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Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private 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.

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Introduction

The tables in this bulletin summarize the NCS results for the Salinas, CA, metropolitan area. Data were collected between September 2006 and January 2007; the average reference month is October 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 aggregations 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, Salinas, CA, October 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	\$20.83	4.5	33.7	\$18.70	6.0	33.4	\$29.35	1.9	35.0
Worker characteristics^{4,5}									
Management, professional, and related	36.02	2.9	35.6	33.99	4.4	37.3	39.49	2.3	33.1
Management, business, and financial	33.53	6.3	41.5	32.24	7.2	41.8	40.24	9.2	40.0
Professional and related	37.78	2.7	32.4	36.13	4.3	33.0	39.33	3.3	31.9
Service	14.41	4.0	32.2	11.10	4.9	31.4	24.88	5.3	35.0
Sales and office	17.79	6.3	33.0	17.50	7.4	32.2	19.34	3.8	38.4
Sales and related	18.67	17.1	29.1	18.68	17.6	28.9	—	—	—
Office and administrative support	17.24	2.8	36.1	16.57	3.5	35.4	19.43	2.8	38.3
Natural resources, construction, and maintenance	27.38	6.7	40.0	27.61	6.8	40.0	23.61	8.2	40.0
Construction and extraction	—	—	—	—	—	—	23.62	8.5	40.0
Installation, maintenance, and repair	24.89	9.2	40.0	24.96	9.6	40.0	23.60	16.0	40.0
Production, transportation, and material moving	13.96	9.4	32.8	13.72	9.7	32.7	19.16	10.9	35.6
Production	14.04	16.6	30.6	13.93	17.0	30.4	—	—	—
Transportation and material moving	13.90	7.8	34.7	13.55	8.2	34.8	19.12	11.8	34.7
Full time	22.75	3.7	39.9	20.56	5.3	40.0	30.60	2.0	39.6
Part time	13.66	6.4	21.3	12.45	6.2	21.5	21.62	4.7	20.3
Union	25.37	3.1	35.8	21.67	10.7	36.1	28.93	2.5	35.6
Nonunion	18.52	5.9	32.7	17.92	6.2	32.8	31.84	3.6	31.5
Time	20.65	4.5	33.8	18.35	6.1	33.4	29.35	1.9	35.0
Incentive	24.82	8.2	32.6	24.82	8.2	32.6	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	18.29	6.9	32.8	18.21	7.0	32.8	29.61	12.1	33.0
100-499 workers	20.79	10.5	33.0	18.34	11.8	33.4	34.30	3.3	31.2
500 workers or more	26.45	3.3	36.7	22.90	10.2	38.1	28.19	1.9	36.0

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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, Salinas, CA, October 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	\$20.83	4.5	\$22.75	3.7	\$13.66	6.4
Management occupations	39.78	6.0	39.78	6.0	—	—
Level 9	34.81	5.9	34.81	5.9	—	—
Level 11	45.44	13.6	45.44	13.6	—	—
Not able to be leveled	43.08	19.2	43.08	19.2	—	—
Financial managers	41.71	9.1	41.71	9.1	—	—
Business and financial operations occupations	27.85	4.9	27.85	4.9	—	—
Level 7	22.37	7.6	22.37	7.6	—	—
Level 8	26.67	1.0	26.67	1.0	—	—
Level 9	30.43	8.8	30.43	8.8	—	—
Architecture and engineering occupations	35.77	8.7	35.77	8.7	—	—
Engineers	35.77	8.7	35.77	8.7	—	—
Community and social services occupations	29.41	18.2	30.57	18.1	—	—
Education, training, and library occupations	38.30	.9	42.38	2.1	19.80	7.3
Level 2	13.85	3.6	—	—	13.85	3.6
Level 9	43.73	1.8	43.67	1.8	—	—
Primary, secondary, and special education school teachers	42.71	1.9	43.67	1.8	—	—
Level 9	43.69	1.8	43.67	1.8	—	—
Elementary and middle school teachers	41.35	2.0	41.71	1.2	—	—
Level 9	41.77	1.0	41.71	1.2	—	—
Elementary school teachers, except special education	42.24	2.2	42.72	1.0	—	—
Level 9	42.79	.9	42.72	1.0	—	—
Teacher assistants	13.90	2.2	—	—	13.90	1.9
Level 2	13.85	3.6	—	—	13.85	3.6
Healthcare practitioner and technical occupations	38.98	5.1	39.77	4.1	37.93	9.2
Level 9	44.30	2.1	—	—	46.40	1.4
Registered nurses	44.42	1.9	41.67	5.2	45.98	1.3
Level 9	43.82	2.2	—	—	46.00	1.3
Healthcare support occupations	13.95	7.2	12.31	5.8	18.95	5.1
Level 3	14.03	3.3	—	—	—	—
Nursing, psychiatric, and home health aides	13.65	2.3	12.31	4.8	—	—
Level 3	13.87	4.0	—	—	—	—
Nursing aides, orderlies, and attendants	13.65	2.3	12.31	4.8	—	—
Level 3	13.87	4.0	—	—	—	—
Miscellaneous healthcare support occupations	14.19	14.9	—	—	—	—
Protective service occupations	29.56	6.1	30.45	6.0	—	—
Level 8	33.39	.9	33.39	.9	—	—
Police officers	34.47	1.3	34.47	1.3	—	—
Police and sheriff's patrol officers	34.47	1.3	34.47	1.3	—	—
Food preparation and serving related occupations	10.27	3.5	11.76	3.4	7.56	2.1
Level 1	7.49	4.7	7.94	5.0	7.13	.8
Level 2	7.55	5.0	7.70	3.7	7.37	10.3
Level 3	11.54	8.3	12.19	8.3	9.32	6.9
Level 4	12.29	32.9	—	—	—	—
Level 5	15.81	13.3	15.81	13.3	—	—
First-line supervisors/managers, food preparation and serving workers	18.12	6.1	18.12	6.1	—	—
Cooks	14.80	11.5	14.91	12.0	—	—
Cooks, restaurant	13.18	9.2	13.24	9.9	—	—
Food service, tipped	7.26	.5	7.59	2.6	6.99	1.2
Level 1	6.93	2.1	—	—	—	—
Level 2	7.08	6.3	—	—	—	—
Level 3	7.83	4.6	—	—	—	—
Waiters and waitresses	7.15	2.3	7.43	5.4	6.90	.8
Level 2	6.85	.4	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Salinas, CA, October 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)
Dining room and cafeteria attendants and bartender helpers	\$6.92	1.0	-	-	-	-
Fast food and counter workers	8.26	9.9	-	-	-	-
Level 3	10.78	7.4	-	-	\$12.08	4.7
Combined food preparation and serving workers, including fast food	8.26	9.9	-	-	-	-
Level 3	10.78	7.4	-	-	12.08	4.7
Dishwashers	8.32	2.8	\$8.37	3.9	-	-
Level 1	8.32	2.8	8.37	3.9	-	-
Hosts and hostesses, restaurant, lounge, and coffee shop	8.28	2.8	-	-	-	-
Building and grounds cleaning and maintenance occupations	13.65	9.1	14.73	10.7	10.78	8.1
Level 1	11.29	10.9	10.74	15.5	12.09	3.6
Level 3	12.88	8.3	14.58	4.5	-	-
Building cleaning workers	12.31	6.9	13.15	10.8	10.89	8.1
Level 1	11.29	10.9	10.74	15.5	12.09	3.6
Janitors and cleaners, except maids and housekeeping cleaners	12.34	7.0	12.98	13.6	11.40	6.5
Level 1	11.32	13.2	-	-	-	-
Maids and housekeeping cleaners	10.28	6.4	11.07	4.0	-	-
Level 1	11.20	8.0	10.52	4.8	-	-
Personal care and service occupations	10.32	10.7	10.61	11.4	9.72	18.6
Level 1	7.38	4.5	-	-	-	-
Sales and related occupations	18.67	17.1	22.27	9.6	11.99	6.3
Level 3	14.58	2.2	14.75	4.2	14.46	3.6
Level 4	15.88	.9	-	-	-	-
Level 5	23.70	8.5	23.73	9.0	-	-
First-line supervisors/managers, sales workers	28.85	17.0	-	-	-	-
Retail sales workers	13.94	10.8	15.80	7.6	11.80	4.9
Level 3	14.75	1.9	14.69	4.3	14.80	.4
Cashiers, all workers	16.80	6.1	16.78	7.1	-	-
Level 3	16.71	2.8	-	-	-	-
Cashiers	16.80	6.1	16.78	7.1	-	-
Level 3	16.71	2.8	-	-	-	-
Retail salespersons	12.17	8.9	14.33	14.5	10.92	.4
Level 3	13.75	14.9	-	-	-	-
Office and administrative support occupations	17.24	2.8	17.86	2.5	13.60	9.9
Level 3	12.92	6.6	13.98	8.4	10.47	4.8
Level 4	14.87	2.7	14.99	2.5	-	-
Level 5	17.77	3.1	17.77	3.1	-	-
Level 6	21.73	9.7	22.29	11.6	-	-
Level 7	23.94	6.5	23.92	6.9	-	-
Not able to be leveled	18.98	15.9	22.04	6.6	-	-
First-line supervisors/managers of office and administrative support workers	25.35	7.3	25.35	7.3	-	-
Financial clerks	15.47	7.0	15.93	7.9	-	-
Level 3	12.34	8.4	-	-	-	-
Level 4	14.13	5.4	13.99	6.4	-	-
Bookkeeping, accounting, and auditing clerks	16.97	10.5	17.17	11.6	-	-
Stock clerks and order fillers	14.09	12.4	-	-	-	-
Secretaries and administrative assistants	20.90	6.9	22.34	5.2	-	-
Executive secretaries and administrative assistants	22.85	7.4	24.07	5.9	-	-
Secretaries, except legal, medical, and executive	17.22	12.0	18.85	8.3	-	-
Office clerks, general	14.81	9.9	15.74	8.8	-	-
Installation, maintenance, and repair occupations	24.89	9.2	24.89	9.2	-	-
Production occupations	14.04	16.6	17.42	16.4	-	-
Level 1	9.48	6.9	-	-	-	-
Level 2	10.38	16.1	10.77	22.4	-	-
Inspectors, testers, sorters, samplers, and weighers	15.53	14.7	15.53	14.7	-	-

