



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

U.S. Department of Labor
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Preface

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

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

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

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

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

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

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Introduction

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

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

NCS products

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

About the tables

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

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

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

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

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

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

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

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$27.08	2.0	36.4	\$26.11	2.3	36.7	\$31.67	2.8	35.1
Worker characteristics:⁴									
White-collar occupations ⁵	32.65	2.0	37.1	32.44	2.3	37.9	33.52	3.5	33.9
Professional specialty and technical	39.41	2.8	36.5	38.91	3.2	37.8	41.11	5.1	32.8
Executive, administrative, and managerial	41.07	3.3	40.7	41.99	3.8	40.9	36.06	3.3	39.2
Sales	25.29	7.4	35.0	25.29	7.4	35.0	—	—	—
Administrative support	19.36	2.1	36.4	18.65	2.7	37.5	21.58	2.1	33.5
Blue-collar occupations ⁵	20.17	3.9	37.0	19.46	4.5	36.8	27.26	4.5	38.8
Precision production, craft, and repair	26.68	5.2	37.6	26.18	5.9	37.3	30.35	2.8	39.9
Machine operators, assemblers, and inspectors	14.81	8.3	38.1	14.81	8.3	38.1	—	—	—
Transportation and material moving	17.29	5.5	37.0	16.28	5.1	36.6	24.63	10.9	39.6
Handlers, equipment cleaners, helpers, and laborers	14.42	7.5	35.1	13.69	8.9	35.0	21.99	6.3	35.8
Service occupations ⁵	15.37	2.9	33.9	12.12	2.9	33.1	27.83	4.5	37.5
Full time	28.31	2.7	39.8	27.34	3.2	40.0	32.81	3.5	39.0
Part time	17.31	7.5	21.8	16.36	8.8	22.5	22.06	7.2	18.9
Union	26.24	3.5	35.5	22.20	5.8	35.5	31.32	2.7	35.5
Nonunion	27.54	2.3	37.0	27.32	2.4	37.2	34.37	4.4	31.9
Time	26.99	2.0	36.5	25.94	2.4	36.8	31.67	2.8	35.1
Incentive	29.12	12.4	35.7	29.12	12.4	35.7	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	32.73	2.6	40.5	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	23.64	2.7	35.5	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	22.40	5.5	35.6	22.40	5.5	35.6	—	—	—
100-499 workers	22.44	7.3	36.8	22.14	7.6	36.8	31.62	3.6	34.3
500 workers or more	32.78	2.6	36.6	33.41	3.9	37.5	31.68	2.8	35.1

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

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

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

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

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

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

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

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

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

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

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$27.08	2.0	\$26.11	2.3	\$31.67	2.8
All excluding sales	27.21	2.1	26.18	2.6	31.68	2.8
White collar	32.65	2.0	32.44	2.3	33.52	3.5
White collar excluding sales	33.56	2.4	33.56	2.8	33.53	3.5
Professional specialty and technical	39.41	2.8	38.91	3.2	41.11	5.1
Professional specialty	42.38	2.4	42.06	2.7	43.36	5.0
Engineers, architects, and surveyors	42.54	2.3	42.69	2.4	40.83	8.6
Civil engineers	42.92	6.8	—	—	43.37	7.8
Electrical and electronic engineers	42.57	5.8	42.52	5.9	—	—
Industrial engineers	37.17	5.4	37.17	5.4	—	—
Mechanical engineers	45.37	8.4	45.37	8.4	—	—
Engineers, n.e.c.	43.92	4.4	44.71	4.1	—	—
Mathematical and computer scientists	44.86	1.9	44.90	1.9	—	—
Computer systems analysts and scientists	45.09	1.8	45.13	1.9	—	—
Natural scientists	36.53	11.7	38.47	11.7	—	—
Biological and life scientists	40.67	10.1	40.67	10.1	—	—
Health related	41.33	2.8	41.42	3.6	41.07	4.5
Physicians	44.21	10.5	—	—	63.73	12.8
Registered nurses	41.62	1.4	42.81	.7	38.36	3.5
Teachers, college and university	49.97	14.4	47.20	24.2	53.13	13.5
Other post-secondary teachers	37.69	29.0	—	—	47.38	29.4
Teachers, except college and university	41.66	8.5	22.32	10.5	45.44	7.4
Prekindergarten and kindergarten	13.14	8.4	13.14	8.4	—	—
Elementary school teachers	45.75	5.9	25.96	6.0	46.32	5.7
Secondary school teachers	50.91	4.3	—	—	—	—
Teachers, special education	44.52	14.3	—	—	49.60	7.3
Teachers, n.e.c.	36.47	11.7	—	—	45.13	10.0
Librarians, archivists, and curators	36.87	10.1	—	—	38.26	14.6
Librarians	36.87	10.1	—	—	38.26	14.6
Social scientists and urban planners	40.88	6.7	—	—	30.18	5.6
Psychologists	30.18	5.6	—	—	30.18	5.6
Social, recreation, and religious workers	27.78	13.3	21.24	16.3	35.12	4.4
Social workers	29.95	8.3	22.41	18.7	35.12	4.4
Lawyers and judges	71.12	1.0	—	—	—	—
Lawyers	71.12	1.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	32.11	11.7	32.16	12.2	—	—
Technical	26.78	6.4	27.07	7.5	25.15	3.4
Clinical laboratory technologists and technicians	30.57	5.8	30.21	6.1	—	—
Licensed practical nurses	25.56	4.1	25.31	4.4	—	—
Health technologists and technicians, n.e.c.	20.27	15.5	—	—	22.77	4.3
Electrical and electronic technicians	24.92	7.7	24.92	7.7	—	—
Biological technicians	25.51	8.9	—	—	—	—
Computer programmers	36.21	7.0	—	—	—	—
Legal assistants	28.68	5.5	29.19	6.7	—	—
Technical and related, n.e.c.	23.38	3.9	23.13	4.6	24.25	4.6
Executive, administrative, and managerial	41.07	3.3	41.99	3.8	36.06	3.3
Executives, administrators, and managers	47.99	3.9	48.71	4.5	43.80	3.3
Administrators and officials, public administration	38.95	9.1	—	—	38.95	9.1
Financial managers	48.21	9.2	48.21	9.2	—	—
Managers, marketing, advertising, and public relations	57.24	8.0	57.24	8.0	—	—
Administrators, education and related fields	46.77	8.6	—	—	51.43	6.0
Managers, service organizations, n.e.c.	28.61	15.7	—	—	—	—
Managers and administrators, n.e.c.	52.19	5.1	52.27	5.2	—	—
Management related	32.74	3.9	33.73	4.3	27.74	3.5
Accountants and auditors	31.30	2.9	31.43	3.1	—	—
Other financial officers	37.20	5.7	37.43	6.0	—	—
Management analysts	37.48	5.3	37.55	5.7	—	—
Personnel, training, and labor relations specialists	28.57	7.7	28.67	10.6	—	—
Inspectors and compliance officers, except construction	27.30	13.2	—	—	—	—

See footnotes at end of table.

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

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Management related, n.e.c.	\$32.96	6.5	\$35.40	7.5	\$24.01	7.2
Sales	25.29	7.4	25.29	7.4	–	–
Supervisors, sales	30.55	9.2	30.55	9.2	–	–
Securities and financial services sales	38.36	25.4	38.36	25.4	–	–
Sales, other business services	33.56	9.9	33.56	9.9	–	–
Sales workers, apparel	15.75	11.6	15.75	11.6	–	–
Sales workers, other commodities	17.36	15.9	17.27	16.1	–	–
Cashiers	13.32	6.4	13.32	6.4	–	–
Administrative support, including clerical	19.36	2.1	18.65	2.7	21.58	2.1
Supervisors, general office	28.49	3.3	–	–	–	–
Secretaries	23.02	3.9	22.73	4.8	24.31	5.1
Typists	21.38	6.4	–	–	21.35	7.5
Transportation ticket and reservation agents	14.04	3.2	14.04	3.2	–	–
Receptionists	16.27	7.3	16.27	7.3	–	–
Information clerks, n.e.c.	19.69	6.3	19.69	6.3	–	–
Order clerks	15.60	7.6	15.47	7.8	–	–
Library clerks	20.08	7.9	–	–	21.59	7.6
Records clerks, n.e.c.	20.40	4.6	20.54	5.5	–	–
Bookkeepers, accounting and auditing clerks	18.26	4.6	17.47	4.1	22.58	12.2
Dispatchers	26.77	8.4	–	–	29.97	4.0
Production coordinators	25.32	4.5	25.32	4.5	–	–
Traffic, shipping and receiving clerks	15.16	6.8	14.95	6.9	–	–
Stock and inventory clerks	15.54	10.4	–	–	–	–
Insurance adjusters, examiners, and investigators	20.69	1.3	20.69	1.3	–	–
Investigators and adjusters, except insurance	20.56	8.7	20.44	9.1	–	–
Eligibility clerks, social welfare	20.49	4.5	–	–	23.48	1.2
General office clerks	17.85	2.6	17.10	4.7	18.77	2.3
Bank tellers	13.18	4.5	13.18	4.5	–	–
Data entry keyers	14.53	6.8	14.53	6.8	–	–
Teachers' aides	14.61	12.7	–	–	16.28	8.1
Administrative support, n.e.c.	20.09	4.8	19.31	5.8	22.75	2.5
Blue collar	20.17	3.9	19.46	4.5	27.26	4.5
Precision production, craft, and repair	26.68	5.2	26.18	5.9	30.35	2.8
Supervisors, mechanics and repairers	25.88	21.1	–	–	–	–
Industrial machinery repairers	24.25	9.8	23.09	9.6	–	–
Electronic repairers, communications and industrial equipment	24.70	9.9	24.70	9.9	–	–
Mechanics and repairers, n.e.c.	27.96	5.1	25.27	7.4	33.52	6.7
Carpenters	33.07	2.9	33.81	.6	–	–
Electricians	33.84	10.3	35.26	11.5	–	–
Machinists	25.67	4.8	25.67	4.8	–	–
Electrical and electronic equipment assemblers ..	14.71	8.0	14.71	8.0	–	–
Stationary engineers	31.81	.6	–	–	–	–
Machine operators, assemblers, and inspectors	14.81	8.3	14.81	8.3	–	–
Miscellaneous machine operators, n.e.c.	15.70	5.9	15.70	5.9	–	–
Assemblers	14.48	12.0	14.48	12.0	–	–
Transportation and material moving	17.29	5.5	16.28	5.1	24.63	10.9
Truck drivers	18.38	4.2	18.01	4.3	–	–
Industrial truck and tractor equipment operators ..	15.23	11.8	15.23	11.8	–	–
Handlers, equipment cleaners, helpers, and laborers	14.42	7.5	13.69	8.9	21.99	6.3
Groundskeepers and gardeners, except farm	20.90	9.6	–	–	–	–
Construction laborers	21.54	1.0	–	–	–	–
Stock handlers and baggers	10.84	9.1	10.84	9.1	–	–

See footnotes at end of table.

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

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Freight, stock, and material handlers, n.e.c.	\$15.51	9.3	\$15.51	9.3	—	—
Vehicle washers and equipment cleaners	11.14	14.1	11.14	14.1	—	—
Hand packers and packagers	11.37	10.2	11.37	10.2	—	—
Laborers, except construction, n.e.c.	14.73	13.9	11.90	9.3	—	—
Service	15.37	2.9	12.12	2.9	\$27.83	4.5
Protective service	20.66	5.8	12.34	11.4	33.99	3.0
Supervisors, firefighters and fire prevention	39.22	2.9	—	—	39.22	2.9
Firefighting	28.13	2.2	—	—	28.13	2.2
Police and detectives, public service	38.75	2.1	—	—	38.75	2.1
Sheriffs, bailiffs, and other law enforcement officers	33.07	4.0	—	—	33.07	4.0
Correctional institution officers	29.43	2.8	—	—	29.43	2.8
Guards and police, except public service	12.38	11.2	12.30	11.5	—	—
Food service	10.96	4.6	10.70	5.3	16.42	6.2
Waiters, waitresses, and bartenders	8.67	4.1	8.67	4.1	—	—
Waiters and waitresses	8.09	2.9	8.09	2.9	—	—
Waiters'/Waitresses' assistants	9.45	5.2	9.45	5.2	—	—
Other food service	11.87	5.7	11.56	6.6	16.42	6.2
Cooks	12.21	1.3	11.71	.3	—	—
Food counter, fountain, and related	12.04	9.9	12.04	9.9	—	—
Kitchen workers, food preparation	10.72	11.8	10.72	11.8	—	—
Food preparation, n.e.c.	11.28	13.0	11.13	15.0	12.85	7.1
Health service	16.56	5.2	15.72	5.2	21.38	10.4
Health aides, except nursing	20.12	3.4	19.48	1.1	—	—
Nursing aides, orderlies and attendants	14.82	6.2	13.92	7.5	20.21	7.9
Cleaning and building service	12.79	7.0	11.68	5.7	18.62	1.1
Maids and housemen	12.80	13.2	12.80	13.2	—	—
Janitors and cleaners	12.40	10.6	10.97	9.8	18.60	1.1
Personal service	14.97	7.7	13.92	9.1	19.12	11.1
Attendants, amusement, and recreation facilities	11.30	12.8	—	—	—	—
Child care workers, n.e.c.	14.30	17.5	11.06	11.0	—	—
Service, n.e.c.	17.15	11.4	16.51	15.2	—	—

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

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

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

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

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

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

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$28.31	2.7	\$27.34	3.2	\$32.81	3.5
All excluding sales	28.32	2.8	27.27	3.4	32.82	3.5
White collar	33.63	2.3	33.34	2.6	34.89	4.6
White collar excluding sales	34.24	2.7	34.07	3.2	34.90	4.6
Professional specialty and technical	39.66	2.9	39.02	3.3	41.87	5.2
Professional specialty	42.78	2.7	42.28	3.1	44.35	5.1
Engineers, architects, and surveyors	42.59	2.3	42.75	2.5	40.83	8.6
Civil engineers	42.92	6.8	—	—	43.37	7.8
Electrical and electronic engineers	42.57	5.8	42.52	5.9	—	—
Industrial engineers	37.17	5.4	37.17	5.4	—	—
Mechanical engineers	45.37	8.4	45.37	8.4	—	—
Engineers, n.e.c.	44.13	4.4	44.93	4.1	—	—
Mathematical and computer scientists	44.86	1.9	44.90	1.9	—	—
Computer systems analysts and scientists	45.09	1.8	45.13	1.9	—	—
Natural scientists	36.14	12.7	38.11	12.9	—	—
Biological and life scientists	40.67	10.1	40.67	10.1	—	—
Health related	40.08	2.9	39.70	3.6	40.84	5.0
Physicians	40.48	8.4	—	—	—	—
Registered nurses	39.92	3.0	41.00	2.9	37.69	4.9
Teachers, college and university	60.55	10.5	62.09	18.0	59.03	12.2
Other post-secondary teachers	57.25	33.8	—	—	—	—
Teachers, except college and university	42.56	8.2	22.28	10.7	46.70	6.7
Elementary school teachers	46.01	6.3	25.06	13.5	46.58	6.2
Secondary school teachers	50.91	4.3	—	—	—	—
Teachers, special education	45.19	14.6	—	—	—	—
Teachers, n.e.c.	36.50	11.6	—	—	—	—
Librarians, archivists, and curators	36.87	10.1	—	—	38.26	14.6
Librarians	36.87	10.1	—	—	38.26	14.6
Social scientists and urban planners	41.53	6.9	—	—	30.77	8.9
Psychologists	30.77	8.9	—	—	30.77	8.9
Social, recreation, and religious workers	28.34	16.4	21.86	21.7	35.13	4.4
Social workers	30.78	11.5	—	—	35.13	4.4
Lawyers and judges	71.12	1.0	—	—	—	—
Lawyers	71.12	1.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	32.40	12.0	32.50	12.3	—	—
Technical	26.93	6.5	27.19	7.5	25.47	3.4
Clinical laboratory technologists and technicians	29.68	6.9	29.21	7.3	—	—
Licensed practical nurses	25.57	4.9	25.22	5.1	—	—
Health technologists and technicians, n.e.c.	20.59	15.5	—	—	22.77	4.3
Electrical and electronic technicians	24.92	7.7	24.92	7.7	—	—
Biological technicians	25.51	8.9	—	—	—	—
Computer programmers	36.21	7.0	—	—	—	—
Legal assistants	28.68	5.5	29.19	6.7	—	—
Technical and related, n.e.c.	23.51	4.1	23.20	4.6	24.65	6.2
Executive, administrative, and managerial	41.10	3.3	41.99	3.8	36.17	3.2
Executives, administrators, and managers	47.99	3.9	48.71	4.5	43.83	3.3
Administrators and officials, public administration	38.95	9.1	—	—	38.95	9.1
Financial managers	48.21	9.2	48.21	9.2	—	—
Managers, marketing, advertising, and public relations	57.24	8.0	57.24	8.0	—	—
Administrators, education and related fields	46.77	8.6	—	—	51.43	6.0
Managers, service organizations, n.e.c.	28.61	15.7	—	—	—	—
Managers and administrators, n.e.c.	52.19	5.1	52.27	5.2	—	—
Management related	32.75	3.9	33.73	4.3	27.55	3.2
Accountants and auditors	31.30	2.9	31.43	3.1	—	—
Other financial officers	37.20	5.7	37.43	6.0	—	—
Management analysts	37.77	5.3	37.55	5.7	—	—
Personnel, training, and labor relations specialists	28.57	7.7	28.67	10.6	—	—
Inspectors and compliance officers, except construction	27.30	13.2	—	—	—	—
Management related, n.e.c.	32.96	6.5	35.40	7.5	24.01	7.2

See footnotes at end of table.

