

# News

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## **HIGHLIGHTS OF SALINAS NATIONAL COMPENSATION SURVEY NOVEMBER 2007**

Workers in the Salinas metropolitan area earned an average of \$21.43 per hour in November 2007, according to new survey results from the National Compensation Survey (NCS) released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Richard J. Holden noted that wage data were reported for workers in a wide range of occupational groups, including average hourly earnings of \$41.03 for healthcare practitioner and technical occupations and \$40.96 for management occupations. Another occupational group, office and administrative support, had a mean hourly wage rate of \$18.01. The NCS data available for the Salinas area include earnings for 9 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Registered nurses, part of the healthcare practitioner and technical occupational group, earned \$47.44 per hour. Within the management occupational group, financial managers, earned \$43.18 per hour. Secretaries and administrative assistants, an occupation within the office and administrative support group, registered an average hourly rate of \$22.05, and general office clerks earned \$15.65 per hour. (See table 1.)

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$22.96 per hour while their part-time counterparts earned \$15.08. Union workers earned \$24.95 and non-union workers, \$19.36. Workers in establishments with 1-99 workers averaged \$18.28 per hour, those in establishments with 100-499 workers earned \$20.26, and those in establishments with 500 or more employees earned \$28.28.

The occupational wage data available from NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. NCS results also include the work level and respective earnings for occupations determined by a point factor leveling process. The four occupational leveling factors are: knowledge, job controls and complexity, contacts, and physical environment. Details on the NCS are available at <http://www.bls.gov/ncs/home.htm>.

The NCS data reported here covered 200 establishments with one or more workers in private industry and State and local governments. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey.

This sample of establishments represented 121,300 workers in the Salinas Metropolitan Statistical Area (MSA) which consists of Monterey County in California.

### **Survey Availability**

Complete survey results are contained in the Salinas, CA National Compensation Survey November 2007 which is available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/ocs/compub.htm>.

For personal assistance or further information on the National Compensation Survey data, as well as other Bureau data, contact the Western Information Office by calling (415) 625-2270 from 9:00 a.m. to 11:30 a.m. and 1:30 p.m. to 4:00 p.m. PT.

Table 1. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup>, Salinas, CA, November 2007**

Occupation <sup>3</sup>	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All workers</b> .....	\$21.43	4.1	\$22.96	4.1	\$15.08	7.3
<b>Management occupations</b> .....	40.96	7.1	40.96	7.1	–	–
Financial managers .....	43.18	9.9	43.18	9.9	–	–
<b>Business and financial operations occupations</b> .....	28.72	3.9	28.72	3.9	–	–
<b>Computer and mathematical science occupations</b> .....	28.29	6.4	28.29	6.4	–	–
<b>Architecture and engineering occupations</b> .....	31.88	8.0	31.88	8.0	–	–
<b>Community and social services occupations</b> .....	27.20	15.2	27.21	15.3	–	–
<b>Education, training, and library occupations</b> .....	39.08	3.3	42.12	2.8	22.37	1.3
Primary, secondary, and special education school teachers .....	43.62	5.1	43.84	3.7	–	–
Elementary and middle school teachers .....	43.38	5.7	43.43	3.9	–	–
Secondary school teachers .....	44.28	5.0	44.75	4.0	–	–
Secondary school teachers, except special and vocational education .....	44.28	5.0	44.75	4.0	–	–
<b>Healthcare practitioner and technical occupations</b> .....	41.03	5.8	40.85	11.5	41.19	7.3
Registered nurses .....	47.44	4.0	46.59	12.7	48.02	1.8
<b>Healthcare support occupations</b> .....	15.53	7.4	14.51	11.4	–	–
Nursing, psychiatric, and home health aides .....	12.69	3.8	12.69	3.8	–	–
Nursing aides, orderlies, and attendants .....	12.69	3.8	12.69	3.8	–	–
<b>Protective service occupations</b> .....	32.66	5.9	33.20	6.0	–	–
<b>Food preparation and serving related occupations</b> .....	10.79	3.9	12.26	3.6	8.02	1.3
First-line supervisors/managers, food preparation and serving workers .....	19.11	4.4	19.11	4.4	–	–
Cooks .....	14.95	11.9	15.04	12.3	–	–
Cooks, restaurant .....	12.95	7.2	12.98	7.7	–	–
Food service, tipped .....	7.88	1.1	8.21	1.8	7.68	1.6
Waiters and waitresses .....	7.82	1.7	8.19	2.9	7.60	.9
Dining room and cafeteria attendants and bartender helpers .....	7.43	1.8	–	–	–	–
Fast food and counter workers .....	8.85	9.3	9.20	9.1	–	–
Combined food preparation and serving workers, including fast food .....	8.85	9.3	9.20	9.1	–	–
Dishwashers .....	8.93	4.8	9.00	6.1	–	–
<b>Building and grounds cleaning and maintenance occupations</b> .....	13.09	10.4	13.75	12.2	10.93	4.7
Building cleaning workers .....	11.58	6.2	11.80	9.1	11.10	4.4
Janitors and cleaners, except maids and housekeeping cleaners .....	11.89	7.1	12.29	12.4	11.36	3.7
Maids and housekeeping cleaners .....	10.00	2.6	10.14	3.3	–	–
Grounds maintenance workers .....	13.76	6.3	–	–	–	–
Landscaping and groundskeeping workers .....	13.76	6.3	–	–	–	–
<b>Personal care and service occupations</b> .....	13.03	18.7	–	–	13.85	8.6
<b>Sales and related occupations</b> .....	19.01	16.8	22.58	10.6	12.25	6.8
Retail sales workers .....	13.81	10.8	15.40	11.6	12.04	5.2
Cashiers, all workers .....	17.32	6.9	17.29	8.3	–	–
Cashiers .....	17.32	6.9	17.29	8.3	–	–
Retail salespersons .....	12.21	10.1	13.76	18.9	11.11	.4
<b>Office and administrative support occupations</b> .....	18.01	2.6	18.52	2.2	14.79	11.6
First-line supervisors/managers of office and administrative support workers .....	26.04	5.7	26.04	5.7	–	–
Financial clerks .....	15.97	5.4	16.43	6.1	–	–
Bookkeeping, accounting, and auditing clerks .....	17.75	6.3	17.84	7.1	–	–
Receptionists and information clerks .....	14.48	12.7	–	–	–	–

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup>, Salinas, CA, November 2007** — Continued

Occupation <sup>3</sup>	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Office and administrative support occupations</b> —Continued						
Stock clerks and order fillers .....	\$14.77	11.0	—	—	—	—
Secretaries and administrative assistants .....	22.05	9.4	\$22.95	9.0	—	—
Executive secretaries and administrative assistants .....	23.20	9.2	24.56	7.7	—	—
Office clerks, general .....	15.65	8.0	16.35	7.3	—	—
<b>Construction and extraction occupations</b> .....	29.46	11.2	29.46	11.2	—	—
<b>Installation, maintenance, and repair occupations</b> .....	24.65	9.9	24.65	9.9	—	—
<b>Production occupations</b> .....	14.88	12.1	17.16	13.8	—	—
<b>Transportation and material moving occupations</b> .....	14.06	7.3	14.92	8.3	\$10.32	8.4
Laborers and material movers, hand .....	11.35	8.1	12.07	9.8	9.15	7.2
Laborers and freight, stock, and material movers, hand .....	12.82	12.5	12.77	13.3	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system.

<sup>4</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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.