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Salinas, CA, October 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)
Transportation and material moving occupations	\$13.90	7.8	\$14.75	8.8	\$9.95	7.6
Level 1	8.73	1.0	8.90	2.2	—	—
Level 2	12.12	6.7	—	—	9.71	7.7
Level 4	17.10	6.1	17.23	6.1	—	—
Driver/sales workers and truck drivers	18.14	5.6	18.12	5.7	—	—
Laborers and material movers, hand	10.52	6.4	11.08	7.9	8.94	5.9
Level 1	8.73	1.0	8.90	2.2	—	—
Level 2	11.12	8.7	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.30	8.8	11.23	9.5	—	—
Level 2	11.26	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 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Salinas, CA, October 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	\$18.70	6.0	\$20.56	5.3	\$12.45	6.2
Management occupations	36.57	7.9	36.57	7.9	—	—
Level 9	33.07	3.9	33.07	3.9	—	—
Financial managers	41.56	9.4	41.56	9.4	—	—
Business and financial operations occupations	28.31	5.4	28.31	5.4	—	—
Level 9	34.08	6.7	34.08	6.7	—	—
Healthcare practitioner and technical occupations	38.32	5.8	40.27	2.5	35.26	11.9
Level 9	44.11	2.7	—	—	46.31	1.8
Registered nurses	43.36	2.8	—	—	—	—
Level 9	43.39	2.8	—	—	—	—
Healthcare support occupations	12.50	7.9	11.67	4.6	—	—
Nursing, psychiatric, and home health aides	12.31	4.8	12.31	4.8	—	—
Nursing aides, orderlies, and attendants	12.31	4.8	12.31	4.8	—	—
Food preparation and serving related occupations	10.25	3.5	11.76	3.4	7.38	1.9
Level 1	7.49	4.7	7.94	5.0	7.13	.8
Level 2	7.34	4.5	7.70	3.7	6.84	2.2
Level 3	11.54	8.7	12.19	8.4	9.01	8.3
Level 4	12.29	32.9	—	—	—	—
Level 5	15.81	13.3	15.81	13.3	—	—
First-line supervisors/managers, food preparation and serving workers	18.12	6.1	18.12	6.1	—	—
Cooks	14.82	11.6	14.94	12.1	—	—
Cooks, restaurant	13.18	9.2	13.24	9.9	—	—
Food service, tipped	7.26	.5	7.59	2.6	6.99	1.2
Level 1	6.93	2.1	—	—	—	—
Level 2	7.08	6.3	—	—	—	—
Level 3	7.83	4.6	—	—	—	—
Waiters and waitresses	7.15	2.3	7.43	5.4	6.90	.8
Level 2	6.85	.4	—	—	—	—
Dining room and cafeteria attendants and bartender helpers	6.92	1.0	—	—	—	—
Fast food and counter workers	7.95	7.4	—	—	—	—
Combined food preparation and serving workers, including fast food	7.95	7.4	—	—	—	—
Dishwashers	8.32	2.8	8.37	3.9	—	—
Level 1	8.32	2.8	8.37	3.9	—	—
Hosts and hostesses, restaurant, lounge, and coffee shop	8.28	2.8	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.78	11.6	13.80	15.2	10.52	9.3
Level 1	10.13	9.5	8.84	6.1	—	—
Level 3	12.65	8.7	—	—	—	—
Building cleaning workers	11.17	6.8	11.59	14.7	10.63	9.3
Level 1	10.13	9.5	8.84	6.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.59	6.1	—	—	11.36	7.2
Maids and housekeeping cleaners	9.85	3.9	11.07	4.0	—	—
Level 1	10.36	3.4	10.52	4.8	—	—
Personal care and service occupations	9.40	9.9	9.35	8.3	—	—
Sales and related occupations	18.68	17.6	22.44	9.8	11.98	6.2
Level 3	14.46	2.2	14.45	1.6	14.46	3.6
Level 4	15.88	.9	—	—	—	—
Level 5	23.48	9.1	—	—	—	—
Retail sales workers	13.75	10.7	15.60	7.9	11.80	4.9
Level 3	14.63	1.9	14.39	1.7	14.80	.4
Cashiers, all workers	16.61	5.6	16.53	6.7	—	—
Level 3	16.58	3.9	—	—	—	—
Cashiers	16.61	5.6	16.53	6.7	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Salinas, CA, October 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 3	\$16.58	3.9	—	—	—	—
Retail salespersons	12.17	8.9	\$14.33	14.5	\$10.92	0.4
Level 3	13.75	14.9	—	—	—	—
Office and administrative support occupations	16.57	3.5	17.32	3.2	13.10	10.7
Level 3	12.43	9.2	13.75	13.1	10.32	4.9
Level 4	14.54	2.7	14.74	2.6	—	—
Level 5	17.16	3.6	17.16	3.6	—	—
Level 6	21.63	10.6	22.21	12.9	—	—
Not able to be leveled	19.02	16.9	22.37	7.4	—	—
First-line supervisors/managers of office and administrative support workers	24.48	7.6	24.48	7.6	—	—
Financial clerks	14.16	5.7	14.46	6.6	—	—
Level 4	14.13	5.4	13.99	6.4	—	—
Bookkeeping, accounting, and auditing clerks	15.25	8.0	15.27	9.2	—	—
Stock clerks and order fillers	14.09	12.4	—	—	—	—
Secretaries and administrative assistants	20.06	13.0	—	—	—	—
Office clerks, general	14.71	10.4	15.69	9.6	—	—
Installation, maintenance, and repair occupations	24.96	9.6	24.96	9.6	—	—
Production occupations	13.93	17.0	17.35	17.0	—	—
Level 2	10.38	16.1	10.77	22.4	—	—
Inspectors, testers, sorters, samplers, and weighers	15.53	14.7	15.53	14.7	—	—
Transportation and material moving occupations	13.55	8.2	14.38	9.3	9.71	8.5
Level 1	8.73	1.0	8.90	2.2	—	—
Level 2	12.12	6.7	—	—	9.71	7.7
Level 4	17.20	6.7	17.22	6.7	—	—
Driver/sales workers and truck drivers	18.01	6.4	—	—	—	—
Laborers and material movers, hand	10.52	6.4	11.08	7.9	8.94	5.9
Level 1	8.73	1.0	8.90	2.2	—	—
Level 2	11.12	8.7	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.30	8.8	11.23	9.5	—	—
Level 2	11.26	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 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Salinas, CA, October 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	\$29.35	1.9	\$30.60	2.0	\$21.62	4.7
Management occupations	56.40	2.2	56.40	2.2	–	–
Business and financial operations occupations	25.49	6.9	25.49	6.9	–	–
Education, training, and library occupations	39.07	.9	44.21	3.2	19.80	7.3
Level 2	13.85	3.6	–	–	13.85	3.6
Level 9	46.26	2.5	46.20	2.5	–	–
Primary, secondary, and special education school teachers	44.87	2.4	46.20	2.5	–	–
Level 9	46.22	2.5	46.20	2.5	–	–
Elementary and middle school teachers	42.39	2.0	42.84	.9	–	–
Level 9	42.90	.7	42.84	.9	–	–
Elementary school teachers, except special education	42.24	2.2	42.72	1.0	–	–
Level 9	42.79	.9	42.72	1.0	–	–
Teacher assistants	13.90	2.2	–	–	13.90	1.9
Level 2	13.85	3.6	–	–	13.85	3.6
Healthcare support occupations	17.02	4.7	–	–	18.12	5.0
Protective service occupations	30.19	5.9	30.54	6.0	–	–
Level 8	33.39	.9	33.39	.9	–	–
Police officers	34.47	1.3	34.47	1.3	–	–
Police and sheriff's patrol officers	34.47	1.3	34.47	1.3	–	–
Food preparation and serving related occupations	11.32	3.2	–	–	–	–
Building and grounds cleaning and maintenance occupations	17.82	7.6	18.13	7.7	–	–
Building cleaning workers	16.67	3.4	16.89	2.8	–	–
Janitors and cleaners, except maids and housekeeping cleaners	16.60	3.3	16.89	2.8	–	–
Personal care and service occupations	15.53	20.2	–	–	10.09	11.3
Office and administrative support occupations	19.43	2.8	19.38	2.6	–	–
Level 3	14.26	3.2	–	–	–	–
Level 4	16.76	7.2	16.44	6.6	–	–
Level 5	19.05	4.6	19.05	4.6	–	–
Level 7	23.82	8.9	–	–	–	–
Secretaries and administrative assistants	21.99	3.9	21.96	4.2	–	–
Secretaries, except legal, medical, and executive	20.35	5.9	–	–	–	–
Construction and extraction occupations	23.62	8.5	23.62	8.5	–	–
Installation, maintenance, and repair occupations	23.60	16.0	23.60	16.0	–	–
Transportation and material moving occupations	19.12	11.8	–	–	–	–