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

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Sales	\$28.11	6.7	\$28.12	6.7	–	–
Supervisors, sales	30.55	9.2	30.55	9.2	–	–
Securities and financial services sales	38.36	25.4	38.36	25.4	–	–
Sales, other business services	33.56	9.9	33.56	9.9	–	–
Sales workers, shoes	14.12	7.8	14.12	7.8	–	–
Sales workers, other commodities	17.69	16.6	17.60	16.9	–	–
Cashiers	15.97	8.3	15.97	8.3	–	–
Administrative support, including clerical	20.03	2.3	19.19	2.8	\$22.97	2.4
Supervisors, general office	28.49	3.3	–	–	–	–
Secretaries	23.54	3.2	23.35	3.8	24.31	5.1
Typists	21.38	6.4	–	–	21.35	7.5
Transportation ticket and reservation agents	14.33	6.1	14.33	6.1	–	–
Receptionists	16.45	8.7	16.45	8.7	–	–
Information clerks, n.e.c.	19.75	6.0	19.75	6.0	–	–
Order clerks	15.56	7.6	15.42	7.8	–	–
Records clerks, n.e.c.	20.73	4.9	20.54	5.5	–	–
Bookkeepers, accounting and auditing clerks	18.33	4.5	17.47	4.1	23.82	7.1
Dispatchers	26.57	9.0	–	–	29.81	5.2
Production coordinators	25.32	4.5	25.32	4.5	–	–
Traffic, shipping and receiving clerks	15.75	7.2	15.54	7.4	–	–
Stock and inventory clerks	15.54	10.4	–	–	–	–
Insurance adjusters, examiners, and investigators	20.69	1.3	20.69	1.3	–	–
Investigators and adjusters, except insurance	21.28	8.6	21.18	9.1	–	–
Eligibility clerks, social welfare	20.49	4.5	–	–	23.48	1.2
General office clerks	18.54	3.1	17.72	5.7	19.45	1.9
Bank tellers	14.44	3.3	14.44	3.3	–	–
Administrative support, n.e.c.	20.43	5.3	19.43	6.1	24.02	4.7
Blue collar	20.71	3.9	19.97	4.5	27.54	4.2
Precision production, craft, and repair	27.00	5.4	26.51	6.2	30.35	2.8
Supervisors, mechanics and repairers	25.93	26.7	–	–	–	–
Industrial machinery repairers	24.25	9.8	23.09	9.6	–	–
Electronic repairers, communications and industrial equipment	26.91	9.2	26.91	9.2	–	–
Mechanics and repairers, n.e.c.	27.96	5.1	25.27	7.4	33.52	6.7
Electricians	33.96	11.6	35.57	13.1	–	–
Machinists	25.67	4.8	25.67	4.8	–	–
Electrical and electronic equipment assemblers ..	15.45	7.8	15.45	7.8	–	–
Stationary engineers	31.81	.6	–	–	–	–
Machine operators, assemblers, and inspectors	14.70	7.8	14.70	7.8	–	–
Miscellaneous machine operators, n.e.c.	15.70	5.9	15.70	5.9	–	–
Assemblers	14.72	11.7	14.72	11.7	–	–
Transportation and material moving	17.63	5.5	16.57	5.1	24.63	10.9
Truck drivers	18.39	4.1	18.00	4.3	–	–
Industrial truck and tractor equipment operators ..	15.23	11.8	15.23	11.8	–	–
Handlers, equipment cleaners, helpers, and laborers	15.43	7.2	14.60	9.0	22.84	4.6
Groundskeepers and gardeners, except farm	20.90	9.6	–	–	–	–
Construction laborers	21.54	1.0	–	–	–	–
Stock handlers and baggers	13.57	8.4	13.57	8.4	–	–
Freight, stock, and material handlers, n.e.c.	15.96	9.5	15.96	9.5	–	–
Vehicle washers and equipment cleaners	11.66	15.8	11.66	15.8	–	–
Laborers, except construction, n.e.c.	15.41	17.8	–	–	–	–
Service	16.50	5.8	12.52	2.9	29.11	4.5
Protective service	23.26	11.0	–	–	34.06	3.1
Supervisors, firefighters and fire prevention	39.22	2.9	–	–	39.22	2.9
Firefighting	28.13	2.2	–	–	28.13	2.2

See footnotes at end of table.

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

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Protective service—Continued						
Police and detectives, public service	\$38.75	2.1	—	—	\$38.75	2.1
Sheriffs, bailiffs, and other law enforcement officers	33.07	4.0	—	—	33.07	4.0
Correctional institution officers	29.43	2.8	—	—	29.43	2.8
Food service	11.46	4.8	\$11.24	5.3	—	—
Waiters, waitresses, and bartenders	8.16	7.9	8.16	7.9	—	—
Other food service	12.30	4.6	12.05	5.2	—	—
Cooks	12.35	3.3	11.71	2.7	—	—
Food preparation, n.e.c.	11.93	12.0	11.90	12.3	—	—
Health service	15.96	6.2	14.73	4.6	21.74	10.6
Health aides, except nursing	20.23	4.2	19.33	1.1	—	—
Nursing aides, orderlies and attendants	13.89	5.3	12.57	3.4	20.49	8.6
Cleaning and building service	12.98	7.3	11.85	6.4	18.63	1.1
Maids and housemen	13.24	14.6	13.24	14.6	—	—
Janitors and cleaners	12.54	10.8	11.11	10.2	18.61	1.1
Personal service	16.91	9.0	15.39	8.1	—	—

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$17.31	7.5	\$16.36	8.8	\$22.06	7.2
All excluding sales	17.97	8.2	17.03	9.9	22.06	7.2
White collar	22.45	9.1	21.90	12.3	23.89	8.2
White collar excluding sales	25.40	10.2	26.21	14.9	23.89	8.2
Professional specialty and technical	36.55	7.3	37.49	9.6	34.28	6.2
Professional specialty	38.18	5.5	39.51	7.0	35.22	6.3
Engineers, architects, and surveyors	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	43.01	3.0	43.37	3.3	41.60	6.6
Registered nurses	43.34	1.6	44.37	1.1	39.42	1.6
Teachers, college and university	27.96	16.4	22.12	9.4	—	—
Other post-secondary teachers	28.51	17.6	—	—	—	—
Teachers, except college and university	24.92	15.2	—	—	24.91	16.1
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	23.83	7.8	24.70	9.1	—	—
Licensed practical nurses	25.52	4.0	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	11.73	2.9	11.73	2.9	—	—
Sales workers, apparel	14.96	10.2	14.96	10.2	—	—
Cashiers	10.92	4.9	10.92	4.9	—	—
Administrative support, including clerical	14.72	4.2	13.79	5.5	16.17	5.5
Library clerks	18.43	2.6	—	—	—	—
General office clerks	15.10	4.9	15.11	7.6	15.07	2.7
Bank tellers	11.49	2.6	11.49	2.6	—	—
Teachers' aides	14.86	13.0	—	—	16.28	8.1
Blue collar	14.75	17.7	14.82	17.8	—	—
Precision production, craft, and repair	22.19	20.8	22.19	20.8	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.02	7.2	10.01	7.5	—	—
Stock handlers and baggers	9.63	10.4	9.63	10.4	—	—
Service	11.25	5.1	10.90	5.5	14.93	3.0
Protective service	—	—	—	—	—	—
Food service	9.89	8.8	9.43	9.8	14.32	6.5
Waiters, waitresses, and bartenders	9.16	6.6	9.16	6.6	—	—
Waiters and waitresses	8.85	2.5	8.85	2.5	—	—
Other food service	10.51	12.5	9.71	14.2	14.32	6.5
Food preparation, n.e.c.	9.46	14.1	—	—	—	—
Health service	18.54	2.5	18.59	2.7	—	—
Health aides, except nursing	19.79	1.0	19.87	.7	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$10.27	9.7	—	—	—	—
Personal service	12.63	6.7	\$12.03	8.2	\$14.65	3.0
Attendants, amusement, and recreation facilities	11.27	17.6	—	—	—	—
Child care workers, n.e.c.	13.38	12.9	—	—	—	—

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$1,126	2.6	39.8	\$1,092	3.1	40.0	\$1,280	2.6	39.0
All excluding sales	1,127	2.8	39.8	1,090	3.4	40.0	1,281	2.6	39.0
White collar	1,340	2.3	39.9	1,343	2.7	40.3	1,328	3.4	38.1
White collar excluding sales	1,365	2.7	39.9	1,375	3.3	40.4	1,328	3.4	38.1
Professional specialty and technical	1,572	2.4	39.6	1,585	3.0	40.6	1,532	3.4	36.6
Professional specialty	1,697	2.1	39.7	1,731	2.8	40.9	1,603	3.2	36.1
Engineers, architects, and surveyors	1,735	2.6	40.7	1,745	2.7	40.8	1,629	8.5	39.9
Civil engineers	1,713	6.7	39.9	-	-	-	1,729	7.6	39.9
Electrical and electronic engineers	1,744	5.6	41.0	1,743	5.7	41.0	-	-	-
Industrial engineers	1,601	4.7	43.1	1,601	4.7	43.1	-	-	-
Mechanical engineers	1,815	8.4	40.0	1,815	8.4	40.0	-	-	-
Engineers, n.e.c.	1,774	4.1	40.2	1,806	3.8	40.2	-	-	-
Mathematical and computer scientists	1,845	1.8	41.1	1,848	1.8	41.2	-	-	-
Computer systems analysts and scientists	1,857	1.7	41.2	1,860	1.7	41.2	-	-	-
Natural scientists	1,459	11.6	40.4	1,541	11.6	40.4	-	-	-
Biological and life scientists	1,627	10.1	40.0	1,627	10.1	40.0	-	-	-
Health related	1,569	3.0	39.1	1,553	4.0	39.1	1,598	4.6	39.1
Physicians	1,619	8.4	40.0	-	-	-	-	-	-
Registered nurses	1,556	2.4	39.0	1,587	2.5	38.7	1,493	4.4	39.6
Teachers, college and university Other post-secondary teachers	2,223	8.5	36.7	2,411	17.7	38.8	2,058	2.9	34.9
Teachers, except college and university	1,766	18.8	30.9	-	-	-	-	-	-
Elementary school teachers ...	1,491	5.9	35.0	890	10.8	39.9	1,596	4.6	34.2
Secondary school teachers ...	1,570	2.8	34.1	988	12.9	39.4	1,584	2.7	34.0
Teachers, special education ...	1,666	5.7	32.7	-	-	-	-	-	-
Teachers, n.e.c.	1,657	13.6	36.7	-	-	-	-	-	-
Librarians, archivists, and curators	1,383	11.4	37.9	-	-	-	-	-	-
Librarians	1,353	7.2	36.7	-	-	-	1,398	9.7	36.5
Social scientists and urban planners	1,353	7.2	36.7	-	-	-	1,398	9.7	36.5
Psychologists	1,882	9.7	45.3	-	-	-	1,231	8.9	40.0
Social, recreation, and religious workers	1,231	8.9	40.0	-	-	-	1,231	8.9	40.0
Social workers	1,246	9.5	44.0	1,061	13.8	48.5	1,405	4.4	40.0
Lawyers and judges	1,265	9.4	41.1	-	-	-	1,405	4.4	40.0
Lawyers	2,850	.9	40.1	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	2,850	.9	40.1	-	-	-	-	-	-
Technical	1,317	12.1	40.6	1,321	12.4	40.7	-	-	-
Clinical laboratory technologists and technicians	1,063	5.6	39.5	1,072	6.5	39.4	1,014	3.1	39.8
Licensed practical nurses	1,187	6.9	40.0	1,168	7.3	40.0	-	-	-
Health technologists and technicians, n.e.c.	1,023	4.9	40.0	1,009	5.1	40.0	-	-	-
Electrical and electronic technicians	822	15.4	39.9	-	-	-	906	4.0	39.8
Biological technicians	997	7.7	40.0	997	7.7	40.0	-	-	-
Computer programmers	1,020	8.9	40.0	-	-	-	-	-	-
Legal assistants	1,392	6.1	38.4	-	-	-	-	-	-
Technical and related, n.e.c. ...	1,140	5.8	39.8	1,159	7.1	39.7	-	-	-
	940	4.1	40.0	928	4.6	40.0	986	6.2	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial	\$1,678	3.3	40.8	\$1,719	3.7	40.9	\$1,453	3.3	40.2
Executives, administrators, and managers	1,979	3.8	41.2	2,014	4.4	41.3	1,776	3.1	40.5
Administrators and officials, public administration	1,549	9.3	39.8	—	—	—	1,549	9.3	39.8
Financial managers	1,972	8.5	40.9	1,972	8.5	40.9	—	—	—
Managers, marketing, advertising, and public relations	2,349	8.5	41.0	2,349	8.5	41.0	—	—	—
Administrators, education and related fields	1,900	7.7	40.6	—	—	—	2,099	4.1	40.8
Managers, service organizations, n.e.c.	1,226	11.9	42.8	—	—	—	—	—	—
Managers and administrators, n.e.c.	2,129	5.4	40.8	2,133	5.4	40.8	—	—	—
Management related	1,321	3.6	40.3	1,364	4.0	40.4	1,097	3.0	39.8
Accountants and auditors	1,265	2.4	40.4	1,272	2.5	40.5	—	—	—
Other financial officers	1,488	5.7	40.0	1,497	6.0	40.0	—	—	—
Management analysts	1,530	4.9	40.5	1,522	5.2	40.5	—	—	—
Personnel, training, and labor relations specialists	1,150	7.7	40.3	1,158	10.6	40.4	—	—	—
Inspectors and compliance officers, except construction	1,162	11.6	42.6	—	—	—	—	—	—
Management related, n.e.c.	1,317	6.5	39.9	1,414	7.5	39.9	960	7.2	40.0
Sales	1,115	6.9	39.7	1,116	6.9	39.7	—	—	—
Supervisors, sales	1,226	9.0	40.1	1,226	9.0	40.1	—	—	—
Securities and financial services sales	1,534	25.4	40.0	1,534	25.4	40.0	—	—	—
Sales, other business services	1,345	10.0	40.1	1,345	10.0	40.1	—	—	—
Sales workers, shoes	533	9.7	37.8	533	9.7	37.8	—	—	—
Sales workers, other commodities	686	15.7	38.8	683	16.0	38.8	—	—	—
Cashiers	639	8.3	40.0	639	8.3	40.0	—	—	—
Administrative support, including clerical	791	2.3	39.5	758	2.8	39.5	906	2.5	39.5
Supervisors, general office	1,134	3.7	39.8	—	—	—	—	—	—
Secretaries	927	3.6	39.4	918	4.4	39.3	961	6.1	39.5
Typists	845	6.3	39.5	—	—	—	848	8.3	39.7
Transportation ticket and reservation agents	573	6.1	40.0	573	6.1	40.0	—	—	—
Receptionists	602	15.2	36.6	602	15.2	36.6	—	—	—
Information clerks, n.e.c.	751	3.1	38.1	751	3.1	38.1	—	—	—
Order clerks	622	7.6	40.0	617	7.8	40.0	—	—	—
Records clerks, n.e.c.	805	5.8	38.8	800	6.6	39.0	—	—	—
Bookkeepers, accounting and auditing clerks	728	4.3	39.7	695	3.9	39.8	935	5.6	39.3
Dispatchers	1,063	9.0	40.0	—	—	—	1,193	5.2	40.0
Production coordinators	1,013	4.5	40.0	1,013	4.5	40.0	—	—	—
Traffic, shipping and receiving clerks	628	7.1	39.9	621	7.4	40.0	—	—	—
Stock and inventory clerks	622	10.4	40.0	—	—	—	—	—	—
Insurance adjusters, examiners, and investigators	804	.7	38.9	804	.7	38.9	—	—	—
Investigators and adjusters, except insurance	851	8.6	40.0	847	9.1	40.0	—	—	—
Eligibility clerks, social welfare	794	5.0	38.8	—	—	—	912	2.0	38.8

