

Sacramento-Yolo, CA National Compensation Survey May 1998



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Preface

This bulletin provides results of a May 1998 survey of occupational pay in the Sacramento-Yolo, CA, Consolidated Metropolitan Statistical Area (CMSA). Data shown in this bulletin were collected as part of the Bureau of Labor Statistics' (BLS) new program known as the 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.

Survey data were collected and reviewed by Bureau of Labor Statistics field economists under the direction of Caryl L. O'Keefe, Assistant Regional Commissioner for Operations of the San Francisco Regional Office. 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 analyzed the survey results.

For additional information regarding this survey, please contact the BLS San Francisco Regional Office at (415) 975-4350. 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, or call (202) 606-6220, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at the BLS Internet site (<http://stats.bls.gov/comhome.htm>). Data are in three formats: an ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

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Introduction

This survey of occupational pay was conducted in the Sacramento-Yolo, CA, Consolidated Metropolitan Statistical Area (CMSA). The CMSA includes El Dorado, Placer, Sacramento, and Yolo Counties, CA.

This bulletin consists primarily of tables whose data are analyzed in the initial textual section. Tabulations provide information on earnings of workers in a variety of occupations and at a wide range of work levels. Also contained in this bulletin is information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS design and products

The Bureau of Labor Statistic's (BLS) new National Compensation Survey (NCS) is designed to provide data on the levels and rates of change of occupational wages and employee benefits for localities, broad geographic regions, and the nation as a whole. One output of the NCS will be the Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits. This bulletin is limited to data on wages and salaries. These data are similar to those released under the Occupational Compensation Survey (OCS), which has been discontinued.

NCS more extensive than OCS

The wage data in this bulletin differ from those in previous Occupational Compensation Surveys by providing

broader coverage of occupations and establishments within the survey area.

Occupations surveyed for this bulletin were selected using probability techniques from a list of all those present in each establishment. Previous OCS bulletins were limited to a preselected list of occupations, which represented a small subset of all occupations in the economy. Information in the new bulletin is published for a variety of occupation-based data. This new approach includes data on broad occupational classifications such as white-collar workers, major occupational groups such as sales workers, and individual occupations such as cashiers.

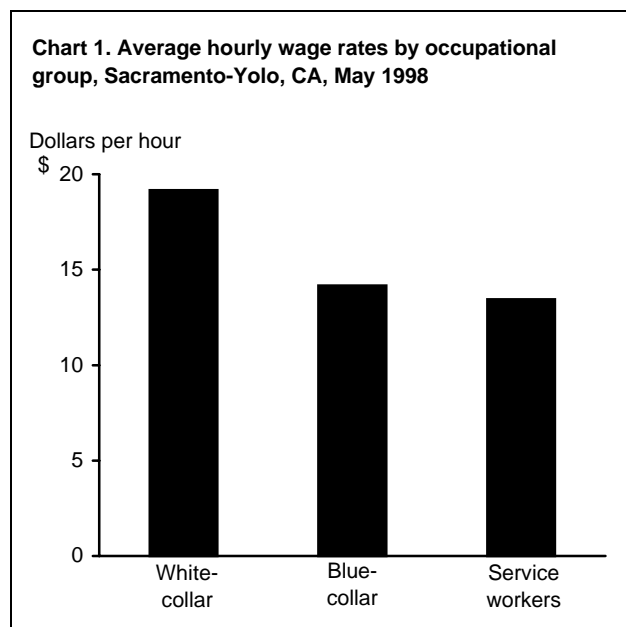
In tables containing work levels within occupational series, the work levels are derived from generic standards that *apply to all* occupational groups. The job levels in the OCS bulletins were based on narrowly-defined descriptions that were not comparable across specific occupations.

Occupational data in this bulletin are also tabulated for other classifications such as industry group, full-time versus part-time workers, union versus nonunion status, time versus incentive status, and establishment employment size. Not all of these series were generated by the OCS program.

The establishments surveyed for this bulletin were limited to those with 50 or more employees. Eventually, NCS will be expanded to cover those now-excluded establishments. Then, virtually all workers in the civilian economy will be surveyed, excluding only agriculture, private households, and employees of the Federal Government.

Wages in the Sacramento-Yolo, CA Consolidated Metropolitan Statistical Area

Straight-time wages in the Sacramento-Yolo, CA, Consolidated Metropolitan Statistical Area averaged \$17.28 per hour during May 1998. White-collar workers had an average wage of \$19.17 per hour. Blue-collar workers averaged \$14.16 per hour, while service workers had average earnings of \$13.44 per hour. (All comparisons in this analysis cover hourly rates for both full- and part-time workers, unless otherwise noted.)