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 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, Salinas, CA, October 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	\$20.83	4.5	\$22.75	3.7	\$13.66	6.4
Management occupations	39.78	6.0	39.78	6.0	—	—
Group III	42.14	5.5	—	—	—	—
Financial managers	41.71	9.1	41.71	9.1	—	—
Business and financial operations occupations	27.85	4.9	27.85	4.9	—	—
Group II	24.36	5.0	—	—	—	—
Group III	32.18	6.5	—	—	—	—
Architecture and engineering occupations	35.77	8.7	35.77	8.7	—	—
Group III	37.30	9.5	—	—	—	—
Engineers	35.77	8.7	35.77	8.7	—	—
Group III	37.30	9.5	—	—	—	—
Community and social services occupations	29.41	18.2	30.57	18.1	—	—
Education, training, and library occupations	38.30	.9	42.38	2.1	19.80	7.3
Group I	16.42	10.7	—	—	—	—
Group II	22.47	4.5	—	—	—	—
Group III	44.64	2.0	—	—	—	—
Primary, secondary, and special education school teachers	42.71	1.9	43.67	1.8	—	—
Group III	43.69	1.8	—	—	—	—
Elementary and middle school teachers	41.35	2.0	41.71	1.2	—	—
Group III	41.77	1.0	—	—	—	—
Elementary school teachers, except special education	42.24	2.2	42.72	1.0	—	—
Group III	42.79	.9	42.72	1.0	—	—
Teacher assistants	13.90	2.2	—	—	13.90	1.9
Group I	13.90	2.2	—	—	13.90	1.9
Healthcare practitioner and technical occupations	38.98	5.1	39.77	4.1	37.93	9.2
Group II	25.00	8.5	—	—	—	—
Group III	47.28	9.7	—	—	—	—
Registered nurses	44.42	1.9	41.67	5.2	45.98	1.3
Group III	44.49	1.8	—	—	46.00	1.3
Healthcare support occupations	13.95	7.2	12.31	5.8	18.95	5.1
Group I	13.97	2.7	—	—	—	—
Nursing, psychiatric, and home health aides	13.65	2.3	12.31	4.8	—	—
Group I	13.65	2.3	—	—	—	—
Nursing aides, orderlies, and attendants	13.65	2.3	12.31	4.8	—	—
Group I	13.65	2.3	12.31	4.8	—	—
Miscellaneous healthcare support occupations	14.19	14.9	—	—	—	—
Protective service occupations	29.56	6.1	30.45	6.0	—	—
Group I	6.97	21.4	—	—	—	—
Group II	29.12	4.9	—	—	—	—
Police officers	34.47	1.3	34.47	1.3	—	—
Group II	35.00	1.1	—	—	—	—
Police and sheriff's patrol officers	34.47	1.3	34.47	1.3	—	—
Group II	35.00	1.1	35.00	1.1	—	—
Food preparation and serving related occupations	10.27	3.5	11.76	3.4	7.56	2.1
Group I	9.08	3.3	—	—	—	—
Group II	17.16	6.1	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	18.12	6.1	18.12	6.1	—	—
Group II	18.12	6.1	—	—	—	—
Cooks	14.80	11.5	14.91	12.0	—	—
Group I	13.80	15.5	—	—	—	—
Cooks, restaurant	13.18	9.2	13.24	9.9	—	—
Group I	13.82	15.8	—	—	—	—
Food service, tipped	7.26	.5	7.59	2.6	6.99	1.2
Group I	7.13	.7	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Salinas, CA, October 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)
Waiters and waitresses	\$7.15	2.3	\$7.43	5.4	\$6.90	0.8
Group I	6.96	.8	7.03	1.6	6.90	.8
Dining room and cafeteria attendants and bartender helpers	6.92	1.0	—	—	—	—
Group I	6.92	1.0	—	—	—	—
Fast food and counter workers	8.26	9.9	—	—	—	—
Group I	8.26	9.9	—	—	—	—
Combined food preparation and serving workers, including fast food	8.26	9.9	—	—	—	—
Group I	8.26	9.9	—	—	—	—
Dishwashers	8.32	2.8	8.37	3.9	—	—
Group I	8.32	2.8	8.37	3.9	—	—
Hosts and hostesses, restaurant, lounge, and coffee shop	8.28	2.8	—	—	—	—
Group I	8.28	2.8	—	—	—	—
Building and grounds cleaning and maintenance occupations	13.65	9.1	14.73	10.7	10.78	8.1
Group I	12.14	6.2	—	—	—	—
Group II	18.51	2.4	—	—	—	—
Building cleaning workers	12.31	6.9	13.15	10.8	10.89	8.1
Group I	11.95	7.6	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.34	7.0	12.98	13.6	11.40	6.5
Group I	11.76	8.1	12.01	15.1	11.32	8.5
Maids and housekeeping cleaners	10.28	6.4	11.07	4.0	—	—
Group I	10.28	6.4	11.07	4.0	—	—
Personal care and service occupations	10.32	10.7	10.61	11.4	9.72	18.6
Group I	9.34	8.9	—	—	—	—
Sales and related occupations	18.67	17.1	22.27	9.6	11.99	6.3
Group I	11.99	7.9	—	—	—	—
Group II	28.18	12.4	—	—	—	—
First-line supervisors/managers, sales workers	28.85	17.0	—	—	—	—
Retail sales workers	13.94	10.8	15.80	7.6	11.80	4.9
Group I	11.95	7.9	—	—	—	—
Cashiers, all workers	16.80	6.1	16.78	7.1	—	—
Group I	14.97	10.6	—	—	—	—
Cashiers	16.80	6.1	16.78	7.1	—	—
Group I	14.97	10.6	14.31	16.3	—	—
Retail salespersons	12.17	8.9	14.33	14.5	10.92	.4
Group I	10.55	7.3	9.68	14.7	10.92	.4
Office and administrative support occupations	17.24	2.8	17.86	2.5	13.60	9.9
Group I	14.22	2.5	—	—	—	—
Group II	20.24	3.6	—	—	—	—
First-line supervisors/managers of office and administrative support workers	25.35	7.3	25.35	7.3	—	—
Financial clerks	15.47	7.0	15.93	7.9	—	—
Group I	13.57	5.2	—	—	—	—
Group II	20.30	12.1	—	—	—	—
Bookkeeping, accounting, and auditing clerks	16.97	10.5	17.17	11.6	—	—
Group I	14.28	6.3	—	—	—	—
Group II	22.20	11.3	22.20	11.3	—	—
Stock clerks and order fillers	14.09	12.4	—	—	—	—
Group I	12.55	5.2	—	—	—	—
Secretaries and administrative assistants	20.90	6.9	22.34	5.2	—	—
Group I	16.01	13.0	—	—	—	—
Group II	22.77	5.9	—	—	—	—
Executive secretaries and administrative assistants	22.85	7.4	24.07	5.9	—	—
Group II	23.81	7.6	25.57	2.1	—	—
Secretaries, except legal, medical, and executive	17.22	12.0	18.85	8.3	—	—
Office clerks, general	14.81	9.9	15.74	8.8	—	—
Installation, maintenance, and repair occupations	24.89	9.2	24.89	9.2	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Salinas, CA, October 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						
Group II	\$26.10	6.5	—	—	—	—
Production occupations	14.04	16.6	\$17.42	16.4	—	—
Group I	11.39	11.8	—	—	—	—
Group II	29.25	10.3	—	—	—	—
Inspectors, testers, sorters, samplers, and weighers	15.53	14.7	15.53	14.7	—	—
Transportation and material moving occupations	13.90	7.8	14.75	8.8	\$9.95	7.6
Group I	13.55	7.7	—	—	—	—
Driver/sales workers and truck drivers	18.14	5.6	18.12	5.7	—	—
Laborers and material movers, hand	10.52	6.4	11.08	7.9	8.94	5.9
Group I	9.95	5.2	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.30	8.8	11.23	9.5	—	—
Group I	10.38	4.6	10.23	4.8	—	—