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
General office clerks	\$736	3.1	39.7	\$707	5.7	39.9	\$770	1.9	39.6
Bank tellers	577	3.3	40.0	577	3.3	40.0	—	—	—
Administrative support, n.e.c.	809	5.1	39.6	771	5.9	39.7	946	3.3	39.4
Blue collar	823	4.0	39.7	793	4.6	39.7	1,099	4.4	39.9
Precision production, craft, and repair	1,080	5.3	40.0	1,060	6.1	40.0	1,212	2.8	39.9
Supervisors, mechanics and repairers	1,073	24.9	41.4	—	—	—	—	—	—
Industrial machinery repairers	970	9.8	40.0	924	9.6	40.0	—	—	—
Electronic repairers, communications and industrial equipment	1,076	9.2	40.0	1,076	9.2	40.0	—	—	—
Mechanics and repairers, n.e.c.	1,118	5.1	40.0	1,011	7.4	40.0	1,341	6.7	40.0
Electricians	1,358	11.6	40.0	1,423	13.1	40.0	—	—	—
Machinists	1,027	4.8	40.0	1,027	4.8	40.0	—	—	—
Electrical and electronic equipment assemblers	618	7.8	40.0	618	7.8	40.0	—	—	—
Stationary engineers	1,197	4.8	37.6	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	573	8.4	39.0	573	8.4	39.0	—	—	—
Miscellaneous machine operators, n.e.c.	628	5.9	40.0	628	5.9	40.0	—	—	—
Assemblers	589	11.7	40.0	589	11.7	40.0	—	—	—
Transportation and material moving	704	5.4	39.9	663	5.1	40.0	975	11.6	39.6
Truck drivers	736	4.1	40.0	720	4.3	40.0	—	—	—
Industrial truck and tractor equipment operators	609	11.8	40.0	609	11.8	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	615	7.3	39.8	581	9.1	39.8	914	4.6	40.0
Groundskeepers and gardeners, except farm	836	9.6	40.0	—	—	—	—	—	—
Construction laborers	862	1.0	40.0	—	—	—	—	—	—
Stock handlers and baggers	543	8.4	40.0	543	8.4	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	639	9.5	40.0	639	9.5	40.0	—	—	—
Vehicle washers and equipment cleaners	466	15.8	40.0	466	15.8	40.0	—	—	—
Laborers, except construction, n.e.c.	617	17.8	40.0	—	—	—	—	—	—
Service	653	5.8	39.6	488	3.1	39.0	1,217	5.0	41.8
Protective service	964	12.0	41.4	—	—	—	1,471	3.4	43.2
Supervisors, firefighters and fire prevention	1,996	.4	50.9	—	—	—	1,996	.4	50.9
Firefighting	1,491	2.2	53.0	—	—	—	1,491	2.2	53.0
Police and detectives, public service	1,550	2.1	40.0	—	—	—	1,550	2.1	40.0
Sheriffs, bailiffs, and other law enforcement officers	1,323	4.0	40.0	—	—	—	1,323	4.0	40.0
Correctional institution officers	1,200	2.3	40.8	—	—	—	1,200	2.3	40.8
Food service	444	5.6	38.7	435	6.1	38.7	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Food service—Continued									
Waiters, waitresses, and bartenders	\$298	11.5	36.5	\$298	11.5	36.5	—	—	—
Other food service	484	5.0	39.4	474	5.6	39.4	—	—	—
Cooks	484	3.9	39.2	459	3.5	39.2	—	—	—
Food preparation, n.e.c.	470	13.1	39.4	469	13.4	39.4	—	—	—
Health service	631	5.4	39.5	582	3.6	39.5	\$857	9.6	39.4
Health aides, except nursing ..	809	4.2	40.0	773	1.1	40.0	—	—	—
Nursing aides, orderlies and attendants	546	4.1	39.3	495	3.0	39.3	801	6.6	39.1
Cleaning and building service	515	7.6	39.7	470	6.7	39.6	744	1.2	39.9
Maids and housemen	526	15.6	39.8	526	15.6	39.8	—	—	—
Janitors and cleaners	497	11.0	39.7	440	10.5	39.6	743	1.2	39.9
Personal service	568	9.4	33.6	506	10.8	32.9	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$57,430	2.6	2,029	\$56,596	3.1	2,070	\$60,915	2.6	1,856
All excluding sales	57,392	2.8	2,027	56,477	3.4	2,071	60,921	2.6	1,856
White collar	67,843	2.3	2,017	69,673	2.7	2,090	61,096	3.4	1,751
White collar excluding sales	68,905	2.7	2,013	71,317	3.3	2,093	61,104	3.4	1,751
Professional specialty and technical	77,073	2.4	1,943	82,008	3.0	2,102	64,510	3.4	1,541
Professional specialty	82,060	2.1	1,918	89,462	2.8	2,116	65,790	3.2	1,483
Engineers, architects, and surveyors	90,113	2.6	2,116	90,704	2.7	2,122	83,716	8.5	2,050
Civil engineers	89,086	6.7	2,076	-	-	-	89,907	7.6	2,073
Electrical and electronic engineers	90,652	5.6	2,129	90,575	5.7	2,130	-	-	-
Industrial engineers	83,265	4.7	2,240	83,265	4.7	2,240	-	-	-
Mechanical engineers	94,369	8.4	2,080	94,369	8.4	2,080	-	-	-
Engineers, n.e.c.	91,884	4.1	2,082	93,878	3.8	2,089	-	-	-
Mathematical and computer scientists	95,909	1.8	2,138	96,055	1.8	2,139	-	-	-
Computer systems analysts and scientists	96,517	1.7	2,140	96,689	1.7	2,142	-	-	-
Natural scientists	75,112	11.6	2,079	80,142	11.6	2,103	-	-	-
Biological and life scientists	84,600	10.1	2,080	84,600	10.1	2,080	-	-	-
Health related	80,825	3.0	2,016	80,778	4.0	2,035	80,916	4.6	1,981
Physicians	84,191	8.4	2,080	-	-	-	-	-	-
Registered nurses	80,937	2.4	2,027	82,509	2.5	2,012	77,628	4.4	2,059
Teachers, college and university Other post-secondary teachers	90,486	8.5	1,494	107,299	17.7	1,728	77,910	2.9	1,320
Teachers, except college and university	66,947	18.8	1,169	-	-	-	-	-	-
Elementary school teachers ...	57,032	5.9	1,340	43,068	10.8	1,933	58,894	4.6	1,261
Secondary school teachers ...	58,228	2.8	1,266	45,257	12.9	1,806	58,473	2.7	1,255
Teachers, special education ...	62,396	5.7	1,226	-	-	-	-	-	-
Teachers, n.e.c.	62,599	13.6	1,385	-	-	-	-	-	-
Librarians, archivists, and curators	55,105	11.4	1,510	-	-	-	-	-	-
Librarians	65,056	7.2	1,764	-	-	-	67,090	9.7	1,753
Social scientists and urban planners	65,056	7.2	1,764	-	-	-	67,090	9.7	1,753
Psychologists	97,848	9.7	2,356	-	-	-	64,006	8.9	2,080
Social, recreation, and religious workers	64,006	8.9	2,080	-	-	-	64,006	8.9	2,080
Social workers	64,784	9.5	2,286	55,168	13.8	2,524	73,067	4.4	2,080
Lawyers and judges	65,766	9.4	2,137	-	-	-	73,067	4.4	2,080
Lawyers	148,174	.9	2,084	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	148,174	.9	2,084	-	-	-	-	-	-
Technical	68,467	12.1	2,113	68,714	12.4	2,114	-	-	-
Clinical laboratory technologists and technicians	55,290	5.6	2,053	55,740	6.5	2,050	52,704	3.1	2,070
Licensed practical nurses	61,738	6.9	2,080	60,754	7.3	2,080	-	-	-
Health technologists and technicians, n.e.c.	53,196	4.9	2,080	52,457	5.1	2,080	-	-	-
Electrical and electronic technicians	42,758	15.4	2,077	-	-	-	47,092	4.0	2,068
Biological technicians	51,835	7.7	2,080	51,835	7.7	2,080	-	-	-
Computer programmers	53,053	8.9	2,080	-	-	-	-	-	-
Legal assistants	72,358	6.1	1,998	-	-	-	-	-	-
Technical and related, n.e.c. ...	59,301	5.8	2,067	60,270	7.1	2,064	-	-	-
	48,896	4.1	2,080	48,250	4.6	2,080	51,268	6.2	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial	\$86,934	3.3	2,115	\$89,360	3.7	2,128	\$73,905	3.3	2,043
Executives, administrators, and managers	102,291	3.8	2,131	104,714	4.4	2,150	88,964	3.1	2,030
Administrators and officials, public administration	80,538	9.3	2,068	—	—	—	80,538	9.3	2,068
Financial managers	102,530	8.5	2,127	102,530	8.5	2,127	—	—	—
Managers, marketing, advertising, and public relations	121,967	8.5	2,131	121,967	8.5	2,131	—	—	—
Administrators, education and related fields	89,514	7.7	1,914	—	—	—	96,208	4.1	1,871
Managers, service organizations, n.e.c.	63,732	11.9	2,227	—	—	—	—	—	—
Managers and administrators, n.e.c.	110,711	5.4	2,121	110,926	5.4	2,122	—	—	—
Management related	68,628	3.6	2,095	70,908	4.0	2,102	56,718	3.0	2,059
Accountants and auditors	65,766	2.4	2,101	66,094	2.5	2,103	—	—	—
Other financial officers	77,371	5.7	2,080	77,861	6.0	2,080	—	—	—
Management analysts	79,582	4.9	2,107	79,156	5.2	2,108	—	—	—
Personnel, training, and labor relations specialists	59,826	7.7	2,094	60,193	10.6	2,100	—	—	—
Inspectors and compliance officers, except construction	60,423	11.6	2,213	—	—	—	—	—	—
Management related, n.e.c.	68,250	6.5	2,070	73,508	7.5	2,076	49,197	7.2	2,049
Sales	58,001	6.9	2,063	58,013	6.9	2,063	—	—	—
Supervisors, sales	63,765	9.0	2,087	63,765	9.0	2,087	—	—	—
Securities and financial services sales	79,791	25.4	2,080	79,791	25.4	2,080	—	—	—
Sales, other business services	69,953	10.0	2,085	69,953	10.0	2,085	—	—	—
Sales workers, shoes	27,732	9.7	1,963	27,732	9.7	1,963	—	—	—
Sales workers, other commodities	35,695	15.7	2,018	35,497	16.0	2,017	—	—	—
Cashiers	33,211	8.3	2,080	33,211	8.3	2,080	—	—	—
Administrative support, including clerical	40,998	2.3	2,047	39,366	2.8	2,051	46,716	2.5	2,034
Supervisors, general office	58,949	3.7	2,069	—	—	—	—	—	—
Secretaries	47,550	3.6	2,020	47,737	4.4	2,045	46,838	6.1	1,926
Typists	43,941	6.3	2,055	—	—	—	44,090	8.3	2,065
Transportation ticket and reservation agents	29,814	6.1	2,080	29,814	6.1	2,080	—	—	—
Receptionists	31,290	15.2	1,902	31,290	15.2	1,902	—	—	—
Information clerks, n.e.c.	39,069	3.1	1,979	39,069	3.1	1,979	—	—	—
Order clerks	32,359	7.6	2,080	32,080	7.8	2,080	—	—	—
Records clerks, n.e.c.	41,874	5.8	2,020	41,610	6.6	2,025	—	—	—
Bookkeepers, accounting and auditing clerks	37,842	4.3	2,064	36,117	3.9	2,068	48,628	5.6	2,042
Dispatchers	55,266	9.0	2,080	—	—	—	62,015	5.2	2,080
Production coordinators	52,659	4.5	2,080	52,659	4.5	2,080	—	—	—
Traffic, shipping and receiving clerks	32,668	7.1	2,074	32,314	7.4	2,080	—	—	—
Stock and inventory clerks	32,330	10.4	2,080	—	—	—	—	—	—
Insurance adjusters, examiners, and investigators	41,832	.7	2,022	41,832	.7	2,022	—	—	—
Investigators and adjusters, except insurance	44,261	8.6	2,080	44,052	9.1	2,080	—	—	—
Eligibility clerks, social welfare	40,806	5.0	1,991	—	—	—	47,439	2.0	2,020

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
General office clerks	\$38,298	3.1	2,066	\$36,750	5.7	2,074	\$40,020	1.9	2,057
Bank tellers	30,028	3.3	2,080	30,028	3.3	2,080	—	—	—
Administrative support, n.e.c.	42,093	5.1	2,060	40,079	5.9	2,063	49,213	3.3	2,049
Blue collar	42,449	4.0	2,049	40,895	4.6	2,048	56,792	4.4	2,062
Precision production, craft, and repair	55,850	5.3	2,068	54,789	6.1	2,067	63,036	2.8	2,077
Supervisors, mechanics and repairers	55,775	24.9	2,151	—	—	—	—	—	—
Industrial machinery repairers	50,440	9.8	2,080	48,032	9.6	2,080	—	—	—
Electronic repairers, communications and industrial equipment	55,970	9.2	2,080	55,970	9.2	2,080	—	—	—
Mechanics and repairers, n.e.c.	58,155	5.1	2,080	52,561	7.4	2,080	69,729	6.7	2,080
Electricians	70,636	11.6	2,080	73,978	13.1	2,080	—	—	—
Machinists	53,401	4.8	2,080	53,401	4.8	2,080	—	—	—
Electrical and electronic equipment assemblers	32,076	7.8	2,076	32,076	7.8	2,076	—	—	—
Stationary engineers	62,245	4.8	1,957	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	29,787	8.4	2,026	29,787	8.4	2,026	—	—	—
Miscellaneous machine operators, n.e.c.	32,666	5.9	2,080	32,666	5.9	2,080	—	—	—
Assemblers	30,608	11.7	2,080	30,608	11.7	2,080	—	—	—
Transportation and material moving	36,262	5.4	2,057	34,227	5.1	2,065	49,302	11.6	2,002
Truck drivers	38,253	4.1	2,080	37,440	4.3	2,080	—	—	—
Industrial truck and tractor equipment operators	31,670	11.8	2,080	31,670	11.8	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	31,304	7.3	2,029	29,528	9.1	2,023	47,488	4.6	2,079
Groundskeepers and gardeners, except farm	43,451	9.6	2,079	—	—	—	—	—	—
Construction laborers	42,219	1.0	1,960	—	—	—	—	—	—
Stock handlers and baggers	28,229	8.4	2,080	28,229	8.4	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	33,202	9.5	2,080	33,202	9.5	2,080	—	—	—
Vehicle washers and equipment cleaners	24,249	15.8	2,080	24,249	15.8	2,080	—	—	—
Laborers, except construction, n.e.c.	32,063	17.8	2,080	—	—	—	—	—	—
Service	33,812	5.8	2,050	25,310	3.1	2,021	62,423	5.0	2,145
Protective service	49,872	12.0	2,144	—	—	—	75,715	3.4	2,223
Supervisors, firefighters and fire prevention	103,802	.4	2,647	—	—	—	103,802	.4	2,647
Firefighting	77,517	2.2	2,756	—	—	—	77,517	2.2	2,756
Police and detectives, public service	80,606	2.1	2,080	—	—	—	80,606	2.1	2,080
Sheriffs, bailiffs, and other law enforcement officers	68,775	4.0	2,080	—	—	—	68,775	4.0	2,080
Correctional institution officers	62,386	2.3	2,120	—	—	—	62,386	2.3	2,120
Food service	23,055	5.6	2,012	22,642	6.1	2,014	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Food service—Continued									
Waiters, waitresses, and bartenders	\$15,484	11.5	1,897	\$15,484	11.5	1,897	—	—	—
Other food service	25,136	5.0	2,044	24,674	5.6	2,047	—	—	—
Cooks	25,054	3.9	2,028	23,860	3.5	2,037	—	—	—
Food preparation, n.e.c.	24,460	13.1	2,050	24,389	13.4	2,049	—	—	—
Health service	32,788	5.4	2,055	30,277	3.6	2,056	\$44,565	9.6	2,050
Health aides, except nursing ..	42,081	4.2	2,080	40,212	1.1	2,080	—	—	—
Nursing aides, orderlies and attendants	28,387	4.1	2,043	25,714	3.0	2,045	41,657	6.6	2,033
Cleaning and building service	26,777	7.6	2,063	24,416	6.7	2,061	38,676	1.2	2,076
Maids and housemen	27,363	15.6	2,067	27,363	15.6	2,067	—	—	—
Janitors and cleaners	25,861	11.0	2,062	22,869	10.5	2,059	38,639	1.2	2,076
Personal service	28,312	9.4	1,675	25,598	10.8	1,663	—	—	—

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

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

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

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$27.08	2.0	\$26.11	2.3	\$31.67	2.8
All excluding sales	27.21	2.1	26.18	2.6	31.68	2.8
White collar	32.65	2.0	32.44	2.3	33.52	3.5
2	11.57	5.5	11.44	6.2	12.45	8.5
3	14.93	2.8	14.19	2.8	19.97	2.8
4	17.76	2.6	17.19	3.4	20.40	2.2
5	21.05	5.4	20.64	7.4	22.25	1.8
6	22.97	2.7	22.66	3.2	24.39	3.0
7	26.02	3.5	25.23	2.4	27.78	9.0
8	33.05	6.6	29.75	6.0	43.83	15.5
9	37.57	3.0	35.99	3.4	40.43	4.8
10	38.24	3.8	38.04	4.6	39.08	3.9
11	43.12	3.6	43.40	3.9	41.68	8.9
12	54.64	3.4	54.36	3.5	61.76	7.0
13	60.47	5.8	59.55	6.0	—	—
14	71.31	9.3	73.44	10.5	—	—
Not able to be leveled	39.00	4.4	39.06	4.7	38.38	7.2
White collar excluding sales	33.56	2.4	33.56	2.8	33.53	3.5
2	12.14	7.0	12.05	8.6	12.45	8.5
3	15.93	4.3	14.91	4.8	19.97	2.8
4	17.94	2.5	17.30	3.5	20.36	2.3
5	19.95	3.6	18.91	4.8	22.25	1.8
6	23.27	2.6	23.00	3.1	24.39	3.0
7	25.66	3.7	24.63	2.8	27.78	9.0
8	32.81	6.7	28.82	4.8	43.83	15.5
9	37.26	3.1	35.45	3.3	40.43	4.8
10	37.31	3.5	36.85	4.2	39.08	3.9
11	43.12	3.9	43.42	4.4	41.68	8.9
12	54.64	3.4	54.36	3.5	61.76	7.0
13	60.47	5.8	59.55	6.0	—	—
14	71.31	9.3	73.44	10.5	—	—
Not able to be leveled	39.86	4.8	40.01	5.3	38.38	7.2
Professional specialty and technical	39.41	2.8	38.91	3.2	41.11	5.1
Professional specialty	42.38	2.4	42.06	2.7	43.36	5.0
6	20.58	7.1	21.09	8.6	—	—
7	27.01	10.5	23.69	7.3	36.77	9.2
8	37.16	10.9	29.17	7.9	47.76	16.0
9	39.99	2.9	38.12	2.9	42.24	4.3
10	37.42	5.1	37.37	7.0	37.54	4.0
11	45.21	3.9	46.00	4.1	40.88	8.6
12	53.09	3.6	52.67	3.7	61.76	7.0
13	58.31	8.1	57.02	8.5	—	—
14	63.76	8.1	—	—	—	—
Not able to be leveled	41.67	4.8	42.05	5.1	37.57	16.9
Engineers, architects, and surveyors	42.54	2.3	42.69	2.4	40.83	8.6
7	29.37	7.3	28.50	7.7	—	—
8	31.02	11.3	31.02	11.3	—	—
9	36.10	4.6	36.37	5.1	—	—
10	39.47	12.4	43.91	10.1	—	—
11	42.94	3.1	42.25	2.0	—	—
12	52.84	2.5	52.84	2.5	—	—
Not able to be leveled	47.40	5.1	47.00	5.2	—	—
Civil engineers	42.92	6.8	—	—	43.37	7.8
Electrical and electronic engineers	42.57	5.8	42.52	5.9	—	—
9	34.17	6.5	34.17	6.5	—	—
11	42.33	1.9	42.33	1.9	—	—
12	54.17	7.0	54.17	7.0	—	—
Not able to be leveled	54.86	.6	54.86	.6	—	—
Industrial engineers	37.17	5.4	37.17	5.4	—	—
Mechanical engineers	45.37	8.4	45.37	8.4	—	—
Engineers, n.e.c.	43.92	4.4	44.71	4.1	—	—
9	40.04	10.7	40.04	10.7	—	—
11	43.86	2.6	43.86	2.6	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Engineers, architects, and surveyors –Continued						
Engineers, n.e.c. –Continued						
12	\$53.19	1.2	\$53.19	1.2	–	–
Mathematical and computer scientists	44.86	1.9	44.90	1.9	–	–
7	26.88	7.6	26.88	7.6	–	–
8	33.38	15.4	33.38	15.4	–	–
9	35.21	4.3	35.23	4.3	–	–
10	38.08	3.5	38.08	3.5	–	–
11	46.40	6.5	46.70	6.9	–	–
12	47.42	3.4	47.42	3.4	–	–
13	60.75	6.3	60.75	6.3	–	–
Computer systems analysts and scientists	45.09	1.8	45.13	1.9	–	–
8	33.38	15.4	33.38	15.4	–	–
9	35.21	4.3	35.23	4.3	–	–
10	38.86	3.4	38.86	3.4	–	–
11	46.68	6.9	47.03	7.3	–	–
12	46.98	2.8	46.98	2.8	–	–
13	60.75	6.3	60.75	6.3	–	–
Natural scientists	36.53	11.7	38.47	11.7	–	–
Biological and life scientists	40.67	10.1	40.67	10.1	–	–
Health related	41.33	2.8	41.42	3.6	\$41.07	4.5
8	32.35	8.4	29.03	10.1	–	–
9	41.45	2.2	42.93	1.2	36.95	4.0
10	45.83	4.1	–	–	–	–
11	48.42	6.4	–	–	–	–
Physicians	44.21	10.5	–	–	63.73	12.8
Registered nurses	41.62	1.4	42.81	.7	38.36	3.5
8	35.78	5.4	–	–	–	–
9	41.77	2.4	43.32	1.4	37.01	3.9
Teachers, college and university	49.97	14.4	47.20	24.2	53.13	13.5
10	36.04	23.1	–	–	–	–
11	41.58	8.4	–	–	–	–
Other post-secondary teachers	37.69	29.0	–	–	47.38	29.4
Teachers, except college and university	41.66	8.5	22.32	10.5	45.44	7.4
7	29.08	31.9	–	–	–	–
8	50.68	18.4	–	–	50.85	18.4
9	42.58	5.1	–	–	44.69	3.7
Prekindergarten and kindergarten	13.14	8.4	13.14	8.4	–	–
Elementary school teachers	45.75	5.9	25.96	6.0	46.32	5.7
8	49.53	18.3	–	–	49.53	18.3
9	44.77	.6	–	–	44.99	.1
Secondary school teachers	50.91	4.3	–	–	–	–
Teachers, special education	44.52	14.3	–	–	49.60	7.3
Teachers, n.e.c.	36.47	11.7	–	–	45.13	10.0
Librarians, archivists, and curators	36.87	10.1	–	–	38.26	14.6
Librarians	36.87	10.1	–	–	38.26	14.6
Social scientists and urban planners	40.88	6.7	–	–	30.18	5.6
Psychologists	30.18	5.6	–	–	30.18	5.6
Social, recreation, and religious workers	27.78	13.3	21.24	16.3	35.12	4.4
10	26.31	19.9	–	–	–	–
Social workers	29.95	8.3	22.41	18.7	35.12	4.4
Lawyers and judges	71.12	1.0	–	–	–	–
Lawyers	71.12	1.0	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	32.11	11.7	32.16	12.2	–	–
Technical	26.78	6.4	27.07	7.5	25.15	3.4
4	21.14	5.7	–	–	–	–
5	18.50	8.7	18.18	9.1	21.34	13.7
6	24.81	6.3	24.28	6.9	–	–
7	25.69	6.4	27.69	9.9	23.13	5.7

