	56,160	2,078

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, San Francisco-Oakland-San Jose, CA, March 2006** — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Industrial machinery installation, repair, and maintenance workers	\$26.85	\$25.08	\$1,074	\$1,003	40.0	\$55,734	\$52,166	2,076
Maintenance and repair workers, general	26.02	25.08	1,040	1,003	40.0	53,937	52,166	2,073
Production occupations	16.80	15.13	662	597	39.4	34,409	31,069	2,048
Miscellaneous assemblers and fabricators	18.46	15.00	738	600	40.0	38,391	31,200	2,080
Inspectors, testers, sorters, samplers, and weighers	16.10	13.75	596	477	37.0	30,998	24,796	1,925
Miscellaneous production workers	16.44	16.21	658	648	40.0	34,196	33,717	2,080
Transportation and material moving occupations	18.92	16.40	738	666	39.0	38,204	34,611	2,020
Driver/sales workers and truck drivers	22.29	24.15	892	966	40.0	46,364	50,232	2,080
Industrial truck and tractor operators	15.35	16.26	614	650	40.0	31,928	33,821	2,080
Laborers and material movers, hand	13.38	12.43	530	497	39.6	27,559	25,850	2,060
Laborers and freight, stock, and material movers, hand	16.03	15.95	641	638	40.0	33,336	33,166	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, San Francisco-Oakland-San Jose, CA, March 2006

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$26.70	\$23.67	\$30.84	\$25.92	\$25.74	\$35.39
Management, professional, and related	37.04	37.36	36.87	40.57	40.71	37.17
Management, business, and financial	28.88	—	29.33	45.34	45.47	42.03
Professional and related	38.16	37.67	38.48	37.38	37.52	34.28
Service	19.80	13.48	27.99	11.61	11.45	28.82
Sales and office	20.12	18.02	22.35	20.55	20.53	23.77
Sales and related	13.94	13.82	—	22.89	22.89	—
Office and administrative support	21.50	20.28	22.34	18.96	18.91	23.77
Natural resources, construction, and maintenance	30.93	31.18	30.08	19.60	19.59	—
Construction and extraction	—	33.47	31.33	—	19.63	—
Installation, maintenance, and repair	27.20	26.74	28.44	19.59	19.59	—
Production, transportation, and material moving	20.69	20.18	25.26	13.21	13.21	—
Production	23.53	23.17	25.80	13.38	13.38	—
Transportation and material moving	19.50	19.00	24.90	12.98	12.98	—
	Relative error ⁴ (percent)					
All workers	3.7	5.5	2.7	2.8	2.8	3.5
Management, professional, and related	3.0	6.0	3.3	2.8	3.0	3.5
Management, business, and financial	7.7	—	7.9	6.2	6.4	9.4
Professional and related	3.0	5.7	3.2	3.0	3.1	7.1
Service	9.0	10.0	1.8	2.8	2.7	31.3
Sales and office	3.7	6.5	1.2	3.0	3.1	9.1
Sales and related	10.0	9.9	—	7.1	7.1	—
Office and administrative support	2.3	4.9	1.2	2.1	2.1	9.1
Natural resources, construction, and maintenance	7.6	9.7	6.2	3.5	3.5	—
Construction and extraction	—	14.0	5.9	—	2.1	—
Installation, maintenance, and repair	9.7	13.3	8.2	7.0	7.0	—
Production, transportation, and material moving	3.9	4.4	8.5	6.1	6.1	—
Production	3.9	3.4	21.7	8.7	8.7	—
Transportation and material moving	6.2	6.9	4.4	5.7	5.7	—

¹ Union workers are those whose wages are determined through collective bargaining.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, San Francisco-Oakland-San Jose, CA, March 2006