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, Salinas, CA, October 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$11.05	\$16.97	\$27.82	\$36.37
Management occupations	23.38	31.74	35.82	50.89	56.00
Financial managers	32.05	32.63	38.74	48.54	55.56
Business and financial operations occupations	20.79	23.50	27.13	31.54	37.50
Architecture and engineering occupations	27.40	31.57	31.92	42.87	49.79
Engineers	27.40	31.57	31.92	42.87	49.79
Community and social services occupations	13.63	17.75	27.63	32.13	55.40
Education, training, and library occupations	15.71	25.87	36.98	50.54	58.69
Primary, secondary, and special education school teachers	28.77	33.06	41.18	51.40	62.09
Elementary and middle school teachers	27.46	34.10	41.18	48.95	54.56
Elementary school teachers, except special education	27.53	35.14	43.01	49.42	55.13
Teacher assistants	10.89	12.24	14.28	15.89	16.26
Healthcare practitioner and technical occupations	20.90	25.41	41.14	48.49	62.27
Registered nurses	38.24	41.14	42.84	48.49	52.95
Healthcare support occupations	9.12	10.75	12.75	16.00	20.87
Nursing, psychiatric, and home health aides	10.74	11.95	12.75	13.95	19.88
Nursing aides, orderlies, and attendants	10.74	11.95	12.75	13.95	19.88
Miscellaneous healthcare support occupations	9.00	10.75	13.56	16.50	22.70
Protective service occupations	17.53	23.70	30.59	34.99	38.57
Police officers	29.24	32.95	33.33	37.25	41.22
Police and sheriff's patrol officers	29.24	32.95	33.33	37.25	41.22
Food preparation and serving related occupations	6.75	6.75	8.25	12.00	16.80
First-line supervisors/managers, food preparation and serving workers	12.00	12.00	16.83	23.44	27.77
Cooks	9.50	10.50	13.50	17.35	26.54
Cooks, restaurant	8.25	10.50	13.00	16.80	17.35
Food service, tipped	6.75	6.75	6.75	7.05	9.00
Waiters and waitresses	6.75	6.75	6.75	6.96	9.00
Dining room and cafeteria attendants and bartender helpers	6.75	6.75	6.75	6.75	7.50
Fast food and counter workers	6.75	7.00	7.21	10.00	10.89
Combined food preparation and serving workers, including fast food	6.75	7.00	7.21	10.00	10.89
Dishwashers	6.75	7.50	8.44	9.00	9.00
Hosts and hostesses, restaurant, lounge, and coffee shop	6.75	6.75	8.50	9.58	9.58
Building and grounds cleaning and maintenance occupations	8.21	10.25	13.00	16.00	19.93
Building cleaning workers	8.21	9.25	12.23	15.42	16.85
Janitors and cleaners, except maids and housekeeping cleaners	8.21	8.40	12.23	14.26	17.41
Maids and housekeeping cleaners	7.00	7.65	10.26	11.75	12.00
Personal care and service occupations	6.75	7.25	9.50	10.26	13.63
Sales and related occupations	7.50	9.45	17.60	24.00	34.02
First-line supervisors/managers, sales workers	24.00	24.00	24.00	36.37	36.37
Retail sales workers	7.50	8.00	12.35	20.00	21.37
Cashiers, all workers	9.00	11.59	19.08	21.37	21.37
Cashiers	9.00	11.59	19.08	21.37	21.37
Retail salespersons	7.25	7.50	9.50	15.00	20.00
Office and administrative support occupations	11.00	13.38	15.85	20.10	25.55
First-line supervisors/managers of office and administrative support workers	20.48	21.75	24.39	27.89	32.43
Financial clerks	11.00	12.68	15.00	16.49	19.50
Bookkeeping, accounting, and auditing clerks	11.00	15.15	15.44	18.69	22.90
Stock clerks and order fillers	8.20	12.62	13.45	14.22	20.88

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Salinas, CA, October 2006** — Continued

Occupation ²	10	25	Median 50	75	90
Secretaries and administrative assistants	\$13.49	\$18.87	\$22.23	\$25.55	\$25.55
Executive secretaries and administrative assistants	13.49	19.00	25.55	25.55	27.35
Secretaries, except legal, medical, and executive	10.00	13.00	18.87	20.81	22.96
Office clerks, general	11.00	12.82	13.00	17.27	17.27
Installation, maintenance, and repair occupations	19.29	21.49	26.29	29.11	29.11
Production occupations	7.00	8.50	10.97	16.50	27.78
Inspectors, testers, sorters, samplers, and weighers	8.70	8.70	16.50	16.50	27.78
Transportation and material moving occupations	8.40	10.00	13.46	17.57	18.81
Driver/sales workers and truck drivers	12.00	16.97	18.39	18.81	20.18
Laborers and material movers, hand	8.27	8.40	9.13	11.00	12.30
Laborers and freight, stock, and material movers, hand	8.40	9.11	10.00	12.30	15.00

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

nonproduction bonuses; and tips.