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical –Continued						
8	\$30.46	5.3	\$31.05	6.1	–	–
9	35.09	5.8	34.13	7.0	–	–
Not able to be leveled	29.38	3.0	29.38	3.1	–	–
Clinical laboratory technologists and technicians	30.57	5.8	30.21	6.1	–	–
Licensed practical nurses	25.56	4.1	25.31	4.4	–	–
Health technologists and technicians, n.e.c.	20.27	15.5	–	–	\$22.77	4.3
Electrical and electronic technicians	24.92	7.7	24.92	7.7	–	–
Biological technicians	25.51	8.9	–	–	–	–
Computer programmers	36.21	7.0	–	–	–	–
Legal assistants	28.68	5.5	29.19	6.7	–	–
Technical and related, n.e.c.	23.38	3.9	23.13	4.6	24.25	4.6
Executive, administrative, and managerial						
6	41.07	3.3	41.99	3.8	36.06	3.3
7	24.20	5.3	23.04	6.0	–	–
8	23.02	5.3	22.47	6.8	24.09	8.5
9	27.65	7.7	27.85	8.2	–	–
10	31.48	3.1	31.70	3.7	30.42	1.6
11	37.65	5.1	36.49	4.6	–	–
12	39.74	5.1	38.98	4.6	42.67	16.0
13	54.89	5.4	54.89	5.4	–	–
Not able to be leveled	68.67	5.2	68.66	5.5	–	–
Executives, administrators, and managers	52.43	5.4	54.03	6.0	42.36	8.0
8	47.99	3.9	48.71	4.5	43.80	3.3
9	24.68	16.7	24.68	16.7	–	–
10	33.70	7.7	33.17	9.1	–	–
11	41.86	5.1	–	–	–	–
12	39.84	7.7	37.69	7.4	45.46	14.7
13	57.73	4.3	57.73	4.3	–	–
Not able to be leveled	69.01	5.1	69.03	5.3	–	–
Administrators and officials, public administration	55.30	5.8	57.87	6.1	42.36	8.0
Financial managers	38.95	9.1	–	–	38.95	9.1
Not able to be leveled	48.21	9.2	48.21	9.2	–	–
Managers, marketing, advertising, and public relations	65.20	12.0	65.20	12.0	–	–
Administrators, education and related fields	57.24	8.0	57.24	8.0	–	–
11	46.77	8.6	–	–	51.43	6.0
Managers, service organizations, n.e.c.	51.18	9.6	–	–	–	–
Managers and administrators, n.e.c.	28.61	15.7	–	–	–	–
11	52.19	5.1	52.27	5.2	–	–
12	42.28	2.3	42.28	2.3	–	–
13	61.13	5.9	61.13	5.9	–	–
Not able to be leveled	68.22	5.8	68.22	5.8	–	–
Management related	55.59	7.7	55.84	7.9	–	–
6	32.74	3.9	33.73	4.3	27.74	3.5
7	24.72	7.4	23.27	9.4	–	–
8	24.15	4.7	24.20	3.9	24.09	8.5
9	29.25	5.8	29.97	4.3	–	–
10	30.68	3.3	31.13	4.2	28.81	1.3
11	32.61	5.0	32.61	5.0	–	–
12	39.61	4.6	40.29	4.9	–	–
Not able to be leveled	50.46	14.5	50.46	14.5	–	–
Accountants and auditors	38.72	9.7	38.72	9.7	–	–
8	31.30	2.9	31.43	3.1	–	–
9	29.54	5.4	29.54	5.4	–	–
Other financial officers	33.81	4.7	34.55	4.9	–	–
Management analysts	37.20	5.7	37.43	6.0	–	–
Personnel, training, and labor relations specialists	37.48	5.3	37.55	5.7	–	–
28.57	7.7	28.67	10.6	–	–	

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Inspectors and compliance officers, except construction	\$27.30	13.2	–	–	–	–
Management related, n.e.c.	32.96	6.5	\$35.40	7.5	\$24.01	7.2
7	23.84	4.0	–	–	–	–
8	26.15	19.0	–	–	–	–
9	29.83	4.3	30.75	5.2	–	–
Not able to be leveled	36.72	21.7	36.72	21.7	–	–
Sales	25.29	7.4	25.29	7.4	–	–
2	10.83	9.7	10.83	9.7	–	–
3	13.20	2.3	13.20	2.3	–	–
4	16.80	8.6	16.72	8.7	–	–
5	26.61	17.8	26.61	17.8	–	–
Not able to be leveled	33.58	15.5	33.58	15.5	–	–
Supervisors, sales	30.55	9.2	30.55	9.2	–	–
Securities and financial services sales	38.36	25.4	38.36	25.4	–	–
Sales, other business services	33.56	9.9	33.56	9.9	–	–
Sales workers, apparel	15.75	11.6	15.75	11.6	–	–
3	13.55	13.5	13.55	13.5	–	–
Sales workers, other commodities	17.36	15.9	17.27	16.1	–	–
3	13.34	3.6	13.34	3.6	–	–
Cashiers	13.32	6.4	13.32	6.4	–	–
2	9.59	5.8	9.59	5.8	–	–
Administrative support, including clerical	19.36	2.1	18.65	2.7	21.58	2.1
2	12.14	7.0	12.05	8.6	12.45	8.5
3	15.93	4.3	14.91	4.8	19.97	2.8
4	17.85	2.6	17.17	3.6	20.40	2.4
5	20.08	3.1	18.53	4.4	22.33	2.6
6	22.74	2.4	22.59	2.9	23.28	3.1
7	25.49	2.7	25.62	3.0	25.23	5.2
8	26.19	11.6	26.19	11.6	–	–
Not able to be leveled	17.49	5.8	17.46	6.0	–	–
Supervisors, general office	28.49	3.3	–	–	–	–
Secretaries	23.02	3.9	22.73	4.8	24.31	5.1
4	17.99	18.3	17.75	19.4	–	–
5	23.36	5.5	–	–	24.13	6.6
6	23.92	3.9	23.70	4.1	–	–
7	27.43	2.4	27.43	2.4	–	–
Typists	21.38	6.4	–	–	21.35	7.5
4	21.72	6.1	–	–	–	–
Transportation ticket and reservation agents	14.04	3.2	14.04	3.2	–	–
4	11.61	14.1	11.61	14.1	–	–
Receptionists	16.27	7.3	16.27	7.3	–	–
Information clerks, n.e.c.	19.69	6.3	19.69	6.3	–	–
Order clerks	15.60	7.6	15.47	7.8	–	–
Library clerks	20.08	7.9	–	–	21.59	7.6
Records clerks, n.e.c.	20.40	4.6	20.54	5.5	–	–
Bookkeepers, accounting and auditing clerks	18.26	4.6	17.47	4.1	22.58	12.2
4	18.18	6.1	17.94	6.3	–	–
5	18.99	3.5	–	–	–	–
6	20.62	6.1	20.50	6.3	–	–
Dispatchers	26.77	8.4	–	–	29.97	4.0
Production coordinators	25.32	4.5	25.32	4.5	–	–
Traffic, shipping and receiving clerks	15.16	6.8	14.95	6.9	–	–
4	16.41	6.2	16.41	6.2	–	–
Stock and inventory clerks	15.54	10.4	–	–	–	–
Insurance adjusters, examiners, and investigators	20.69	1.3	20.69	1.3	–	–
Investigators and adjusters, except insurance	20.56	8.7	20.44	9.1	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Eligibility clerks, social welfare	\$20.49	4.5	—	—	\$23.48	1.2
General office clerks	17.85	2.6	\$17.10	4.7	18.77	2.3
3	17.31	7.0	14.07	10.8	20.48	8.3
4	16.79	5.2	15.70	5.7	18.07	7.2
5	20.53	4.9	20.87	8.3	20.21	4.8
6	18.25	3.6	—	—	—	—
Bank tellers	13.18	4.5	13.18	4.5	—	—
3	12.77	10.1	12.77	10.1	—	—
Data entry keyers	14.53	6.8	14.53	6.8	—	—
Teachers' aides	14.61	12.7	—	—	16.28	8.1
2	10.85	11.4	—	—	—	—
Administrative support, n.e.c.	20.09	4.8	19.31	5.8	22.75	2.5
5	16.29	14.9	—	—	—	—
6	21.48	6.6	—	—	—	—
Blue collar	20.17	3.9	19.46	4.5	27.26	4.5
1	10.15	7.7	10.00	7.6	—	—
2	12.25	5.3	11.86	5.1	—	—
3	16.78	3.6	16.60	3.8	20.78	6.6
4	16.98	6.1	16.43	6.2	22.29	8.4
5	19.97	7.0	19.12	6.8	24.36	8.6
6	26.02	13.4	25.59	15.4	28.99	14.6
7	29.72	2.6	29.57	3.0	30.42	3.6
8	30.39	4.8	30.39	4.8	—	—
9	36.38	13.2	31.47	18.4	—	—
Not able to be leveled	15.39	15.4	14.74	14.7	—	—
Precision production, craft, and repair	26.68	5.2	26.18	5.9	30.35	2.8
4	16.70	11.1	15.69	9.1	—	—
5	22.14	6.4	21.50	7.1	—	—
6	27.29	15.8	26.77	17.6	—	—
7	29.62	2.7	29.58	3.0	29.85	4.5
8	30.39	4.8	30.39	4.8	—	—
9	36.38	13.2	31.47	18.4	—	—
Not able to be leveled	25.71	14.2	24.18	15.2	—	—
Supervisors, mechanics and repairers	25.88	21.1	—	—	—	—
Industrial machinery repairers	24.25	9.8	23.09	9.6	—	—
Electronic repairers, communications and industrial equipment	24.70	9.9	24.70	9.9	—	—
7	27.82	7.3	27.82	7.3	—	—
Mechanics and repairers, n.e.c.	27.96	5.1	25.27	7.4	33.52	6.7
7	29.05	5.3	26.76	8.1	—	—
Carpenters	33.07	2.9	33.81	.6	—	—
7	33.27	4.3	—	—	—	—
Electricians	33.84	10.3	35.26	11.5	—	—
7	31.39	14.7	—	—	—	—
Machinists	25.67	4.8	25.67	4.8	—	—
Electrical and electronic equipment assemblers ..	14.71	8.0	14.71	8.0	—	—
Stationary engineers	31.81	.6	—	—	—	—
7	31.90	.5	—	—	—	—
Machine operators, assemblers, and inspectors	14.81	8.3	14.81	8.3	—	—
1	9.41	3.0	9.41	3.0	—	—
2	10.22	10.5	10.22	10.5	—	—
3	17.79	5.2	17.79	5.2	—	—
5	18.44	7.0	18.44	7.0	—	—
Miscellaneous machine operators, n.e.c.	15.70	5.9	15.70	5.9	—	—
Assemblers	14.48	12.0	14.48	12.0	—	—
3	19.13	12.9	19.13	12.9	—	—
Transportation and material moving	17.29	5.5	16.28	5.1	24.63	10.9