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$25.61	\$24.83	\$33.51	\$33.51
Management, professional, and related	39.41	39.88	51.69	51.69
Management, business, and financial	42.71	43.72	59.84	59.84
Professional and related	37.78	37.79	—	—
Service	14.09	11.82	14.63	14.63
Sales and office	18.77	18.36	30.91	30.91
Sales and related	17.16	17.15	35.46	35.46
Office and administrative support	19.50	18.99	19.85	19.85
Natural resources, construction, and maintenance	23.28	22.66	—	—
Construction and extraction	—	23.96	—	—
Installation, maintenance, and repair	21.18	20.39	—	—
Production, transportation, and material moving	15.35	15.04	14.68	14.68
Production	15.22	14.96	—	—
Transportation and material moving	15.49	15.13	15.81	15.81
	Relative error ⁴ (percent)			
All workers	2.4	2.7	14.5	14.5
Management, professional, and related	1.3	1.4	38.1	38.1
Management, business, and financial	3.0	3.3	42.5	42.5
Professional and related	2.0	2.3	—	—
Service	2.9	1.8	15.7	15.7
Sales and office	3.1	3.5	15.2	15.2
Sales and related	10.3	10.3	21.5	21.5
Office and administrative support	1.8	2.0	4.5	4.5
Natural resources, construction, and maintenance	2.2	2.3	—	—
Construction and extraction	—	1.1	—	—
Installation, maintenance, and repair	5.1	5.7	—	—
Production, transportation, and material moving	5.3	5.4	9.4	9.4
Production	7.2	7.2	—	—
Transportation and material moving	6.0	6.4	4.8	4.8

¹ 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.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, San Francisco-Oakland-San Jose, CA, March 2006

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	-	-	-	-	-	-	\$25.63	-	-
Management, professional, and related	-	-	-	-	-	-	32.92	-	-
Management, business, and financial	-	-	-	-	-	-	28.77	-	-
Professional and related	-	-	-	-	-	-	33.68	-	-
Service	-	-	-	-	-	-	14.57	-	-
Sales and office	-	-	-	-	-	-	19.99	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	-	-	-	19.99	-	-
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	-	-	-	-	-	-	-	-
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-
Relative error ⁴ (percent)									
All workers	-	-	-	-	-	-	4.3	-	-
Management, professional, and related	-	-	-	-	-	-	4.1	-	-
Management, business, and financial	-	-	-	-	-	-	5.0	-	-
Professional and related	-	-	-	-	-	-	4.3	-	-
Service	-	-	-	-	-	-	3.6	-	-
Sales and office	-	-	-	-	-	-	3.3	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	-	-	-	3.3	-	-
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	-	-	-	-	-	-	-	-
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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 one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments employing 50 or more workers. Agriculture, forestry, fishing and hunting, 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 agency within the sampled area.

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

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. 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 clarify 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 2000 Standard Occupational Classification (SOC) 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. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. 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. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group 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. A knowledge guide for 24 families of closely related occupations 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>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1-4
Group II	Levels 5-8
Group III	Levels 9-12
Group IV	Levels 13-15

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 or subsidized room and board
- Payments made by third parties (for example, tips)
- 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.

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

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

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.

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

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

Level. A ranking within an occupation based on the requirements of the position.

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 during the initial interview, 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.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteris-

tics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

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. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, poststratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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 through 10 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 \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$16.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). 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, computer edits of the data, and detailed data review.

Appendix table 1. Number of workers¹ represented by the survey, San Francisco-Oakland-San Jose, CA, March 2006

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	3,184,200	2,791,700	392,400
Management, professional, and related	1,113,500	897,200	216,300
Management, business, and financial	348,600	313,500	35,100
Professional and related	764,900	583,700	181,200
Service	611,600	536,100	75,400
Sales and office	761,700	695,900	65,800
Sales and related	296,500	296,200	–
Office and administrative support	465,200	399,700	65,500
Natural resources, construction, and maintenance	304,900	280,200	24,700
Construction and extraction	185,500	172,200	13,300
Installation, maintenance, and repair	118,800	107,500	11,300
Production, transportation, and material moving	392,600	382,400	10,200
Production	189,000	185,000	4,000
Transportation and material moving	203,600	197,300	6,200

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.

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, San Francisco-Oakland-San Jose, CA, March 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	172,489	172,215	274
Total in sample	869	806	63
Responding	506	454	52
Refused or unable to provide data	243	232	11
Out of business or not in survey scope	120	120	0

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.