² 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, Salinas, CA, October 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$7.50	\$10.00	\$15.15	\$25.55	\$35.04
Management occupations	23.38	31.25	34.85	44.57	51.28
Financial managers	32.05	32.63	38.74	48.54	55.56
Business and financial operations occupations	20.79	24.04	27.40	32.30	39.11
Healthcare practitioner and technical occupations	20.90	23.05	40.15	48.00	62.27
Registered nurses	38.24	41.14	42.84	46.48	51.24
Healthcare support occupations	9.00	10.74	11.75	13.23	16.50
Nursing, psychiatric, and home health aides	10.74	11.55	12.15	13.05	13.95
Nursing aides, orderlies, and attendants	10.74	11.55	12.15	13.05	13.95
Food preparation and serving related occupations	6.75	6.75	8.00	12.00	16.80
First-line supervisors/managers, food preparation and serving workers	12.00	12.00	16.83	23.44	27.77
Cooks	9.50	10.50	13.50	17.35	26.54
Cooks, restaurant	8.25	10.50	13.00	16.80	17.35
Food service, tipped	6.75	6.75	6.75	7.05	9.00
Waiters and waitresses	6.75	6.75	6.75	6.96	9.00
Dining room and cafeteria attendants and bartender helpers	6.75	6.75	6.75	6.75	7.50
Fast food and counter workers	6.75	7.00	7.20	8.00	10.20
Combined food preparation and serving workers, including fast food	6.75	7.00	7.20	8.00	10.20
Dishwashers	6.75	7.50	8.44	9.00	9.00
Hosts and hostesses, restaurant, lounge, and coffee shop	6.75	6.75	8.50	9.58	9.58
Building and grounds cleaning and maintenance occupations	8.21	10.00	12.23	15.77	18.05
Building cleaning workers	8.00	8.21	11.43	13.00	16.00
Janitors and cleaners, except maids and housekeeping cleaners	8.21	8.21	10.25	12.23	13.00
Maids and housekeeping cleaners	7.00	7.65	10.05	11.75	11.75
Personal care and service occupations	6.75	7.10	9.50	10.09	11.30
Sales and related occupations	7.50	9.25	17.27	24.00	34.02
Retail sales workers	7.50	8.00	12.05	20.00	21.37
Cashiers, all workers	9.00	11.59	19.51	20.71	21.37
Cashiers	9.00	11.59	19.51	20.71	21.37
Retail salespersons	7.25	7.50	9.50	15.00	20.00
Office and administrative support occupations	11.00	13.00	15.00	19.45	25.55
First-line supervisors/managers of office and administrative support workers	20.48	21.75	21.75	27.89	27.89
Financial clerks	10.75	11.74	14.76	15.44	17.35
Bookkeeping, accounting, and auditing clerks	11.00	13.55	15.44	15.44	19.50
Stock clerks and order fillers	8.20	12.62	13.45	14.22	20.88
Secretaries and administrative assistants	10.00	13.49	19.00	25.55	27.35
Office clerks, general	11.00	12.82	13.00	17.27	17.27
Installation, maintenance, and repair occupations	19.29	21.49	26.29	29.11	29.11
Production occupations	7.00	8.35	10.75	16.50	27.78
Inspectors, testers, sorters, samplers, and weighers	8.70	8.70	16.50	16.50	27.78

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Salinas, CA, October 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations	\$8.40	\$9.25	\$13.46	\$16.97	\$18.39
Driver/sales workers and truck drivers	12.00	16.97	18.39	18.39	18.83
Laborers and material movers, hand	8.27	8.40	9.13	11.00	12.30
Laborers and freight, stock, and material movers, hand	8.40	9.11	10.00	12.30	15.00

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

nonproduction bonuses; and tips.

² 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, Salinas, CA, October 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$14.21	\$17.53	\$25.39	\$36.47	\$52.95
Management occupations	51.56	51.56	56.50	61.00	63.44
Business and financial operations occupations	22.87	22.95	24.13	27.58	31.74
Education, training, and library occupations	15.12	25.39	39.99	53.32	60.87
Primary, secondary, and special education school teachers	28.10	34.10	45.11	54.56	63.33
Elementary and middle school teachers	27.80	35.14	43.14	49.29	55.09
Elementary school teachers, except special education	27.53	35.14	43.01	49.42	55.13
Teacher assistants	10.89	12.24	14.28	15.89	16.26
Healthcare support occupations	13.19	14.31	15.89	19.01	22.72
Protective service occupations	21.63	24.41	30.91	35.07	38.97
Police officers	29.24	32.95	33.33	37.25	41.22
Police and sheriff's patrol officers	29.24	32.95	33.33	37.25	41.22
Food preparation and serving related occupations	9.69	10.10	10.90	12.35	13.49
Building and grounds cleaning and maintenance occupations	13.78	15.85	17.36	19.93	24.29
Building cleaning workers	12.93	15.85	16.58	18.43	19.93
Janitors and cleaners, except maids and housekeeping cleaners	12.93	15.42	16.58	18.43	19.93
Personal care and service occupations	7.50	8.00	11.61	22.40	28.59
Office and administrative support occupations	13.54	16.30	18.41	22.23	25.55
Secretaries and administrative assistants	18.87	19.27	22.23	24.97	25.55
Secretaries, except legal, medical, and executive	16.51	18.87	19.83	22.63	24.11
Construction and extraction occupations	16.03	19.36	22.41	29.42	32.45
Installation, maintenance, and repair occupations	14.21	19.56	22.01	27.82	32.50
Transportation and material moving occupations	13.91	15.00	18.43	20.18	20.18

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, Salinas, CA, October 2006

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.41	\$13.31	\$19.36	\$30.60	\$37.71
Management occupations	23.38	31.74	35.82	50.89	56.00
Financial managers	32.05	32.63	38.74	48.54	55.56
Business and financial operations occupations	20.79	23.50	27.13	31.54	37.50
Architecture and engineering occupations	27.40	31.57	31.92	42.87	49.79
Engineers	27.40	31.57	31.92	42.87	49.79
Community and social services occupations	13.63	17.75	29.14	32.13	55.40
Education, training, and library occupations	25.39	31.63	41.18	53.16	61.30
Primary, secondary, and special education school teachers	29.22	33.49	41.92	52.03	62.23
Elementary and middle school teachers	28.11	34.10	41.44	48.92	54.56
Elementary school teachers, except special education	28.64	35.14	43.10	49.42	55.13
Healthcare practitioner and technical occupations	20.90	20.90	40.64	52.95	62.27
Registered nurses	31.00	40.64	41.14	41.14	52.95
Healthcare support occupations	9.00	10.74	11.95	13.95	15.89
Nursing, psychiatric, and home health aides	10.74	11.55	12.15	13.05	13.95
Nursing aides, orderlies, and attendants	10.74	11.55	12.15	13.05	13.95
Protective service occupations	21.63	24.42	31.28	35.29	39.11
Police officers	29.24	32.95	33.33	37.25	41.22
Police and sheriff's patrol officers	29.24	32.95	33.33	37.25	41.22
Food preparation and serving related occupations	6.75	7.25	10.00	15.66	17.35
First-line supervisors/managers, food preparation and serving workers	12.00	12.00	16.83	23.44	27.77
Cooks	9.50	10.50	14.77	17.35	26.54
Cooks, restaurant	8.25	10.50	13.00	16.80	17.35
Food service, tipped	6.75	6.75	6.75	7.55	9.66
Waiters and waitresses	6.75	6.75	6.82	7.10	9.66
Dishwashers	6.75	7.50	8.44	9.00	9.00
Building and grounds cleaning and maintenance occupations	8.21	11.75	14.97	16.96	22.50
Building cleaning workers	8.21	9.25	14.00	16.00	18.23
Janitors and cleaners, except maids and housekeeping cleaners	8.21	8.21	14.00	16.58	18.43
Maids and housekeeping cleaners	9.25	10.15	11.50	11.75	12.00
Personal care and service occupations	7.10	8.50	9.67	10.26	11.30
Sales and related occupations	9.00	12.95	21.37	34.02	36.37
Retail sales workers	7.25	9.25	13.21	21.37	22.38
Cashiers, all workers	9.00	11.59	19.08	21.37	21.37
Cashiers	9.00	11.59	19.08	21.37	21.37
Retail salespersons	6.75	7.25	12.76	14.00	22.38
Office and administrative support occupations	12.82	14.22	16.53	20.48	25.55
First-line supervisors/managers of office and administrative support workers	20.48	21.75	24.39	27.89	32.43
Financial clerks	11.00	12.85	15.00	17.35	19.50
Bookkeeping, accounting, and auditing clerks	11.00	14.89	15.44	18.69	22.90
Secretaries and administrative assistants	17.04	19.00	22.34	25.55	27.35
Executive secretaries and administrative assistants	19.00	21.21	25.55	25.55	27.35
Secretaries, except legal, medical, and executive	13.00	15.92	18.87	20.83	24.11
Office clerks, general	12.82	12.82	15.85	17.27	17.27
Installation, maintenance, and repair occupations	19.29	21.49	26.29	29.11	29.11
Production occupations	9.00	10.75	13.54	23.30	35.53
Inspectors, testers, sorters, samplers, and weighers	8.70	8.70	16.50	16.50	27.78