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
3	\$16.42	7.9	\$16.03	9.1	—	—
4	16.07	6.1	15.75	6.3	—	—
Truck drivers	18.38	4.2	18.01	4.3	—	—
3	17.72	9.9	17.72	9.9	—	—
Industrial truck and tractor equipment operators ..	15.23	11.8	15.23	11.8	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	14.42	7.5	13.69	8.9	\$21.99	6.3
2	10.05	8.6	9.85	8.5	—	—
3	11.95	4.2	11.74	3.7	—	—
4	17.21	9.7	16.87	10.6	—	—
4	19.47	8.0	18.95	10.2	—	—
Groundskeepers and gardeners, except farm	20.90	9.6	—	—	—	—
Construction laborers	21.54	1.0	—	—	—	—
Stock handlers and baggers	10.84	9.1	10.84	9.1	—	—
1	8.36	.5	8.36	.5	—	—
Freight, stock, and material handlers, n.e.c.	15.51	9.3	15.51	9.3	—	—
3	15.63	11.7	15.63	11.7	—	—
Vehicle washers and equipment cleaners	11.14	14.1	11.14	14.1	—	—
1	9.09	15.9	9.09	15.9	—	—
Hand packers and packagers	11.37	10.2	11.37	10.2	—	—
2	10.73	13.6	10.73	13.6	—	—
Laborers, except construction, n.e.c.	14.73	13.9	11.90	9.3	—	—
Service						
1	15.37	2.9	12.12	2.9	27.83	4.5
2	8.52	3.0	8.52	3.0	—	—
3	11.08	6.9	11.03	7.0	—	—
4	13.04	6.5	12.00	9.3	18.89	2.7
5	15.93	5.1	14.88	5.9	19.45	4.3
6	19.80	7.7	16.52	11.3	24.53	4.5
7	27.32	9.5	—	—	—	—
8	35.59	2.5	—	—	35.59	2.5
8	36.06	7.9	—	—	36.06	7.9
Not able to be leveled	14.20	7.0	13.75	6.4	—	—
Protective service	20.66	5.8	12.34	11.4	33.99	3.0
3	12.51	11.7	12.42	12.2	—	—
4	19.51	17.2	—	—	—	—
5	26.78	2.6	—	—	—	—
7	35.82	2.4	—	—	35.82	2.4
8	36.70	8.5	—	—	36.70	8.5
Supervisors, firefighters and fire prevention	39.22	2.9	—	—	39.22	2.9
Firefighting	28.13	2.2	—	—	28.13	2.2
Police and detectives, public service	38.75	2.1	—	—	38.75	2.1
7	38.54	.1	—	—	38.54	.1
Sheriffs, bailiffs, and other law enforcement officers	33.07	4.0	—	—	33.07	4.0
Correctional institution officers	29.43	2.8	—	—	29.43	2.8
Guards and police, except public service	12.38	11.2	12.30	11.5	—	—
3	12.51	11.8	12.42	12.2	—	—
Food service	10.96	4.6	10.70	5.3	16.42	6.2
1	7.97	1.6	7.94	1.7	—	—
2	10.40	6.0	10.23	6.7	—	—
3	10.93	8.9	10.42	11.0	—	—
4	11.60	6.5	11.37	7.2	—	—
5	13.69	8.5	—	—	—	—
Not able to be leveled	14.43	6.2	14.13	4.9	—	—
Waiters, waitresses, and bartenders	8.67	4.1	8.67	4.1	—	—
1	7.39	1.1	7.39	1.1	—	—
3	7.74	7.2	7.74	7.2	—	—
Waiters and waitresses	8.09	2.9	8.09	2.9	—	—
3	7.74	7.2	7.74	7.2	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Waiters, waitresses, and bartenders—Continued						
Waiters/Waitresses' assistants	\$9.45	5.2	\$9.45	5.2	—	—
Other food service	11.87	5.7	11.56	6.6	\$16.42	6.2
1	8.29	5.4	8.26	5.5	—	—
2	10.58	3.9	10.35	4.2	—	—
3	13.65	4.0	—	—	—	—
4	12.15	4.5	11.86	5.0	—	—
5	13.69	8.5	—	—	—	—
Cooks	12.21	1.3	11.71	.3	—	—
4	12.15	4.5	11.86	5.0	—	—
Food counter, fountain, and related	12.04	9.9	12.04	9.9	—	—
Kitchen workers, food preparation	10.72	11.8	10.72	11.8	—	—
Food preparation, n.e.c.	11.28	13.0	11.13	15.0	12.85	7.1
1	8.25	6.4	8.22	6.5	—	—
2	11.64	4.4	—	—	—	—
Health service	16.56	5.2	15.72	5.2	21.38	10.4
2	12.23	3.7	12.23	3.7	—	—
3	16.36	15.0	—	—	20.46	9.3
4	18.38	5.3	17.69	4.7	—	—
Health aides, except nursing	20.12	3.4	19.48	1.1	—	—
4	20.09	4.6	19.17	.5	—	—
Nursing aides, orderlies and attendants	14.82	6.2	13.92	7.5	20.21	7.9
2	11.93	.8	11.93	.8	—	—
3	15.96	16.2	—	—	—	—
4	16.51	8.5	—	—	—	—
Cleaning and building service	12.79	7.0	11.68	5.7	18.62	1.1
1	10.18	6.4	10.18	6.4	—	—
2	11.19	10.7	11.19	10.7	—	—
3	17.13	9.8	—	—	19.45	1.2
4	12.28	12.0	—	—	—	—
5	20.39	3.2	—	—	—	—
Maids and housemen	12.80	13.2	12.80	13.2	—	—
2	13.51	11.9	13.51	11.9	—	—
Janitors and cleaners	12.40	10.6	10.97	9.8	18.60	1.1
2	10.82	11.0	10.82	11.0	—	—
3	17.42	8.6	—	—	19.45	1.2
4	12.28	12.0	—	—	—	—
Personal service	14.97	7.7	13.92	9.1	19.12	11.1
3	11.86	12.5	11.08	11.9	—	—
4	18.08	6.1	18.80	9.3	16.35	6.5
Attendants, amusement, and recreation facilities	11.30	12.8	—	—	—	—
Child care workers, n.e.c.	14.30	17.5	11.06	11.0	—	—
3	11.65	13.4	—	—	—	—
Service, n.e.c.	17.15	11.4	16.51	15.2	—	—
4	15.84	10.0	—	—	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$28.31	2.7	\$27.34	3.2	\$32.81	3.5
All excluding sales	28.32	2.8	27.27	3.4	32.82	3.5
White collar	33.63	2.3	33.34	2.6	34.89	4.6
2	12.73	11.1	12.73	11.1	—	—
3	15.70	3.8	14.93	3.9	21.14	2.1
4	18.14	2.4	17.59	2.9	20.93	2.6
5	21.27	5.8	20.69	7.7	23.24	2.5
6	23.07	2.8	22.62	3.1	25.43	4.0
7	26.10	3.7	25.25	2.4	28.11	9.8
8	32.90	7.0	29.71	6.1	44.33	17.8
9	36.83	3.6	34.61	3.9	40.52	5.1
10	38.59	4.1	38.39	5.0	39.47	4.7
11	43.05	3.6	43.30	3.9	41.81	9.1
12	54.54	3.4	54.36	3.5	—	—
13	60.45	5.9	59.55	6.0	—	—
14	71.31	9.3	73.44	10.5	—	—
Not able to be leveled	40.87	3.9	40.83	4.2	41.27	5.5
White collar excluding sales	34.24	2.7	34.07	3.2	34.90	4.6
3	16.15	5.3	15.14	5.7	21.14	2.1
4	18.25	2.3	17.63	3.0	20.89	2.7
5	20.10	3.9	18.88	4.9	23.24	2.5
6	23.38	2.7	22.97	3.1	25.43	4.0
7	25.74	3.9	24.65	2.8	28.11	9.8
8	32.61	7.2	28.73	4.8	44.33	17.8
9	36.46	3.6	33.91	3.7	40.52	5.1
10	37.63	3.9	37.14	4.6	39.47	4.7
11	43.05	3.9	43.30	4.4	41.81	9.1
12	54.54	3.4	54.36	3.5	—	—
13	60.45	5.9	59.55	6.0	—	—
14	71.31	9.3	73.44	10.5	—	—
Not able to be leveled	41.84	4.8	41.90	5.3	41.27	5.5
Professional specialty and technical	39.66	2.9	39.02	3.3	41.87	5.2
Professional specialty	42.78	2.7	42.28	3.1	44.35	5.1
6	21.24	8.7	21.24	8.7	—	—
7	27.27	11.4	23.69	7.3	40.28	9.2
8	37.33	11.9	29.14	8.0	48.90	17.5
9	39.30	3.7	35.98	4.0	42.50	4.4
10	37.93	6.0	37.96	8.4	37.88	4.8
11	45.12	3.9	45.84	4.1	41.10	9.2
12	52.96	3.6	52.67	3.7	—	—
13	58.22	8.3	57.02	8.5	—	—
14	63.76	8.1	—	—	—	—
Not able to be leveled	42.78	4.6	42.81	4.8	42.46	13.6
Engineers, architects, and surveyors	42.59	2.3	42.75	2.5	40.83	8.6
7	29.37	7.3	28.50	7.7	—	—
8	31.02	11.3	31.02	11.3	—	—
9	36.10	4.6	36.37	5.1	—	—
10	40.29	14.4	—	—	—	—
11	42.94	3.1	42.25	2.0	—	—
12	52.84	2.5	52.84	2.5	—	—
Not able to be leveled	47.40	5.1	47.00	5.2	—	—
Civil engineers	42.92	6.8	—	—	43.37	7.8
Electrical and electronic engineers	42.57	5.8	42.52	5.9	—	—
9	34.17	6.5	34.17	6.5	—	—
11	42.33	1.9	42.33	1.9	—	—
12	54.17	7.0	54.17	7.0	—	—
Not able to be leveled	54.86	.6	54.86	.6	—	—
Industrial engineers	37.17	5.4	37.17	5.4	—	—
Mechanical engineers	45.37	8.4	45.37	8.4	—	—
Engineers, n.e.c.	44.13	4.4	44.93	4.1	—	—
9	40.04	10.7	40.04	10.7	—	—
11	43.86	2.6	43.86	2.6	—	—
12	53.19	1.2	53.19	1.2	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Mathematical and computer scientists	\$44.86	1.9	\$44.90	1.9	—	—
7	26.88	7.6	26.88	7.6	—	—
8	33.38	15.4	33.38	15.4	—	—
9	35.21	4.3	35.23	4.3	—	—
10	38.08	3.5	38.08	3.5	—	—
11	46.40	6.5	46.70	6.9	—	—
12	47.42	3.4	47.42	3.4	—	—
13	60.75	6.3	60.75	6.3	—	—
Computer systems analysts and scientists	45.09	1.8	45.13	1.9	—	—
8	33.38	15.4	33.38	15.4	—	—
9	35.21	4.3	35.23	4.3	—	—
10	38.86	3.4	38.86	3.4	—	—
11	46.68	6.9	47.03	7.3	—	—
12	46.98	2.8	46.98	2.8	—	—
13	60.75	6.3	60.75	6.3	—	—
Natural scientists	36.14	12.7	38.11	12.9	—	—
Biological and life scientists	40.67	10.1	40.67	10.1	—	—
Health related	40.08	2.9	39.70	3.6	\$40.84	5.0
8	28.63	10.8	—	—	—	—
9	39.47	3.2	41.33	1.4	35.98	4.8
Physicians	40.48	8.4	—	—	—	—
Registered nurses	39.92	3.0	41.00	2.9	37.69	4.9
9	39.80	3.8	41.93	1.9	35.85	5.0
Teachers, college and university	60.55	10.5	62.09	18.0	59.03	12.2
11	41.58	8.4	—	—	—	—
Other post-secondary teachers	57.25	33.8	—	—	—	—
Teachers, except college and university	42.56	8.2	22.28	10.7	46.70	6.7
7	29.88	35.6	—	—	—	—
8	50.91	18.4	—	—	51.04	18.4
9	42.63	5.0	—	—	44.79	3.5
Elementary school teachers	46.01	6.3	25.06	13.5	46.58	6.2
8	49.70	18.4	—	—	49.70	18.4
9	44.77	.6	—	—	44.99	.1
Secondary school teachers	50.91	4.3	—	—	—	—
Teachers, special education	45.19	14.6	—	—	—	—
Teachers, n.e.c.	36.50	11.6	—	—	—	—
Librarians, archivists, and curators	36.87	10.1	—	—	38.26	14.6
Librarians	36.87	10.1	—	—	38.26	14.6
Social scientists and urban planners	41.53	6.9	—	—	30.77	8.9
Psychologists	30.77	8.9	—	—	30.77	8.9
Social, recreation, and religious workers	28.34	16.4	21.86	21.7	35.13	4.4
10	26.31	20.0	—	—	—	—
Social workers	30.78	11.5	—	—	35.13	4.4
Lawyers and judges	71.12	1.0	—	—	—	—
Lawyers	71.12	1.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	32.40	12.0	32.50	12.3	—	—
Technical	26.93	6.5	27.19	7.5	25.47	3.4
5	18.60	8.9	18.28	9.2	—	—
6	24.72	6.4	24.15	7.0	—	—
7	25.69	6.4	27.69	9.9	23.13	5.7
8	30.26	5.9	30.85	6.7	—	—
9	34.78	5.8	—	—	—	—
Not able to be leveled	29.65	3.3	29.66	3.5	—	—
Clinical laboratory technologists and technicians	29.68	6.9	29.21	7.3	—	—
Licensed practical nurses	25.57	4.9	25.22	5.1	—	—
Health technologists and technicians, n.e.c.	20.59	15.5	—	—	22.77	4.3
Electrical and electronic technicians	24.92	7.7	24.92	7.7	—	—
Biological technicians	25.51	8.9	—	—	—	—
Computer programmers	36.21	7.0	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Technical —Continued						
Legal assistants	\$28.68	5.5	\$29.19	6.7	—	—
Technical and related, n.e.c.	23.51	4.1	23.20	4.6	\$24.65	6.2
Executive, administrative, and managerial						
6	41.10	3.3	41.99	3.8	36.17	3.2
7	24.42	6.0	23.04	6.0	—	—
8	23.02	5.3	22.47	6.8	24.09	8.5
9	27.33	7.8	27.85	8.2	—	—
10	31.48	3.1	31.70	3.7	30.42	1.6
11	37.65	5.1	36.49	4.6	—	—
12	39.74	5.1	38.98	4.6	42.67	16.0
13	54.89	5.4	54.89	5.4	—	—
Not able to be leveled	68.67	5.2	68.66	5.5	—	—
Executives, administrators, and managers	52.44	5.5	54.03	6.0	42.41	8.1
8	47.99	3.9	48.71	4.5	43.83	3.3
9	24.68	16.7	24.68	16.7	—	—
10	33.70	7.7	33.17	9.1	—	—
11	41.86	5.1	—	—	—	—
12	39.84	7.7	37.69	7.4	45.46	14.7
13	57.73	4.3	57.73	4.3	—	—
Not able to be leveled	69.01	5.1	69.03	5.3	—	—
Administrators and officials, public administration	55.32	5.8	57.87	6.1	42.41	8.1
Financial managers	38.95	9.1	—	—	38.95	9.1
Not able to be leveled	48.21	9.2	48.21	9.2	—	—
Managers, marketing, advertising, and public relations	65.20	12.0	65.20	12.0	—	—
Administrators, education and related fields	57.24	8.0	57.24	8.0	—	—
11	46.77	8.6	—	—	51.43	6.0
Managers, service organizations, n.e.c.	51.18	9.6	—	—	—	—
Managers and administrators, n.e.c.	28.61	15.7	—	—	—	—
11	52.19	5.1	52.27	5.2	—	—
12	42.28	2.3	42.28	2.3	—	—
13	61.13	5.9	61.13	5.9	—	—
Not able to be leveled	68.22	5.8	68.22	5.8	—	—
Management related	55.59	7.7	55.84	7.9	—	—
6	32.75	3.9	33.73	4.3	27.55	3.2
7	25.06	8.6	23.27	9.4	—	—
8	24.15	4.7	24.20	3.9	24.09	8.5
9	28.80	6.0	29.97	4.3	—	—
10	30.68	3.3	31.13	4.2	28.81	1.3
11	32.61	5.0	32.61	5.0	—	—
12	39.61	4.6	40.29	4.9	—	—
Not able to be leveled	50.46	14.5	50.46	14.5	—	—
Accountants and auditors	38.72	9.7	38.72	9.7	—	—
8	31.30	2.9	31.43	3.1	—	—
9	29.54	5.4	29.54	5.4	—	—
Other financial officers	33.81	4.7	34.55	4.9	—	—
Management analysts	37.20	5.7	37.43	6.0	—	—
Personnel, training, and labor relations specialists	37.77	5.3	37.55	5.7	—	—
Inspectors and compliance officers, except construction	28.57	7.7	28.67	10.6	—	—
Management related, n.e.c.	27.30	13.2	—	—	—	—
7	32.96	6.5	35.40	7.5	24.01	7.2
8	23.84	4.0	—	—	—	—
9	26.15	19.0	—	—	—	—
Not able to be leveled	29.83	4.3	30.75	5.2	—	—
Sales	36.72	21.7	36.72	21.7	—	—
3	28.11	6.7	28.12	6.7	—	—
3	14.44	6.2	14.44	6.2	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005**
— Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
4	\$17.51	7.6	\$17.41	7.8	—	—
5	26.63	17.9	26.63	17.9	—	—
Not able to be leveled	34.81	14.5	34.81	14.5	—	—
Supervisors, sales	30.55	9.2	30.55	9.2	—	—
Securities and financial services sales	38.36	25.4	38.36	25.4	—	—
Sales, other business services	33.56	9.9	33.56	9.9	—	—
Sales workers, shoes	14.12	7.8	14.12	7.8	—	—
Sales workers, other commodities	17.69	16.6	17.60	16.9	—	—
Cashiers	15.97	8.3	15.97	8.3	—	—
Administrative support, including clerical						
3	20.03	2.3	19.19	2.8	\$22.97	2.4
4	16.15	5.3	15.14	5.7	21.14	2.1
5	18.18	2.3	17.54	3.1	20.96	2.8
6	20.27	3.5	18.55	4.4	23.23	3.1
7	22.85	2.6	22.59	3.0	23.86	5.1
8	25.54	2.7	25.71	3.0	25.23	5.2
Not able to be leveled	26.19	11.6	26.19	11.6	—	—
Supervisors, general office	18.18	8.4	18.00	8.6	—	—
Secretaries	28.49	3.3	—	—	—	—
4	23.54	3.2	23.35	3.8	24.31	5.1
5	19.33	13.1	19.13	14.3	—	—
6	23.36	5.5	—	—	24.13	6.6
7	23.95	4.1	23.73	4.3	—	—
Typists	27.43	2.4	27.43	2.4	—	—
4	21.38	6.4	—	—	21.35	7.5
Transportation ticket and reservation agents	21.72	6.1	—	—	—	—
Receptionists	14.33	6.1	14.33	6.1	—	—
Information clerks, n.e.c.	16.45	8.7	16.45	8.7	—	—
Order clerks	19.75	6.0	19.75	6.0	—	—
Records clerks, n.e.c.	15.56	7.6	15.42	7.8	—	—
Bookkeepers, accounting and auditing clerks	20.73	4.9	20.54	5.5	—	—
4	18.33	4.5	17.47	4.1	23.82	7.1
5	18.18	6.1	17.94	6.3	—	—
6	18.99	3.5	—	—	—	—
Dispatchers	20.62	6.1	20.50	6.3	—	—
Production coordinators	26.57	9.0	—	—	29.81	5.2
Traffic, shipping and receiving clerks	25.32	4.5	25.32	4.5	—	—
4	15.75	7.2	15.54	7.4	—	—
Stock and inventory clerks	16.41	6.2	16.41	6.2	—	—
Insurance adjusters, examiners, and investigators	15.54	10.4	—	—	—	—
Investigators and adjusters, except insurance	20.69	1.3	20.69	1.3	—	—
Eligibility clerks, social welfare	21.28	8.6	21.18	9.1	—	—
General office clerks	20.49	4.5	—	—	23.48	1.2
3	18.54	3.1	17.72	5.7	19.45	1.9
4	17.81	7.6	14.21	11.9	—	—
5	17.27	5.9	16.23	4.1	18.52	9.7
6	20.83	4.7	20.87	8.3	20.79	4.7
Bank tellers	18.68	5.0	—	—	—	—
Administrative support, n.e.c.	14.44	3.3	14.44	3.3	—	—
6	20.43	5.3	19.43	6.1	24.02	4.7
	21.48	6.6	—	—	—	—
Blue collar						
1	20.71	3.9	19.97	4.5	27.54	4.2
2	10.58	8.7	10.34	8.5	—	—
3	12.37	7.1	11.84	7.0	—	—
4	16.84	3.7	16.64	3.9	—	—
5	17.21	6.6	16.65	6.8	22.29	8.4
6	19.99	7.0	19.13	6.9	24.36	8.6
7	26.02	13.4	25.59	15.4	28.99	14.6
	29.60	2.8	29.40	3.3	30.42	3.6

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
8	\$30.60	4.9	\$30.60	5.0	—	—
9	36.38	13.2	31.47	18.4	—	—
Not able to be leveled	15.72	16.4	15.04	15.8	—	—
Precision production, craft, and repair	27.00	5.4	26.51	6.2	\$30.35	2.8
4	17.37	15.7	—	—	—	—
5	22.24	6.5	21.60	7.2	—	—
6	27.29	15.8	26.77	17.6	—	—
7	29.52	2.9	29.45	3.3	29.85	4.5
8	30.60	4.9	30.60	5.0	—	—
9	36.38	13.2	31.47	18.4	—	—
Not able to be leveled	25.71	14.2	24.18	15.2	—	—
Supervisors, mechanics and repairers	25.93	26.7	—	—	—	—
Industrial machinery repairers	24.25	9.8	23.09	9.6	—	—
Electronic repairers, communications and industrial equipment	26.91	9.2	26.91	9.2	—	—
Mechanics and repairers, n.e.c.	27.96	5.1	25.27	7.4	33.52	6.7
7	29.05	5.3	26.76	8.1	—	—
Electricians	33.96	11.6	35.57	13.1	—	—
Machinists	25.67	4.8	25.67	4.8	—	—
Electrical and electronic equipment assemblers ..	15.45	7.8	15.45	7.8	—	—
Stationary engineers	31.81	.6	—	—	—	—
7	31.90	.5	—	—	—	—
Machine operators, assemblers, and inspectors	14.70	7.8	14.70	7.8	—	—
2	10.22	10.5	10.22	10.5	—	—
3	17.79	5.2	17.79	5.2	—	—
5	18.26	7.7	18.26	7.7	—	—
Miscellaneous machine operators, n.e.c.	15.70	5.9	15.70	5.9	—	—
Assemblers	14.72	11.7	14.72	11.7	—	—
3	19.13	12.9	19.13	12.9	—	—
Transportation and material moving	17.63	5.5	16.57	5.1	24.63	10.9
3	16.42	7.9	16.03	9.1	—	—
4	16.07	6.1	15.75	6.3	—	—
Truck drivers	18.39	4.1	18.00	4.3	—	—
3	17.72	9.9	17.72	9.9	—	—
Industrial truck and tractor equipment operators ..	15.23	11.8	15.23	11.8	—	—
Handlers, equipment cleaners, helpers, and laborers	15.43	7.2	14.60	9.0	22.84	4.6
1	10.96	11.3	10.66	11.1	—	—
2	12.21	4.5	11.95	4.0	—	—
3	17.45	10.2	17.04	11.1	—	—
4	20.10	7.0	19.70	8.9	—	—
Groundskeepers and gardeners, except farm	20.90	9.6	—	—	—	—
Construction laborers	21.54	1.0	—	—	—	—
Stock handlers and baggers	13.57	8.4	13.57	8.4	—	—
Freight, stock, and material handlers, n.e.c.	15.96	9.5	15.96	9.5	—	—
3	15.65	11.8	15.65	11.8	—	—
Vehicle washers and equipment cleaners	11.66	15.8	11.66	15.8	—	—
1	9.52	14.2	9.52	14.2	—	—
Laborers, except construction, n.e.c.	15.41	17.8	—	—	—	—
Service	16.50	5.8	12.52	2.9	29.11	4.5
1	8.62	1.1	8.62	1.1	—	—
2	11.14	7.7	11.14	7.7	—	—
3	14.29	3.6	13.11	4.2	19.60	2.6
4	17.16	6.4	15.74	7.8	20.12	4.4
5	19.60	8.2	15.97	11.7	24.72	4.5
6	27.32	9.5	—	—	—	—
7	35.59	2.5	—	—	35.59	2.5
8	36.06	7.9	—	—	36.06	7.9