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Salinas, CA, October 2006 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Transportation and material moving occupations	\$9.11	\$12.00	\$13.46	\$17.57	\$18.83
Driver/sales workers and truck drivers	12.00	16.97	18.39	18.39	20.18
Laborers and material movers, hand	8.27	8.55	9.13	12.30	12.30
Laborers and freight, stock, and material movers, hand	8.40	9.11	10.00	12.30	12.30

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 more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

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, Salinas, CA, October 2006

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.75	\$7.50	\$10.00	\$14.04	\$24.20
Education, training, and library occupations	11.30	13.23	15.89	22.63	45.00
Teacher assistants	10.75	12.24	14.16	15.90	16.26
Healthcare practitioner and technical occupations	20.50	26.78	42.84	48.48	50.92
Registered nurses	40.15	42.84	46.48	48.80	53.46
Healthcare support occupations	13.19	16.42	19.16	22.18	23.86
Food preparation and serving related occupations	6.75	6.75	6.96	7.50	9.25
Food service, tipped	6.75	6.75	6.75	6.75	7.50
Waiters and waitresses	6.75	6.75	6.75	6.75	6.96
Building and grounds cleaning and maintenance occupations	7.50	8.11	12.11	12.23	13.00
Building cleaning workers	7.50	8.75	12.23	12.23	13.00
Janitors and cleaners, except maids and housekeeping cleaners	8.00	10.25	12.23	12.23	13.00
Personal care and service occupations	6.75	6.75	7.75	10.37	13.63
Sales and related occupations	7.50	7.75	10.10	15.00	20.00
Retail sales workers	7.50	7.75	9.75	15.00	20.00
Retail salespersons	7.50	7.50	8.25	15.00	17.27
Office and administrative support occupations	9.30	10.00	12.21	13.50	24.30
Transportation and material moving occupations	7.75	8.33	8.75	10.00	14.11
Laborers and material movers, hand	7.50	8.00	8.33	9.00	10.00

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, Salinas, CA, October 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	\$22.75	\$19.36	\$909	\$774	39.9	\$45,988	\$40,560	2,021
Management occupations	39.78	35.82	1,650	1,442	41.5	84,105	76,347	2,114
Financial managers	41.71	38.74	1,832	1,743	43.9	95,239	90,647	2,283
Business and financial operations occupations	27.85	27.13	1,155	1,096	41.5	60,047	57,000	2,156
Architecture and engineering occupations	35.77	31.92	1,431	1,277	40.0	74,395	66,383	2,080
Engineers	35.77	31.92	1,431	1,277	40.0	74,395	66,383	2,080
Community and social services occupations	30.57	29.14	1,171	1,224	38.3	55,445	66,830	1,814
Education, training, and library occupations	42.38	41.18	1,563	1,529	36.9	59,369	59,837	1,401
Primary, secondary, and special education school teachers	43.67	41.92	1,608	1,556	36.8	60,659	59,837	1,389
Elementary and middle school teachers	41.71	41.44	1,541	1,536	36.9	56,937	56,998	1,365
Elementary school teachers, except special education	42.72	43.10	1,555	1,565	36.4	57,004	57,916	1,334
Healthcare practitioner and technical occupations	39.77	40.64	1,584	1,463	39.8	82,367	76,078	2,071
Registered nurses	41.67	41.14	1,633	1,646	39.2	84,910	85,577	2,038
Healthcare support occupations	12.31	11.95	492	478	39.9	25,581	24,856	2,077
Nursing, psychiatric, and home health aides	12.31	12.15	491	486	39.9	25,517	25,272	2,074
Nursing aides, orderlies, and attendants	12.31	12.15	491	486	39.9	25,517	25,272	2,074
Protective service occupations	30.45	31.28	1,283	1,333	42.1	66,709	69,326	2,191
Police officers	34.47	33.33	1,379	1,333	40.0	71,707	69,326	2,080
Police and sheriff's patrol officers	34.47	33.33	1,379	1,333	40.0	71,707	69,326	2,080
Food preparation and serving related occupations	11.76	10.00	454	378	38.6	23,582	19,656	2,005
First-line supervisors/managers, food preparation and serving workers	18.12	16.83	758	780	41.8	39,393	40,560	2,174
Cooks	14.91	14.77	587	540	39.3	30,338	28,080	2,034
Cooks, restaurant	13.24	13.00	522	520	39.5	27,166	27,040	2,052
Food service, tipped	7.59	6.75	283	270	37.2	14,691	14,040	1,934
Waiters and waitresses	7.43	6.82	272	270	36.6	14,120	14,040	1,902
Dishwashers	8.37	8.44	326	300	39.0	16,957	15,600	2,027
Building and grounds cleaning and maintenance occupations	14.73	14.97	583	590	39.6	30,220	30,686	2,051
Building cleaning workers	13.15	14.00	517	551	39.3	26,732	28,652	2,033
Janitors and cleaners, except maids and housekeeping cleaners	12.98	14.00	519	560	40.0	26,757	29,120	2,061
Maids and housekeeping cleaners	11.07	11.50	401	376	36.2	20,844	19,552	1,883
Personal care and service occupations	10.61	9.67	421	387	39.7	21,902	20,107	2,063
Sales and related occupations	22.27	21.37	905	855	40.6	47,048	44,445	2,113
Retail sales workers	15.80	13.21	620	528	39.2	32,245	27,477	2,040
Cashiers, all workers	16.78	19.08	650	763	38.7	33,807	39,686	2,014
Cashiers	16.78	19.08	650	763	38.7	33,807	39,686	2,014
Retail salespersons	14.33	12.76	571	471	39.8	29,682	24,502	2,071

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, Salinas, CA, October 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
Office and administrative support occupations	\$17.86	\$16.53	\$715	\$661	40.0	\$36,843	\$34,299	2,063
First-line supervisors/managers of office and administrative support workers	25.35	24.39	1,012	976	39.9	52,606	50,740	2,075
Financial clerks	15.93	15.00	637	600	40.0	33,107	31,200	2,078
Bookkeeping, accounting, and auditing clerks	17.17	15.44	686	618	39.9	35,665	32,115	2,077
Secretaries and administrative assistants	22.34	22.34	904	889	40.5	46,871	46,238	2,098
Executive secretaries and administrative assistants	24.07	25.55	982	1,022	40.8	51,081	53,134	2,122
Secretaries, except legal, medical, and executive	18.85	18.87	754	755	40.0	38,798	39,250	2,058
Office clerks, general	15.74	15.85	630	634	40.0	32,689	32,958	2,076
Installation, maintenance, and repair occupations	24.89	26.29	995	1,052	40.0	50,880	54,683	2,044
Production occupations	17.42	13.54	692	542	39.7	35,618	28,165	2,045
Inspectors, testers, sorters, samplers, and weighers	15.53	16.50	621	660	40.0	31,425	34,320	2,023
Transportation and material moving occupations	14.75	13.46	590	538	40.0	30,339	27,999	2,056
Driver/sales workers and truck drivers	18.12	18.39	725	736	40.0	37,682	38,253	2,080
Laborers and material movers, hand ..	11.08	9.13	443	365	40.0	23,051	18,990	2,080
Laborers and freight, stock, and material movers, hand	11.23	10.00	449	400	40.0	23,363	20,800	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 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Salinas, CA, October 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	\$20.56	\$17.57	\$824	\$694	40.0	\$42,561	\$36,088	2,070
Management occupations	36.57	34.85	1,527	1,433	41.8	79,426	74,499	2,172
Financial managers	41.56	38.74	1,828	1,743	44.0	95,057	90,647	2,287
Business and financial operations occupations	28.31	27.40	1,182	1,096	41.8	61,458	57,000	2,171
Healthcare practitioner and technical occupations	40.27	41.14	1,610	1,646	40.0	83,733	85,577	2,079
Healthcare support occupations	11.67	11.50	466	460	39.9	24,239	23,920	2,077
Nursing, psychiatric, and home health aides	12.31	12.15	491	486	39.9	25,517	25,272	2,074
Nursing aides, orderlies, and attendants	12.31	12.15	491	486	39.9	25,517	25,272	2,074
Food preparation and serving related occupations	11.76	10.00	454	378	38.6	23,619	19,656	2,009
First-line supervisors/managers, food preparation and serving workers ..	18.12	16.83	758	780	41.8	39,393	40,560	2,174
Cooks	14.94	14.77	591	591	39.5	30,708	30,720	2,055
Cooks, restaurant	13.24	13.00	522	520	39.5	27,166	27,040	2,052
Food service, tipped	7.59	6.75	283	270	37.2	14,691	14,040	1,934
Waiters and waitresses	7.43	6.82	272	270	36.6	14,120	14,040	1,902
Dishwashers	8.37	8.44	326	300	39.0	16,957	15,600	2,027
Building and grounds cleaning and maintenance occupations	13.80	13.60	545	532	39.5	28,198	27,689	2,043
Building cleaning workers	11.59	11.43	453	384	39.0	23,353	19,864	2,014
Maids and housekeeping cleaners	11.07	11.50	401	376	36.2	20,844	19,552	1,883
Personal care and service occupations	9.35	9.67	371	387	39.7	19,290	20,107	2,062
Sales and related occupations	22.44	21.37	913	855	40.7	47,457	44,445	2,114
Retail sales workers	15.60	13.21	611	521	39.2	31,773	27,102	2,037
Cashiers, all workers	16.53	19.08	637	763	38.5	33,128	39,686	2,004
Cashiers	16.53	19.08	637	763	38.5	33,128	39,686	2,004
Retail salespersons	14.33	12.76	571	471	39.8	29,682	24,502	2,071
Office and administrative support occupations	17.32	15.50	694	618	40.1	36,073	32,115	2,083
First-line supervisors/managers of office and administrative support workers	24.48	21.75	976	870	39.9	50,776	45,238	2,074
Financial clerks	14.46	14.76	578	590	40.0	30,042	30,701	2,078
Bookkeeping, accounting, and auditing clerks	15.27	15.44	609	618	39.9	31,690	32,115	2,076
Office clerks, general	15.69	15.85	628	634	40.0	32,634	32,958	2,080
Installation, maintenance, and repair occupations	24.96	26.29	998	1,052	40.0	50,977	54,683	2,043
Production occupations	17.35	13.54	689	542	39.7	35,466	28,165	2,044
Inspectors, testers, sorters, samplers, and weighers	15.53	16.50	621	660	40.0	31,425	34,320	2,023

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, Salinas, CA, October 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
Transportation and material moving occupations	\$14.38	\$13.46	\$575	\$538	40.0	\$29,784	\$27,999	2,071
Laborers and material movers, hand ..	11.08	9.13	443	365	40.0	23,051	18,990	2,080
Laborers and freight, stock, and material movers, hand	11.23	10.00	449	400	40.0	23,363	20,800	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 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Salinas, CA, October 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	\$30.60	\$27.57	\$1,211	\$1,115	39.6	\$57,047	\$54,561	1,864
Management occupations	56.40	56.50	2,256	2,260	40.0	104,812	107,245	1,858
Business and financial operations occupations	25.49	24.13	1,019	965	40.0	53,012	50,190	2,080
Education, training, and library occupations	44.21	45.16	1,604	1,645	36.3	60,630	62,292	1,371
Primary, secondary, and special education school teachers	46.20	46.36	1,668	1,669	36.1	62,438	62,561	1,352
Elementary and middle school teachers	42.84	43.24	1,564	1,594	36.5	57,371	58,340	1,339
Elementary school teachers, except special education	42.72	43.10	1,555	1,565	36.4	57,004	57,916	1,334
Protective service occupations	30.54	31.28	1,287	1,333	42.1	66,928	69,326	2,191
Police officers	34.47	33.33	1,379	1,333	40.0	71,707	69,326	2,080
Police and sheriff's patrol officers	34.47	33.33	1,379	1,333	40.0	71,707	69,326	2,080
Building and grounds cleaning and maintenance occupations	18.13	17.36	725	694	40.0	37,710	36,109	2,080
Building cleaning workers	16.89	16.58	676	663	40.0	35,137	34,491	2,080
Janitors and cleaners, except maids and housekeeping cleaners	16.89	16.58	676	663	40.0	35,137	34,491	2,080
Office and administrative support occupations	19.38	18.41	775	737	40.0	38,927	38,147	2,008
Secretaries and administrative assistants	21.96	22.23	878	889	40.0	45,394	46,238	2,067
Construction and extraction occupations	23.62	22.41	945	896	40.0	49,121	46,613	2,080
Installation, maintenance, and repair occupations	23.60	22.01	944	880	40.0	49,096	45,777	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 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Salinas, CA, October 2006**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$18.70	\$18.21	\$18.34	\$22.90
Management, professional, and related	33.99	31.78	36.83	35.57
Management, business, and financial	32.24	28.87	38.32	—
Professional and related	36.13	35.56	35.99	—
Service	11.10	10.48	11.82	—
Sales and office	17.50	17.61	16.99	—
Sales and related	18.68	18.59	19.28	—
Office and administrative support	16.57	16.63	15.26	—
Natural resources, construction, and maintenance	27.61	—	—	—
Installation, maintenance, and repair	24.96	—	—	—
Production, transportation, and material moving	13.72	15.70	12.35	—
Production	13.93	18.32	—	—
Transportation and material moving	13.55	14.33	13.06	—
	Relative error ³ (percent)			
All workers	6.0	7.0	11.8	10.2
Management, professional, and related	4.4	4.8	3.2	13.4
Management, business, and financial	7.2	6.2	6.0	—
Professional and related	4.3	7.0	4.0	—
Service	4.9	8.6	4.6	—
Sales and office	7.4	9.7	6.8	—
Sales and related	17.6	21.6	8.0	—
Office and administrative support	3.5	4.2	7.1	—
Natural resources, construction, and maintenance	6.8	—	—	—
Installation, maintenance, and repair	9.6	—	—	—
Production, transportation, and material moving	9.7	11.4	11.3	—
Production	17.0	23.6	—	—
Transportation and material moving	8.2	9.6	11.4	—