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Not able to be leveled	\$14.19	8.8	\$13.84	8.2	—	—
Protective service	23.26	11.0	—	—	\$34.06	3.1
4	19.51	17.2	—	—	—	—
5	26.78	2.6	—	—	—	—
7	35.82	2.4	—	—	35.82	2.4
8	36.70	8.5	—	—	36.70	8.5
Supervisors, firefighters and fire prevention	39.22	2.9	—	—	39.22	2.9
Firefighting	28.13	2.2	—	—	28.13	2.2
Police and detectives, public service	38.75	2.1	—	—	38.75	2.1
7	38.54	.1	—	—	38.54	.1
Sheriffs, bailiffs, and other law enforcement officers	33.07	4.0	—	—	33.07	4.0
Correctional institution officers	29.43	2.8	—	—	29.43	2.8
Food service	11.46	4.8	11.24	5.3	—	—
1	7.99	2.1	7.99	2.1	—	—
2	10.42	7.2	10.42	7.2	—	—
3	12.11	10.2	11.62	11.1	—	—
4	13.25	6.9	—	—	—	—
5	13.69	8.5	—	—	—	—
Waiters, waitresses, and bartenders	8.16	7.9	8.16	7.9	—	—
Other food service	12.30	4.6	12.05	5.2	—	—
1	8.55	3.7	8.55	3.7	—	—
2	10.49	4.8	10.49	4.8	—	—
3	13.66	4.6	—	—	—	—
4	13.25	6.9	—	—	—	—
5	13.69	8.5	—	—	—	—
Cooks	12.35	3.3	11.71	2.7	—	—
4	13.25	6.9	—	—	—	—
Food preparation, n.e.c.	11.93	12.0	11.90	12.3	—	—
1	8.46	4.2	8.46	4.2	—	—
Health service	15.96	6.2	14.73	4.6	21.74	10.6
2	12.23	3.7	12.23	3.7	—	—
4	18.13	8.3	16.81	6.9	—	—
Health aides, except nursing	20.23	4.2	19.33	1.1	—	—
4	20.22	6.4	—	—	—	—
Nursing aides, orderlies and attendants	13.89	5.3	12.57	3.4	20.49	8.6
2	11.93	.8	11.93	.8	—	—
Cleaning and building service	12.98	7.3	11.85	6.4	18.63	1.1
1	9.77	7.0	9.77	7.0	—	—
2	11.22	10.9	11.22	10.9	—	—
3	18.67	3.1	—	—	19.50	1.5
4	12.80	10.6	—	—	—	—
5	20.39	3.2	—	—	—	—
Maids and housemen	13.24	14.6	13.24	14.6	—	—
Janitors and cleaners	12.54	10.8	11.11	10.2	18.61	1.1
2	10.83	11.0	10.83	11.0	—	—
3	19.11	2.1	—	—	19.50	1.5
4	12.80	10.6	—	—	—	—
Personal service	16.91	9.0	15.39	8.1	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

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

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

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

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$17.31	7.5	\$16.36	8.8	\$22.06	7.2
All excluding sales	17.97	8.2	17.03	9.9	22.06	7.2
White collar	22.45	9.1	21.90	12.3	23.89	8.2
2	10.66	4.0	10.12	3.5	12.45	8.5
3	12.48	2.9	11.81	.8	—	—
4	15.29	5.5	14.22	6.0	18.25	7.2
5	18.29	5.3	—	—	17.55	3.9
6	20.64	9.9	—	—	18.79	7.3
7	21.53	6.5	—	—	—	—
8	36.02	8.5	31.08	17.8	—	—
9	43.14	2.0	44.12	2.1	39.27	2.0
10	33.66	16.1	33.73	19.7	—	—
Not able to be leveled	20.29	11.1	20.73	13.5	16.49	9.7
White collar excluding sales	25.40	10.2	26.21	14.9	23.89	8.2
2	11.16	6.3	10.46	6.2	12.45	8.5
3	14.21	8.8	12.15	3.5	—	—
4	15.70	6.5	14.36	8.2	18.25	7.2
5	18.30	5.3	—	—	17.55	3.9
6	20.64	9.9	—	—	18.79	7.3
7	21.53	6.5	—	—	—	—
8	36.02	8.5	31.08	17.8	—	—
9	43.14	2.0	44.12	2.1	39.27	2.0
10	33.66	16.1	33.73	19.7	—	—
Not able to be leveled	20.62	13.2	21.17	16.4	16.49	9.7
Professional specialty and technical	36.55	7.3	37.49	9.6	34.28	6.2
Professional specialty	38.18	5.5	39.51	7.0	35.22	6.3
8	35.43	11.0	29.64	26.1	—	—
9	43.19	2.1	44.19	2.3	39.27	2.0
10	33.66	16.1	33.73	19.7	—	—
Not able to be leveled	32.38	11.3	—	—	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	43.01	3.0	43.37	3.3	41.60	6.6
8	38.05	6.8	—	—	—	—
9	43.50	2.1	44.20	2.3	39.38	3.1
Registered nurses	43.34	1.6	44.37	1.1	39.42	1.6
9	43.67	2.0	44.35	2.1	39.69	2.4
Teachers, college and university	27.96	16.4	22.12	9.4	—	—
Other post-secondary teachers	28.51	17.6	—	—	—	—
Teachers, except college and university	24.92	15.2	—	—	24.91	16.1
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	23.83	7.8	24.70	9.1	—	—
5	17.37	7.1	—	—	—	—
Licensed practical nurses	25.52	4.0	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	11.73	2.9	11.73	2.9	—	—
2	9.70	6.0	9.70	6.0	—	—
3	11.73	.9	11.73	.9	—	—
Sales workers, apparel	14.96	10.2	14.96	10.2	—	—
Cashiers	10.92	4.9	10.92	4.9	—	—
Administrative support, including clerical	14.72	4.2	13.79	5.5	16.17	5.5
2	11.16	6.3	10.46	6.2	12.45	8.5
3	14.21	8.8	12.15	3.5	—	—
4	15.38	6.4	13.75	7.3	18.25	7.2
5	17.45	4.7	—	—	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005**
— Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Library clerks	\$18.43	2.6	—	—	—	—
General office clerks	15.10	4.9	\$15.11	7.6	\$15.07	2.7
Bank tellers	11.49	2.6	11.49	2.6	—	—
Teachers' aides	14.86	13.0	—	—	16.28	8.1
2	10.85	11.4	—	—	—	—
Blue collar	14.75	17.7	14.82	17.8	—	—
1	9.41	11.7	9.41	12.1	—	—
2	11.90	3.0	11.90	3.0	—	—
Precision production, craft, and repair	22.19	20.8	22.19	20.8	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.02	7.2	10.01	7.5	—	—
1	8.59	6.4	8.55	6.6	—	—
2	10.85	3.8	10.85	3.8	—	—
Stock handlers and baggers	9.63	10.4	9.63	10.4	—	—
1	8.36	.5	8.36	.5	—	—
Service	11.25	5.1	10.90	5.5	14.93	3.0
1	8.36	7.0	8.35	7.3	—	—
2	10.43	4.5	9.62	3.9	—	—
3	10.51	5.8	9.97	4.7	15.99	6.4
4	13.64	8.5	13.74	8.8	—	—
Protective service	—	—	—	—	—	—
Food service	9.89	8.8	9.43	9.8	14.32	6.5
1	7.93	5.1	7.86	5.0	—	—
2	10.31	3.7	9.18	2.2	—	—
3	8.91	9.7	8.21	8.8	—	—
4	10.73	10.4	10.73	10.4	—	—
Waiters, waitresses, and bartenders	9.16	6.6	9.16	6.6	—	—
3	8.08	9.1	8.08	9.1	—	—
Waiters and waitresses	8.85	2.5	8.85	2.5	—	—
3	8.08	9.1	8.08	9.1	—	—
Other food service	10.51	12.5	9.71	14.2	14.32	6.5
2	10.87	4.6	—	—	—	—
Food preparation, n.e.c.	9.46	14.1	—	—	—	—
Health service	18.54	2.5	18.59	2.7	—	—
4	18.79	2.6	18.79	2.6	—	—
Health aides, except nursing	19.79	1.0	19.87	.7	—	—
Cleaning and building service	10.27	9.7	—	—	—	—
Personal service	12.63	6.7	12.03	8.2	14.65	3.0
3	13.56	12.9	—	—	—	—
4	12.57	5.7	—	—	—	—
Attendants, amusement, and recreation facilities	11.27	17.6	—	—	—	—
Child care workers, n.e.c.	13.38	12.9	—	—	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$28.31	\$17.31	\$26.24	\$27.54	\$26.99	\$29.12
All excluding sales	28.32	17.97	26.35	27.73	27.23	26.61
White collar	33.63	22.45	31.72	32.96	32.83	29.98
White-collar excluding sales	34.24	25.40	32.12	34.11	33.74	–
Professional specialty and technical	39.66	36.55	41.56	38.52	39.58	–
Professional specialty	42.78	38.18	44.02	41.69	42.63	–
Technical	26.93	23.83	30.56	25.30	26.64	–
Executive, administrative, and managerial	41.10	–	31.89	42.15	40.47	56.51
Sales	28.11	11.73	17.58	25.81	22.48	31.54
Administrative support, including clerical	20.03	14.72	20.99	18.38	19.61	–
Blue collar	20.71	14.75	24.39	15.65	20.21	–
Precision production, craft, and repair	27.00	22.19	28.58	22.85	26.68	–
Machine operators, assemblers, and inspectors	14.70	–	23.40	12.59	14.81	–
Transportation and material moving	17.63	–	19.58	15.07	17.33	–
Handlers, equipment cleaners, helpers, and laborers	15.43	10.02	17.62	11.23	14.42	–
Service	16.50	11.25	18.83	11.84	15.38	–
	Relative error ⁶ (percent)					
All occupations	2.7	7.5	3.5	2.3	2.0	12.4
All excluding sales	2.8	8.2	3.5	2.7	2.1	24.4
White collar	2.3	9.1	3.8	2.4	1.9	13.1
White-collar excluding sales	2.7	10.2	3.7	2.9	2.1	–
Professional specialty and technical	2.9	7.3	4.6	3.2	2.8	–
Professional specialty	2.7	5.5	4.1	3.1	2.4	–
Technical	6.5	7.8	14.5	6.4	6.4	–
Executive, administrative, and managerial	3.3	–	6.2	3.6	3.7	34.4
Sales	6.7	2.9	3.3	8.0	10.6	16.5
Administrative support, including clerical	2.3	4.2	2.2	2.8	2.1	–
Blue collar	3.9	17.7	5.2	4.9	3.9	–
Precision production, craft, and repair	5.4	20.8	5.8	7.6	5.2	–
Machine operators, assemblers, and inspectors	7.8	–	4.2	9.5	8.3	–
Transportation and material moving	5.5	–	9.9	4.7	5.9	–
Handlers, equipment cleaners, helpers, and laborers	7.2	7.2	7.6	4.4	7.5	–
Service	5.8	5.1	8.4	7.6	2.9	–

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$26.11	\$32.73	–	\$32.09	–	\$23.64	\$25.78	\$18.08	\$31.04	–
All excluding sales	26.18	32.51	–	31.98	–	23.61	25.40	17.45	30.15	–
White collar	32.44	39.62	–	40.59	–	29.77	29.16	22.06	31.55	–
White-collar excluding sales	33.56	39.55	–	40.92	–	30.98	28.74	25.75	30.67	–
Professional specialty and technical	38.91	40.89	–	–	–	37.77	58.90	31.38	40.90	–
Professional specialty	42.06	43.04	–	–	–	41.38	48.15	31.07	42.78	–
Technical	27.07	24.96	–	–	–	27.62	–	–	33.39	–
Executive, administrative, and managerial	41.99	47.14	–	43.41	–	39.04	34.40	32.80	41.71	–
Sales	25.29	41.38	–	–	–	23.89	–	19.50	42.15	–
Administrative support, including clerical	18.65	20.06	–	24.30	–	18.39	19.85	17.60	18.32	–
Blue collar	19.46	21.96	–	28.79	–	17.04	21.23	16.19	–	–
Precision production, craft, and repair	26.18	27.89	–	33.00	–	23.87	28.90	20.61	–	–
Machine operators, assemblers, and inspectors	14.81	16.29	–	–	–	11.31	–	–	–	–
Transportation and material moving	16.28	18.22	–	–	–	15.86	17.32	15.05	–	–
Handlers, equipment cleaners, helpers, and laborers	13.69	16.03	–	19.52	–	12.36	12.84	12.14	–	–
Service	12.12	–	–	–	–	12.12	–	10.59	–	–
	Relative error ⁵ (percent)									
All occupations	2.3	2.6	–	12.1	–	2.7	7.4	4.0	7.5	–
All excluding sales	2.6	3.1	–	12.0	–	2.8	7.0	3.4	10.9	–
White collar	2.3	2.5	–	14.1	–	2.5	14.7	3.8	7.3	–
White-collar excluding sales	2.8	3.1	–	15.5	–	3.1	15.0	5.6	10.6	–
Professional specialty and technical	3.2	2.2	–	–	–	4.8	27.3	9.7	7.1	–
Professional specialty	2.7	2.2	–	–	–	4.3	14.4	9.7	5.2	–
Technical	7.5	9.3	–	–	–	9.4	–	–	6.0	–
Executive, administrative, and managerial	3.8	5.6	–	4.9	–	4.9	2.9	6.6	5.8	–
Sales	7.4	10.2	–	–	–	7.7	–	5.0	24.7	–
Administrative support, including clerical	2.7	10.2	–	7.7	–	2.6	7.6	2.8	5.1	–
Blue collar	4.5	4.4	–	1.8	–	6.0	5.7	9.1	–	–
Precision production, craft, and repair	5.9	2.5	–	5.0	–	13.1	5.4	23.6	–	–
Machine operators, assemblers, and inspectors	8.3	5.2	–	–	–	13.5	–	–	–	–
Transportation and material moving	5.1	7.8	–	–	–	6.0	6.4	10.6	–	–
Handlers, equipment cleaners, helpers, and laborers	8.9	14.0	–	12.5	–	8.3	7.7	14.6	–	–
Service	2.9	–	–	–	–	2.9	–	6.9	–	–

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

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

³ Goods-producing industries include mining, construction, and manufacturing.

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$26.11	\$22.40	\$27.31	\$22.14	\$33.41
All excluding sales	26.18	21.95	27.51	22.10	33.52
White collar	32.44	27.45	33.91	29.01	37.81
White-collar excluding sales	33.56	27.71	35.17	30.64	38.24
Professional specialty and technical	38.91	32.76	40.29	37.18	41.71
Professional specialty	42.06	37.11	43.06	40.08	44.42
Technical	27.07	20.94	28.95	25.55	30.54
Executive, administrative, and managerial	41.99	36.58	43.30	38.72	46.76
Sales	25.29	26.27	24.85	22.47	31.10
Administrative support, including clerical	18.65	17.74	19.00	18.29	19.83
Blue collar	19.46	18.75	19.81	18.22	22.55
Precision production, craft, and repair	26.18	24.53	27.23	26.27	28.35
Machine operators, assemblers, and inspectors	14.81	13.98	15.02	12.63	16.46
Transportation and material moving	16.28	15.20	16.90	16.08	-
Handlers, equipment cleaners, helpers, and laborers	13.69	11.46	14.69	14.18	18.86
Service	12.12	10.00	12.67	12.15	14.52
Relative error ⁴ (percent)					
All occupations	2.3	5.5	3.4	7.6	3.9
All excluding sales	2.6	5.7	3.5	7.6	4.2
White collar	2.3	7.3	2.7	6.9	4.0
White-collar excluding sales	2.8	8.2	3.1	6.6	4.3
Professional specialty and technical	3.2	15.5	2.8	6.6	3.5
Professional specialty	2.7	14.5	1.8	5.9	2.5
Technical	7.5	14.7	7.3	8.0	9.8
Executive, administrative, and managerial	3.8	10.9	4.0	6.3	5.6
Sales	7.4	18.4	9.8	13.1	12.1
Administrative support, including clerical	2.7	5.4	3.0	4.8	6.0
Blue collar	4.5	7.7	4.3	5.2	8.2
Precision production, craft, and repair	5.9	12.1	3.4	4.2	6.0
Machine operators, assemblers, and inspectors	8.3	15.2	8.7	3.5	14.4
Transportation and material moving	5.1	4.5	8.2	7.8	-
Handlers, equipment cleaners, helpers, and laborers	8.9	7.4	10.5	11.5	8.5
Service	2.9	2.4	3.2	5.2	6.0

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Occupation ³	10	25	Median 50	75	90
All	\$10.14	\$15.00	\$22.78	\$35.62	\$48.92
All excluding sales	10.14	15.00	23.06	35.78	48.96
White collar	14.85	19.47	28.56	42.60	55.10
White collar excluding sales	15.60	20.75	29.81	43.59	55.29
Professional specialty and technical	21.25	27.55	38.38	48.56	58.10
Professional specialty	24.02	32.84	42.04	50.62	60.10
Engineers, architects, and surveyors	27.05	34.08	42.20	49.89	58.73
Civil engineers	29.95	34.15	42.20	48.56	58.73
Electrical and electronic engineers	25.34	29.26	42.21	50.47	61.55
Industrial engineers	29.33	32.58	35.70	42.32	45.67
Mechanical engineers	36.37	39.08	45.00	49.21	55.00
Engineers, n.e.c.	27.55	35.59	44.95	52.42	57.79
Mathematical and computer scientists	30.37	36.54	44.35	51.97	60.10
Computer systems analysts and scientists	30.65	36.73	44.52	51.97	60.10
Natural scientists	18.52	24.51	35.04	45.96	56.95
Biological and life scientists	18.23	26.44	36.54	50.37	67.66
Health related	28.06	35.86	42.11	46.65	51.35
Physicians	21.85	21.85	25.92	67.74	73.96
Registered nurses	31.90	38.23	42.19	45.52	48.54
Teachers, college and university	18.00	27.50	48.32	68.24	87.51
Other post-secondary teachers	17.51	19.50	26.67	51.78	83.51
Teachers, except college and university	19.92	31.25	42.36	53.11	59.80
Prekindergarten and kindergarten	9.77	12.00	13.00	14.50	15.50
Elementary school teachers	30.95	36.15	45.97	53.47	60.42
Secondary school teachers	35.45	42.04	50.15	58.22	70.23
Teachers, special education	21.70	35.56	48.34	56.00	59.05
Teachers, n.e.c.	28.56	31.25	31.25	38.09	57.11
Librarians, archivists, and curators	29.34	30.61	31.48	41.99	55.55
Librarians	29.34	30.61	31.48	41.99	55.55
Social scientists and urban planners	26.85	34.09	40.70	49.23	51.87
Psychologists	25.64	26.85	27.57	33.14	40.70
Social, recreation, and religious workers	15.58	16.24	33.33	36.03	38.36
Social workers	16.24	16.24	34.25	37.38	38.36
Lawyers and judges	57.29	60.42	69.63	80.55	91.35
Lawyers	57.29	60.42	69.63	80.55	91.35
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.19	22.48	26.73	44.57	48.92
Technical	16.59	20.73	24.53	30.04	36.13
Clinical laboratory technologists and technicians	19.58	21.41	33.56	37.60	39.97
Licensed practical nurses	22.38	23.73	25.96	27.35	28.72
Health technologists and technicians, n.e.c.	13.00	14.50	18.51	22.23	31.01
Electrical and electronic technicians	18.00	19.62	25.03	29.78	32.14
Biological technicians	17.08	20.19	22.72	30.23	35.72
Computer programmers	28.64	30.72	39.23	41.34	43.13
Legal assistants	19.76	24.14	26.88	31.30	33.75
Technical and related, n.e.c.	19.58	21.64	21.64	24.34	29.84
Executive, administrative, and managerial	22.27	27.88	36.70	48.56	65.13
Executives, administrators, and managers	24.23	32.70	43.98	59.15	73.21
Administrators and officials, public administration	26.17	28.85	38.29	45.96	50.83
Financial managers	23.77	28.85	40.35	66.12	67.79
Managers, marketing, advertising, and public relations	33.79	41.62	58.27	65.13	82.96
Administrators, education and related fields	30.03	40.44	48.34	56.28	59.60
Managers, service organizations, n.e.c.	20.00	24.23	24.23	38.46	38.46
Managers and administrators, n.e.c.	28.14	38.23	47.05	64.78	79.63
Management related	20.48	25.96	31.67	37.50	47.12
Accountants and auditors	22.64	25.96	31.73	36.03	41.39
Other financial officers	21.16	32.83	36.06	41.55	54.02
Management analysts	26.14	33.02	36.06	42.31	50.00
Personnel, training, and labor relations specialists	17.00	27.77	28.85	30.53	35.53
Inspectors and compliance officers, except construction	19.36	20.43	23.32	31.59	45.61
Management related, n.e.c.	18.68	23.37	29.09	41.25	51.77
Sales	9.25	13.00	19.07	31.03	43.75
Supervisors, sales	15.56	17.30	21.79	42.60	43.75

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Securities and financial services sales	\$16.83	\$17.07	\$22.55	\$28.85	\$92.50
Sales, other business services	23.13	26.00	28.37	42.30	42.41
Sales workers, apparel	8.64	11.71	15.75	18.12	21.78
Sales workers, other commodities	8.90	10.71	13.90	21.97	30.42
Cashiers	8.25	8.76	12.00	18.25	19.08
Administrative support, including clerical					
Supervisors, general office	11.94	15.03	19.02	22.84	27.25
Secretaries	25.68	26.92	27.26	29.49	35.07
Typists	16.83	19.25	23.00	26.50	30.05
Transportation ticket and reservation agents	18.13	19.00	21.86	23.00	26.02
Receptionists	8.44	9.00	12.90	18.74	21.76
Information clerks, n.e.c.	11.00	15.00	16.67	18.95	21.13
Order clerks	15.63	17.00	20.26	22.00	22.00
Library clerks	11.90	13.34	14.71	18.12	18.46
Records clerks, n.e.c.	15.00	16.43	19.07	24.13	25.34
Bookkeepers, accounting and auditing clerks	15.44	17.47	19.64	23.14	28.23
Dispatchers	12.98	15.63	17.72	20.63	23.14
Production coordinators	22.25	22.25	26.13	30.99	33.35
Traffic, shipping and receiving clerks	21.23	23.46	27.25	27.25	28.35
Stock and inventory clerks	11.27	12.50	15.00	16.38	21.12
Insurance adjusters, examiners, and investigators	9.50	12.50	15.82	18.07	18.43
Investigators and adjusters, except insurance	16.94	17.93	20.75	21.75	23.56
Eligibility clerks, social welfare	14.50	15.00	20.53	25.31	28.03
General office clerks	12.64	17.05	21.21	24.48	25.05
Bank tellers	12.00	14.87	17.51	20.73	23.22
Data entry keyers	10.15	11.06	12.62	14.90	16.89
Teachers' aides	11.00	12.00	15.00	15.00	20.04
Administrative support, n.e.c.	8.50	10.19	15.17	17.96	19.79
	12.49	18.27	20.04	22.90	24.80
Blue collar					
	9.77	12.85	18.22	26.34	32.62
Precision production, craft, and repair					
Supervisors, mechanics and repairers	14.82	20.65	26.77	32.14	36.44
Industrial machinery repairers	14.12	14.68	25.64	31.74	45.41
Electronic repairers, communications and industrial equipment	17.00	21.00	23.68	29.64	30.43
Mechanics and repairers, n.e.c.	11.61	21.39	25.58	30.27	35.34
Carpenters	19.25	24.57	28.52	31.86	32.88
Electricians	31.25	31.25	33.83	35.47	36.41
Machinists	22.67	23.94	32.62	42.57	48.96
Electrical and electronic equipment assemblers ..	19.75	25.00	25.99	28.78	31.66
Stationary engineers	10.38	13.00	13.00	17.47	19.73
	30.21	31.54	31.84	32.27	32.27
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	8.87	10.00	13.25	18.21	25.87
Assemblers	10.00	12.42	15.41	18.90	21.98
	8.50	10.40	11.00	15.73	25.87
Transportation and material moving					
Truck drivers	12.00	14.45	16.00	18.85	25.07
Industrial truck and tractor equipment operators ..	13.50	14.45	17.50	21.17	25.39
	9.25	12.25	16.83	18.07	18.07
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	8.40	9.93	13.42	18.47	22.39
Construction laborers	13.07	17.82	19.50	22.99	23.67
Stock handlers and baggers	15.00	20.53	22.39	23.14	25.00
Freight, stock, and material handlers, n.e.c.	7.75	8.40	9.50	12.25	17.25
Vehicle washers and equipment cleaners	10.00	12.15	15.50	20.00	20.71
Hand packers and packagers	7.50	8.50	10.68	15.10	15.10
Laborers, except construction, n.e.c.	7.98	8.42	10.28	14.60	15.60
	9.00	10.00	13.20	21.17	22.25
Service					
Protective service	8.11	10.00	12.50	18.06	28.04
Supervisors, firefighters and fire prevention	10.00	11.00	15.00	29.67	38.94
Firefighting	30.59	34.65	38.31	41.37	56.45
	24.98	26.92	27.91	28.04	31.59

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued

Occupation ³	10	25	Median 50	75	90
Service—Continued					
Protective service—Continued					
Police and detectives, public service	\$32.18	\$36.44	\$38.94	\$41.49	\$45.47
Sheriffs, bailiffs, and other law enforcement officers	22.25	32.20	34.95	36.03	37.07
Correctional institution officers	25.36	27.96	29.35	31.34	34.34
Guards and police, except public service	10.00	10.00	12.00	14.00	17.15
Food service					
Waiters, waitresses, and bartenders	6.75	6.75	7.67	9.30	13.30
Waiters and waitresses	6.75	6.75	6.95	8.62	10.28
Waiters/Waitresses' assistants	6.75	7.20	8.00	13.30	13.51
Other food service	8.00	9.25	11.62	13.33	15.42
Cooks	9.00	10.25	12.20	13.30	14.00
Food counter, fountain, and related	6.95	13.21	13.21	13.21	13.21
Kitchen workers, food preparation	8.00	8.50	9.50	12.50	14.73
Food preparation, n.e.c.	7.35	8.50	10.30	12.63	16.35
Health service					
Health aides, except nursing	11.20	12.46	17.43	19.18	21.40
Nursing aides, orderlies and attendants	17.57	18.85	19.18	21.21	21.74
Cleaning and building service	10.80	11.75	13.52	18.20	19.18
Cleaning and building service	8.11	9.74	10.90	16.00	19.66
Maids and housemen	8.71	10.43	15.09	15.09	15.70
Janitors and cleaners	8.11	9.74	10.39	16.00	19.20
Personal service					
Attendants, amusement, and recreation facilities	8.50	10.00	13.02	18.34	26.05
Attendants, amusement, and recreation facilities	8.50	8.51	11.25	11.35	17.37
Child care workers, n.e.c.	9.00	10.34	11.31	16.57	21.61
Service, n.e.c.	10.25	13.50	16.40	17.80	22.68

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

nonproduction bonuses; and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$10.00	\$13.50	\$21.21	\$34.66	\$48.41
All excluding sales	10.00	13.50	21.47	34.81	48.56
White collar	13.91	18.94	28.08	42.60	55.14
White collar excluding sales	15.00	20.19	29.81	43.75	55.29
Professional specialty and technical	20.50	26.86	38.25	48.07	57.29
Professional specialty	23.41	32.11	42.19	50.09	60.01
Engineers, architects, and surveyors	27.05	34.12	42.20	50.00	58.82
Electrical and electronic engineers	25.34	29.26	42.21	50.70	61.83
Industrial engineers	29.33	32.58	35.70	42.32	45.67
Mechanical engineers	36.37	39.08	45.00	49.21	55.00
Engineers, n.e.c.	27.55	35.59	45.67	52.63	58.15
Mathematical and computer scientists	30.29	36.54	44.46	51.97	60.10
Computer systems analysts and scientists	30.59	36.76	44.71	51.97	60.10
Natural scientists	22.46	25.24	37.27	46.17	62.74
Biological and life scientists	18.23	26.44	36.54	50.37	67.66
Health related	27.00	37.56	42.94	47.45	51.35
Registered nurses	34.70	40.14	43.83	46.65	49.61
Teachers, college and university	17.19	23.00	37.46	70.81	87.82
Teachers, except college and university	12.00	13.55	21.66	31.25	31.25
Prekindergarten and kindergarten	9.77	12.00	13.00	14.50	15.50
Elementary school teachers	14.93	20.19	24.88	35.92	38.07
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	15.58	15.58	16.24	24.62	38.36
Social workers	12.34	16.24	16.24	34.26	38.36
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.10	22.48	26.73	44.80	48.92
Technical	16.31	20.64	24.81	30.20	37.10
Clinical laboratory technologists and technicians	19.23	21.41	33.56	37.83	39.97
Licensed practical nurses	22.38	23.47	25.57	27.35	27.73
Electrical and electronic technicians	18.00	19.62	25.03	29.78	32.14
Legal assistants	23.08	24.95	26.88	31.15	35.17
Technical and related, n.e.c.	19.21	21.64	21.64	23.22	31.13
Executive, administrative, and managerial	22.40	28.33	37.74	49.52	67.79
Executives, administrators, and managers	24.23	32.70	43.74	61.59	76.34
Financial managers	23.77	28.85	40.35	66.12	67.79
Managers, marketing, advertising, and public relations	33.79	41.62	58.27	65.13	82.96
Managers and administrators, n.e.c.	28.14	38.23	47.05	65.11	80.77
Management related	21.47	26.14	33.02	38.25	48.08
Accountants and auditors	22.50	25.96	32.00	36.39	41.83
Other financial officers	21.16	33.39	36.06	41.55	54.02
Management analysts	28.83	33.02	36.06	41.06	50.00
Personnel, training, and labor relations specialists	17.00	27.83	30.53	35.53	35.53
Management related, n.e.c.	21.17	24.04	33.33	47.12	52.89
Sales	9.25	13.00	19.07	31.03	43.75
Supervisors, sales	15.56	17.30	21.79	42.60	43.75
Securities and financial services sales	16.83	17.07	22.55	28.85	92.50
Sales, other business services	23.13	26.00	28.37	42.30	42.41
Sales workers, apparel	8.64	11.71	15.75	18.12	21.78
Sales workers, other commodities	8.85	10.71	13.71	20.51	30.42
Cashiers	8.25	8.76	12.00	18.25	19.08
Administrative support, including clerical	11.54	15.00	18.16	22.00	26.43
Secretaries	16.83	18.99	22.56	26.44	30.05
Transportation ticket and reservation agents	8.44	9.00	12.90	18.74	21.76
Receptionists	11.00	15.00	16.67	18.95	21.13
Information clerks, n.e.c.	15.63	17.00	20.26	22.00	22.00
Order clerks	11.89	13.25	14.71	18.12	18.46
Records clerks, n.e.c.	16.15	17.47	19.13	23.28	28.23
Bookkeepers, accounting and auditing clerks	12.98	15.60	16.83	19.00	22.51
Production coordinators	21.23	23.46	27.25	27.25	28.35

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Traffic, shipping and receiving clerks	\$10.25	\$12.00	\$15.00	\$16.15	\$21.12
Insurance adjusters, examiners, and investigators	16.94	17.93	20.75	21.75	23.56
Investigators and adjusters, except insurance	14.50	15.00	19.44	25.31	28.03
General office clerks	11.32	13.75	16.60	20.19	23.08
Bank tellers	10.15	11.06	12.62	14.90	16.89
Data entry keyers	11.00	12.00	15.00	15.00	20.04
Administrative support, n.e.c.	12.36	17.47	19.47	21.37	23.07
Blue collar	9.50	12.22	16.83	25.87	31.93
Precision production, craft, and repair	13.00	19.77	26.27	31.84	36.41
Industrial machinery repairers	17.00	19.00	22.44	26.82	30.43
Electronic repairers, communications and industrial equipment	11.61	21.39	25.58	30.27	35.34
Mechanics and repairers, n.e.c.	19.25	21.98	27.25	28.84	31.30
Carpenters	31.25	31.25	33.92	35.47	36.41
Electricians	23.94	23.94	36.70	42.57	48.96
Machinists	19.75	25.00	25.99	28.78	31.66
Electrical and electronic equipment assemblers ..	10.38	13.00	13.00	17.47	19.73
Machine operators, assemblers, and inspectors	8.87	10.00	13.25	18.21	25.87
Miscellaneous machine operators, n.e.c.	10.00	12.42	15.41	18.90	21.98
Assemblers	8.50	10.40	11.00	15.73	25.87
Transportation and material moving	12.00	14.00	16.00	18.07	20.87
Truck drivers	13.25	14.45	16.83	20.87	23.55
Industrial truck and tractor equipment operators ..	9.25	12.25	16.83	18.07	18.07
Handlers, equipment cleaners, helpers, and laborers	8.40	9.80	12.50	16.00	22.25
Stock handlers and baggers	7.75	8.40	9.50	12.25	17.25
Freight, stock, and material handlers, n.e.c.	10.00	12.15	15.50	20.00	20.71
Vehicle washers and equipment cleaners	7.50	8.50	10.68	15.10	15.10
Hand packers and packagers	7.98	8.42	10.28	14.60	15.60
Laborers, except construction, n.e.c.	8.00	10.00	12.00	13.20	15.00
Service	8.00	9.74	11.07	14.00	18.00
Protective service	10.00	10.00	12.00	14.00	17.00
Guards and police, except public service	10.00	10.00	12.00	13.80	17.00
Food service	6.75	8.00	10.00	13.21	14.33
Waiters, waitresses, and bartenders	6.75	6.75	7.67	9.30	13.30
Waiters and waitresses	6.75	6.75	6.95	8.62	10.28
Waiters/Waitresses' assistants	6.75	7.20	8.00	13.30	13.51
Other food service	8.00	9.00	11.55	13.30	15.00
Cooks	9.00	10.00	12.00	13.30	13.87
Food counter, fountain, and related	6.95	13.21	13.21	13.21	13.21
Kitchen workers, food preparation	8.00	8.50	9.50	12.50	14.73
Food preparation, n.e.c.	7.25	8.00	9.96	12.21	16.35
Health service	11.20	12.25	16.57	19.09	20.03
Health aides, except nursing	17.57	18.85	19.18	20.47	21.40
Nursing aides, orderlies and attendants	10.75	11.55	12.80	17.03	18.75

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$8.11	\$9.74	\$10.14	\$12.75	\$16.02
Maids and housemen	8.71	10.43	15.09	15.09	15.70
Janitors and cleaners	8.11	9.74	10.14	11.55	16.00
Personal service	7.84	9.41	11.22	17.18	25.43
Child care workers, n.e.c.	8.93	10.00	10.50	12.00	14.42
Service, n.e.c.	10.25	12.15	15.00	17.80	24.01