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 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, Salinas, CA, October 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	\$20.28	\$17.57	\$808	\$703	39.9	\$41,887	\$35,924	2,066
Management occupations	32.04	33.65	1,297	1,346	40.5	67,458	69,992	2,105
Business and financial operations occupations ...	26.26	26.34	1,051	1,054	40.0	54,627	54,789	2,080
Healthcare practitioner and technical occupations	40.50	33.65	1,620	1,346	40.0	84,231	70,000	2,080
Food preparation and serving related occupations	10.30	9.00	393	335	38.1	20,419	17,432	1,982
Food service, tipped	7.58	6.75	277	270	36.6	14,405	14,040	1,901
Dishwashers	8.05	8.44	313	300	38.9	16,265	15,600	2,022
Building and grounds cleaning and maintenance occupations	14.12	14.00	565	560	40.0	29,186	29,120	2,066
Building cleaning workers	11.14	8.40	446	336	40.0	22,878	17,472	2,054
Sales and related occupations	23.08	24.00	944	895	40.9	49,063	46,540	2,126
Retail sales workers	14.84	13.21	578	521	39.0	30,077	27,102	2,026
Office and administrative support occupations	17.25	15.44	692	618	40.1	35,988	32,115	2,087
Financial clerks	13.84	14.68	553	587	40.0	28,781	30,524	2,080
Production occupations	20.57	14.93	823	597	40.0	41,936	31,054	2,038
Transportation and material moving occupations	15.40	16.97	616	679	40.0	31,777	35,298	2,064

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, Salinas, CA, October 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	\$21.09	\$17.35	\$852	\$694	40.4	\$43,805	\$36,088	2,077
Management occupations	41.00	38.74	1,767	1,743	43.1	91,908	90,647	2,242
Business and financial operations occupations ...	30.75	29.92	1,355	1,288	44.1	70,453	67,001	2,291
Food preparation and serving related occupations	15.75	16.80	632	673	40.1	32,863	35,000	2,087
Building and grounds cleaning and maintenance occupations	13.07	12.48	501	488	38.3	26,047	25,376	1,993
Building cleaning workers	12.48	11.75	466	436	37.3	24,224	22,672	1,941
Maids and housekeeping cleaners	11.21	11.75	400	376	35.7	20,800	19,552	1,856
Sales and related occupations	19.87	18.75	790	750	39.8	41,085	39,000	2,068
Retail sales workers	17.48	17.60	694	560	39.7	36,099	29,120	2,065
Office and administrative support occupations	17.47	17.60	697	704	39.9	36,258	36,608	2,075
Production occupations	14.28	11.68	563	440	39.4	29,264	22,870	2,049
Transportation and material moving occupations	13.21	13.46	528	538	40.0	27,478	27,999	2,080
Laborers and material movers, hand	10.71	9.11	428	365	40.0	22,272	18,957	2,080
Laborers and freight, stock, and material movers, hand	10.77	11.25	431	450	40.0	22,398	23,400	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, Salinas, CA, October 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	\$25.37	\$21.67	\$28.93	\$18.52	\$17.92	\$31.84
Management, professional, and related	37.16	30.92	38.61	35.26	34.41	45.97
Management, business, and financial	28.95	—	32.51	34.49	33.02	52.90
Professional and related	38.95	35.47	39.51	36.29	36.26	36.67
Service	21.31	12.70	24.99	11.48	10.88	24.20
Sales and office	18.08	17.97	18.20	17.69	17.42	23.58
Sales and related	17.79	17.71	—	18.92	18.93	—
Office and administrative support	18.25	18.41	18.18	16.90	16.38	23.69
Natural resources, construction, and maintenance	—	—	22.97	22.68	22.51	—
Construction and extraction	—	—	23.72	—	—	—
Installation, maintenance, and repair	—	—	—	23.79	23.51	—
Production, transportation, and material moving	16.61	16.60	16.69	12.92	12.74	—
Production	20.13	20.60	—	12.04	11.84	—
Transportation and material moving	14.44	13.70	—	13.66	13.49	—
	Relative error ⁴ (percent)					
All workers	3.1	10.7	2.5	5.9	6.2	3.6
Management, professional, and related	3.1	7.4	2.9	4.6	5.0	3.8
Management, business, and financial	14.3	—	18.5	7.4	7.8	3.7
Professional and related	3.4	8.7	3.6	4.8	5.0	18.5
Service	5.7	2.7	6.5	5.4	5.7	10.0
Sales and office	2.6	1.9	4.8	8.4	8.8	1.6
Sales and related	4.7	3.4	—	21.5	21.5	—
Office and administrative support	4.4	11.3	4.7	3.9	4.1	1.4
Natural resources, construction, and maintenance	—	—	9.0	5.7	5.7	—
Construction and extraction	—	—	9.0	—	—	—
Installation, maintenance, and repair	—	—	—	5.8	6.1	—
Production, transportation, and material moving	14.3	16.5	7.8	9.4	9.1	—
Production	25.5	25.7	—	12.5	12.2	—
Transportation and material moving	9.7	13.0	—	9.6	9.5	—

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, Salinas, CA, October 2006

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$20.65	\$18.35	\$24.82	\$24.82
Management, professional, and related	36.03	33.96	—	—
Management, business, and financial	33.46	32.11	—	—
Professional and related	37.78	36.13	—	—
Service	14.41	11.03	—	—
Sales and office	16.57	15.96	25.45	25.45
Sales and related	15.28	15.16	31.60	31.60
Office and administrative support	17.27	16.52	—	—
Natural resources, construction, and maintenance	27.38	27.61	—	—
Construction and extraction	—	—	—	—
Installation, maintenance, and repair	24.89	24.96	—	—
Production, transportation, and material moving	14.00	13.76	—	—
Production	14.13	14.03	—	—
Transportation and material moving	13.90	13.55	—	—
	Relative error ⁴ (percent)			
All workers	4.5	6.1	8.2	8.2
Management, professional, and related	2.9	4.5	—	—
Management, business, and financial	6.5	7.6	—	—
Professional and related	2.7	4.3	—	—
Service	4.0	4.9	—	—
Sales and office	3.2	3.5	12.0	12.0
Sales and related	5.9	5.7	7.9	7.9
Office and administrative support	3.1	4.1	—	—
Natural resources, construction, and maintenance	6.7	6.8	—	—
Construction and extraction	—	—	—	—
Installation, maintenance, and repair	9.2	9.6	—	—
Production, transportation, and material moving	9.5	9.8	—	—
Production	16.8	17.2	—	—
Transportation and material moving	7.8	8.2	—	—

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, Salinas, CA, October 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	-	-	-	-	\$24.29	-	\$23.77	-	-
Management, professional, and related	-	-	-	-	34.12	-	36.54	-	-
Management, business, and financial	-	-	-	-	-	-	-	-	-
Professional and related	-	-	-	-	-	-	36.65	-	-
Service	-	-	-	-	-	-	13.23	-	-
Sales and office	-	-	-	-	17.28	-	16.19	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	-	16.07	-	16.19	-	-
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	-	-	-	-	-	-	-	-
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-	-	-	-
Relative error ⁴ (percent)									
All workers	-	-	-	-	6.3	-	8.4	-	-
Management, professional, and related	-	-	-	-	15.2	-	4.7	-	-
Management, business, and financial	-	-	-	-	-	-	-	-	-
Professional and related	-	-	-	-	-	-	4.8	-	-
Service	-	-	-	-	-	-	9.5	-	-
Sales and office	-	-	-	-	8.1	-	5.9	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	-	2.6	-	5.9	-	-
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
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 Salinas, CA, Metropolitan Statistical Area consists of Monterey County.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. 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 em-

ployment 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 or part-time, union or nonunion, and time or 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 collec-

tion. 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, Salinas, CA, October 2006**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	118,400	93,300	25,100
Management, professional, and related	26,100	14,300	11,800
Management, business, and financial	8,400	6,900	1,500
Professional and related	17,700	7,400	10,300
Service	34,200	26,400	7,800
Sales and office	30,200	26,000	4,200
Sales and related	13,100	12,800	–
Office and administrative support	17,200	13,200	3,900
Natural resources, construction, and maintenance	7,100	6,700	400
Construction and extraction	–	–	300
Installation, maintenance, and repair	2,400	2,300	100
Production, transportation, and material moving	20,800	19,900	900
Production	9,900	9,800	–
Transportation and material moving	10,900	10,100	800

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, Salinas, CA, October 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	6,198	6,164	35
Total in sample	205	173	32
Responding	117	92	25
Refused or unable to provide data	55	49	6
Out of business or not in survey scope	33	32	1

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.