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

nonproduction bonuses; and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$17.77	\$21.39	\$28.66	\$38.91	\$51.22
All excluding sales	17.77	21.39	28.66	38.91	51.22
White collar	17.94	21.74	29.82	42.61	54.68
White collar excluding sales	17.94	21.74	29.84	42.61	54.68
Professional specialty and technical	22.45	31.01	38.91	51.19	60.24
Professional specialty	26.85	33.58	41.34	52.87	60.45
Engineers, architects, and surveyors	22.66	32.60	41.80	48.56	56.92
Civil engineers	31.03	34.15	43.59	48.56	56.92
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	31.41	34.41	39.15	43.87	59.37
Physicians	24.25	67.62	67.74	71.55	77.69
Registered nurses	31.46	32.96	38.43	42.05	45.64
Teachers, college and university	23.51	30.05	54.09	68.24	87.19
Other post-secondary teachers	20.03	26.45	30.06	71.04	90.03
Teachers, except college and university	28.80	35.71	46.91	54.10	60.30
Elementary school teachers	31.78	36.48	47.29	53.86	60.42
Teachers, special education	36.19	43.55	53.46	56.00	59.42
Teachers, n.e.c.	31.93	34.62	44.00	57.11	59.80
Librarians, archivists, and curators	29.22	30.61	31.48	41.99	59.51
Librarians	29.22	30.61	31.48	41.99	59.51
Social scientists and urban planners	25.64	26.85	27.57	33.14	40.70
Psychologists	25.64	26.85	27.57	33.14	40.70
Social, recreation, and religious workers	32.26	33.58	34.57	37.38	38.91
Social workers	32.26	33.58	34.57	37.38	38.91
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	18.19	20.81	23.87	29.50	32.49
Health technologists and technicians, n.e.c.	18.18	20.81	22.77	24.53	25.39
Technical and related, n.e.c.	20.60	21.50	23.08	27.37	29.84
Executive, administrative, and managerial	21.38	26.95	31.67	45.08	56.23
Executives, administrators, and managers	27.49	34.06	43.98	52.34	59.66
Administrators and officials, public administration	26.17	28.85	38.29	45.96	50.83
Administrators, education and related fields	40.44	44.28	52.34	57.91	60.03
Management related	19.36	22.78	27.77	31.59	33.28
Management related, n.e.c.	18.67	20.92	24.26	27.49	28.85
Sales	—	—	—	—	—
Administrative support, including clerical	14.97	17.96	21.21	24.99	28.90
Secretaries	16.70	22.58	24.99	27.08	28.90
Typists	15.97	19.02	21.94	21.94	26.51
Library clerks	13.40	18.79	21.74	25.34	25.34
Bookkeepers, accounting and auditing clerks	17.53	20.73	21.74	23.60	29.05
Dispatchers	26.13	26.58	30.78	33.35	34.07
Eligibility clerks, social welfare	21.21	21.21	23.92	25.05	26.98
General office clerks	14.77	16.06	18.46	20.79	23.27
Teachers' aides	9.81	14.71	17.10	19.38	20.22
Administrative support, n.e.c.	19.15	21.48	22.84	24.80	31.15
Blue collar	19.07	22.67	26.29	32.27	35.79
Precision production, craft, and repair	23.25	26.14	29.70	32.88	37.01
Mechanics and repairers, n.e.c.	25.73	32.88	32.88	37.01	45.08
Transportation and material moving	18.03	20.02	25.39	27.86	32.88
Handlers, equipment cleaners, helpers, and laborers	17.82	18.76	21.68	22.99	25.76
Service	15.61	19.15	27.74	36.03	40.55
Protective service	24.93	28.04	34.45	38.94	43.11
Supervisors, firefighters and fire prevention	30.59	34.65	38.31	41.37	56.45

See footnotes at end of table.

Table 6-3. **Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued**

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service --Continued					
Protective service --Continued					
Firefighting	\$24.98	\$26.92	\$27.91	\$28.04	\$31.59
Police and detectives, public service	32.18	36.44	38.94	41.49	45.47
Sheriffs, bailiffs, and other law enforcement officers	22.25	32.20	34.95	36.03	37.07
Correctional institution officers	25.36	27.96	29.35	31.34	34.34
Food service	9.37	12.01	16.78	21.12	22.16
Other food service	9.37	12.01	16.78	21.12	22.16
Food preparation, n.e.c.	9.15	9.72	12.01	14.96	16.78
Health service	17.21	18.20	20.10	25.99	29.15
Nursing aides, orderlies and attendants	16.28	18.20	19.71	21.38	25.99
Cleaning and building service	14.74	16.99	18.92	21.08	22.18
Janitors and cleaners	14.74	16.99	18.92	21.08	22.18
Personal service	11.57	14.34	17.40	21.61	30.12

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

nonproduction bonuses; and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Occupation ³	10	25	Median 50	75	90
All	\$11.24	\$16.00	\$24.14	\$36.68	\$50.00
All excluding sales	11.25	16.00	24.24	36.70	50.02
White collar	15.85	20.75	29.43	43.27	55.65
White collar excluding sales	16.66	21.41	30.29	43.97	56.14
Professional specialty and technical	21.47	27.58	38.25	48.94	58.85
Professional specialty	24.87	32.97	42.15	51.35	60.30
Engineers, architects, and surveyors	27.05	34.15	42.20	49.90	58.73
Civil engineers	29.95	34.15	42.20	48.56	58.73
Electrical and electronic engineers	25.34	29.26	42.21	50.47	61.55
Industrial engineers	29.33	32.58	35.70	42.32	45.67
Mechanical engineers	36.37	39.08	45.00	49.21	55.00
Engineers, n.e.c.	27.55	35.59	45.19	52.50	58.06
Mathematical and computer scientists	30.37	36.54	44.35	51.97	60.10
Computer systems analysts and scientists	30.65	36.73	44.52	51.97	60.10
Natural scientists	18.36	24.16	34.17	45.67	57.13
Biological and life scientists	18.23	26.44	36.54	50.37	67.66
Health related	25.92	32.17	40.83	45.79	51.35
Physicians	21.85	21.85	25.92	67.74	67.74
Registered nurses	30.00	34.45	41.41	44.31	47.45
Teachers, college and university	35.05	42.02	54.68	81.49	91.52
Other post-secondary teachers	26.63	28.24	50.00	87.19	92.88
Teachers, except college and university	23.72	31.93	43.34	53.44	60.26
Elementary school teachers	31.24	36.30	46.36	53.58	60.42
Secondary school teachers	35.45	42.04	50.15	58.22	70.23
Teachers, special education	21.70	35.56	51.85	56.00	59.05
Teachers, n.e.c.	28.56	31.25	31.25	38.09	57.11
Librarians, archivists, and curators	29.34	30.61	31.48	41.99	55.55
Librarians	29.34	30.61	31.48	41.99	55.55
Social scientists and urban planners	27.57	34.41	41.28	49.23	52.63
Psychologists	26.85	26.85	27.57	33.06	40.70
Social, recreation, and religious workers	15.58	16.24	33.33	36.03	38.36
Social workers	16.24	26.49	34.25	37.38	38.36
Lawyers and judges	57.29	60.42	69.63	80.55	91.35
Lawyers	57.29	60.42	69.63	80.55	91.35
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.56	22.84	26.73	44.80	48.92
Technical	16.84	20.81	24.53	30.10	36.37
Clinical laboratory technologists and technicians	19.23	20.72	30.64	37.60	42.11
Licensed practical nurses	22.00	23.75	26.17	27.35	29.12
Health technologists and technicians, n.e.c.	13.00	14.71	19.22	22.96	31.01
Electrical and electronic technicians	18.00	19.62	25.03	29.78	32.14
Biological technicians	17.08	20.19	22.72	30.23	35.72
Computer programmers	28.64	30.72	39.23	41.34	43.13
Legal assistants	19.76	24.14	26.88	31.30	33.75
Technical and related, n.e.c.	20.19	21.64	21.64	24.53	29.84
Executive, administrative, and managerial	22.27	27.89	36.76	48.56	65.13
Executives, administrators, and managers	24.23	33.10	43.98	59.15	73.21
Administrators and officials, public administration	26.17	28.85	38.29	45.96	50.83
Financial managers	23.77	28.85	40.35	66.12	67.79
Managers, marketing, advertising, and public relations	33.79	41.62	58.27	65.13	82.96
Administrators, education and related fields	30.03	40.44	48.34	56.28	59.60
Managers, service organizations, n.e.c.	20.00	24.23	24.23	38.46	38.46
Managers and administrators, n.e.c.	28.14	38.23	47.05	64.78	79.63
Management related	20.92	25.96	31.67	37.50	47.12
Accountants and auditors	22.64	25.96	31.73	36.03	41.39
Other financial officers	21.16	32.83	36.06	41.55	54.02
Management analysts	28.83	33.02	36.06	42.31	50.00
Personnel, training, and labor relations specialists	17.00	27.77	28.85	30.53	35.53
Inspectors and compliance officers, except construction	19.36	20.43	23.32	31.59	45.61
Management related, n.e.c.	18.68	23.37	29.09	41.25	51.77
Sales	11.00	16.00	23.08	36.35	48.10
Supervisors, sales	15.56	17.30	21.79	42.60	43.75
Securities and financial services sales	16.83	17.07	22.55	28.85	92.50

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Sales, other business services	\$23.13	\$26.00	\$28.37	\$42.30	\$42.41
Sales workers, shoes	8.00	10.50	13.80	15.50	18.52
Sales workers, other commodities	9.05	10.71	14.69	23.10	34.19
Cashiers	9.98	12.25	18.25	19.08	19.51
Administrative support, including clerical					
Supervisors, general office	12.69	16.11	19.92	23.14	27.31
Secretaries	25.68	26.92	27.26	29.49	35.07
Typists	17.55	19.54	23.08	27.08	30.29
Transportation ticket and reservation agents	18.13	19.00	21.86	23.00	26.02
Receptionists	8.44	10.14	12.90	19.12	21.76
Information clerks, n.e.c.	11.00	15.00	16.67	18.95	21.34
Order clerks	15.63	17.00	20.68	22.00	22.00
Records clerks, n.e.c.	11.89	13.32	14.76	18.12	18.46
Bookkeepers, accounting and auditing clerks	16.30	17.93	19.98	23.28	28.23
Dispatchers	12.98	15.63	17.79	20.63	23.14
Production coordinators	22.25	22.25	26.13	30.78	33.35
Traffic, shipping and receiving clerks	21.23	23.46	27.25	27.25	28.35
Stock and inventory clerks	11.55	12.60	15.00	18.20	21.54
Insurance adjusters, examiners, and investigators	9.50	12.50	15.82	18.07	18.43
Investigators and adjusters, except insurance	16.94	17.93	20.75	21.75	23.56
Eligibility clerks, social welfare	15.00	15.85	21.08	25.31	28.37
General office clerks	12.64	17.05	21.21	24.48	25.05
Bank tellers	13.75	15.62	18.40	20.79	23.27
Administrative support, n.e.c.	11.50	12.25	14.46	16.15	17.75
	12.70	18.65	20.21	23.07	24.80
Blue collar					
	10.00	14.00	19.00	26.56	32.84
Precision production, craft, and repair					
Supervisors, mechanics and repairers	15.67	21.86	27.16	32.14	36.70
Industrial machinery repairers	14.12	14.68	16.48	41.62	45.41
Electronic repairers, communications and industrial equipment	17.00	21.00	23.68	29.64	30.43
Mechanics and repairers, n.e.c.	19.62	22.50	26.69	30.27	35.34
Electricians	19.25	24.57	28.52	31.86	32.88
Machinists	22.67	23.94	36.70	42.57	48.96
Electrical and electronic equipment assemblers ..	19.75	25.00	25.99	28.78	31.66
Stationary engineers	10.00	11.00	15.75	18.65	20.44
	30.21	31.54	31.84	32.27	32.27
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	8.50	10.00	13.32	17.92	25.75
Assemblers	10.00	12.42	15.41	18.90	21.98
	8.50	11.00	11.00	18.48	25.87
Transportation and material moving					
Truck drivers	13.00	14.50	16.00	18.85	25.39
Industrial truck and tractor equipment operators ..	14.00	14.45	17.50	20.87	25.39
	9.25	12.25	16.83	18.07	18.07
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	8.50	10.76	15.00	20.52	22.89
Construction laborers	13.07	17.82	19.50	22.99	23.67
Stock handlers and baggers	15.00	20.53	22.39	23.14	25.00
Freight, stock, and material handlers, n.e.c.	9.50	10.92	12.36	16.33	18.40
Vehicle washers and equipment cleaners	11.00	12.50	15.95	20.52	20.71
Laborers, except construction, n.e.c.	8.50	8.50	11.50	15.10	15.10
	8.00	10.00	15.00	21.59	22.25
Service					
Protective service	8.62	10.14	13.05	19.18	30.61
Supervisors, firefighters and fire prevention	11.00	12.50	19.00	34.12	39.91
Firefighting	30.59	34.65	38.31	41.37	56.45
Police and detectives, public service	24.98	26.92	27.91	28.04	31.59
Sheriffs, bailiffs, and other law enforcement officers	32.18	36.44	38.94	41.49	45.47
Correctional institution officers	22.25	32.20	34.95	36.03	37.07
Food service	25.36	27.96	29.35	31.34	34.34
Waiters, waitresses, and bartenders	6.95	8.62	11.50	13.30	15.13
	6.75	6.75	6.95	8.00	12.85

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Food service —Continued					
Other food service	\$8.62	\$9.93	\$12.01	\$13.88	\$15.56
Cooks	9.50	10.45	12.00	13.33	15.42
Food preparation, n.e.c.	8.00	8.62	11.62	14.23	16.52
Health service	11.20	11.94	14.50	19.18	21.40
Health aides, except nursing	17.57	18.85	19.18	20.47	24.42
Nursing aides, orderlies and attendants	10.65	11.50	12.50	14.64	19.71
Cleaning and building service	8.37	9.74	11.05	16.00	19.66
Maids and housemen	8.46	9.55	15.09	15.09	15.70
Janitors and cleaners	8.24	9.74	10.50	16.00	19.64
Personal service	9.00	10.50	15.71	19.23	30.13

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

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005

Occupation ³	10	25	Median 50	75	90
All	\$8.00	\$10.00	\$12.71	\$19.09	\$38.43
All excluding sales	8.00	10.00	13.00	20.00	40.14
White collar	8.93	11.60	17.00	33.83	45.05
White collar excluding sales	10.45	13.89	19.38	39.44	46.21
Professional specialty and technical	17.19	25.51	39.94	45.46	49.61
Professional specialty	18.00	30.13	40.83	45.96	50.62
Engineers, architects, and surveyors	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	34.68	39.44	43.54	46.65	50.62
Registered nurses	36.70	39.82	43.87	46.65	50.15
Teachers, college and university	15.63	18.00	21.75	30.05	51.78
Other post-secondary teachers	15.63	18.00	22.00	29.20	56.99
Teachers, except college and university	15.17	16.00	20.00	29.09	43.91
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	14.32	17.32	23.73	28.72	35.25
Licensed practical nurses	22.58	23.30	25.57	27.48	28.72
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	8.00	8.50	10.25	13.93	17.75
Sales workers, apparel	8.50	10.40	15.00	18.05	21.04
Cashiers	8.00	8.50	9.25	12.75	17.75
Administrative support, including clerical	9.62	11.00	14.56	17.77	20.16
Library clerks	11.85	16.43	17.66	19.07	26.51
General office clerks	10.50	12.00	14.67	17.00	20.00
Bank tellers	10.00	10.30	11.11	12.55	13.42
Teachers' aides	8.50	10.38	15.53	17.96	20.16
Blue collar	7.75	9.80	12.00	16.40	32.62
Precision production, craft, and repair	13.00	13.00	25.58	32.62	32.62
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.25	8.00	9.80	10.50	13.20
Stock handlers and baggers	7.50	7.75	8.50	10.00	15.00
Service	7.25	8.62	10.00	13.30	17.43
Protective service	—	—	—	—	—
Food service	6.75	7.25	8.89	13.30	13.30
Waiters, waitresses, and bartenders	6.75	6.75	8.62	9.69	13.30
Waiters and waitresses	6.75	6.75	8.62	9.30	13.30
Other food service	7.00	7.50	9.15	13.30	14.00
Food preparation, n.e.c.	7.00	7.25	8.50	11.66	13.15
Health service	16.76	17.43	18.71	19.09	21.50
Health aides, except nursing	17.22	18.52	19.18	21.74	21.74
Cleaning and building service	7.50	7.80	10.43	12.00	12.00
Personal service	7.34	8.50	12.15	15.00	17.88
Attendants, amusement, and recreation facilities	8.50	8.50	9.50	12.14	17.37
Child care workers, n.e.c.	10.00	10.50	13.02	15.75	17.97

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

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

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

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

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

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

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and ad-

resses, employment levels, industry classification, and other information were updated. Approximately one-fifth of the sample is reselected each year.

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow up and update data.

Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multistep process:

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the Census of Population system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. Special procedures were developed for jobs for which a level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The NCS occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. For cases in which a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOGs:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support, including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified

as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

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

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

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

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

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

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

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

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

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers who are exempt from overtime provisions often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

Full-time worker. Any employee whom the employer considers to be full time.

Incentive worker. Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on occupational leveling through point factor analysis for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage. (See below.)

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

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

Union worker. Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of data for the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establishments</i>
Total in sampling frame	10,723
Total in sample	607
Responding	374
Out of business or not in survey scope	69
Unable or refused to provide data	164

In this survey, the nonresponse rate for private industry exceeded regular survey standards.

Estimation

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

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

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

Percentiles

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, March 2005**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,561,600	1,249,800	311,800
All excluding sales	1,451,800	1,140,100	311,700
White collar	965,000	738,300	226,700
White-collar excluding sales	855,100	628,600	226,600
Professional specialty and technical	419,400	294,900	124,500
Professional specialty	347,800	234,000	113,800
Technical	71,600	61,000	10,700
Executive, administrative, and managerial	168,500	140,900	27,500
Sales	109,800	109,700	–
Administrative support, including clerical	267,300	192,700	74,500
Blue collar	294,300	268,500	25,700
Precision production, craft, and repair	123,600	109,600	14,000
Machine operators, assemblers, and inspectors	51,600	51,600	–
Transportation and material moving	43,000	38,100	–
Handlers, equipment cleaners, helpers, and laborers	76,000	69,200	6,800
Service	302,400	243,000	59,400

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

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

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