Within each of these occupational groups, average hourly wages for individual occupations varied. For example, white-collar occupations included registered nurses at \$24.45 per hour, secretaries at \$13.89, and general office clerks at \$11.88. Among occupations in the blue-collar category, truck drivers averaged \$15.90 per hour while stock handlers and baggers averaged \$9.71. Finally, service occupations included health aides, except nursing at \$11.58 per hour and janitors and cleaners at \$9.68 per hour. Table A-1 presents earnings data for 86 detailed occupations; data for other detailed occupations surveyed could not be reported separately due to concerns about the confidentiality of survey respondents and the reliability of the data.

Survey results show that private industry workers in Sacramento-Yolo, CA earned \$15.06 per hour, while surveyed State and local government workers averaged \$20.18. Table A-2 reports the average hourly rate for white-collar occupations as \$17.64 in private industry and \$20.70 in State and local government. Blue-collar occupations showed an average hourly rate of \$13.46 in private industry and \$17.10 in State and local government. Service occupations within private industry averaged \$8.69 per hour while those found in State and local government averaged \$19.42.

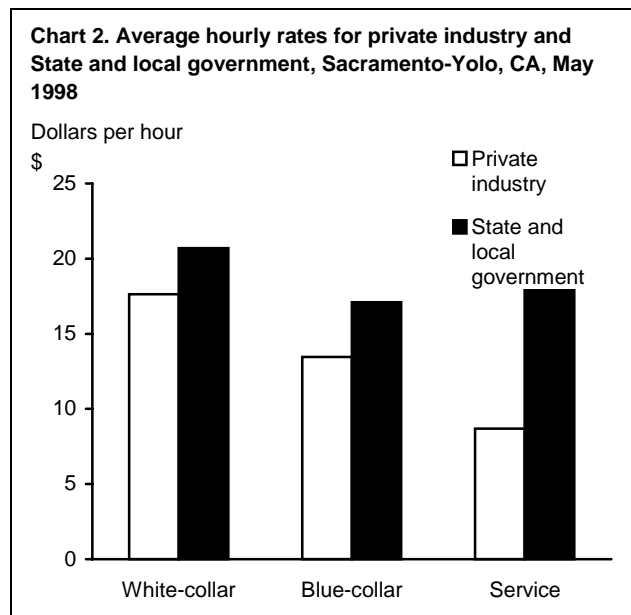
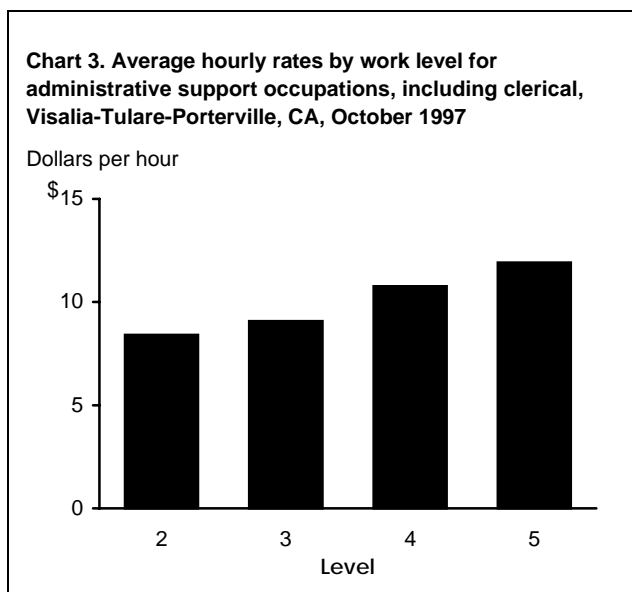


Table A-3 presents data for workers considered by the survey respondents to be either full-time or part-time. Average wages for full-time workers, all occupations, were \$18.01 per hour, compared with an average of \$10.97 per hour for part-time workers.

Data for specific work levels within major occupational groups are reported in table B-1. Occasionally, wage estimates for lower levels of work within major occupational groups are greater than estimates for higher levels. This can occur due to the mix of specific occupations (and industries) represented by the broad group as well as by the

variability of the estimate. Some levels within a group may not be published because no workers were identified at that level or because there were not enough data to guarantee confidentiality and reliability.

Work levels for all major groups span several levels, with professional specialty occupations and executive, administrative, and managerial occupations typically starting and ending at higher work levels than the other groups. Published data for administrative support occupations, including clerical, ranged from level 1 to level 7. As illustrated in Chart 3, the average hourly rate was \$9.97 for level 2, \$11.22 for level 3, \$12.17 for level 4, and \$13.52 for level 5.

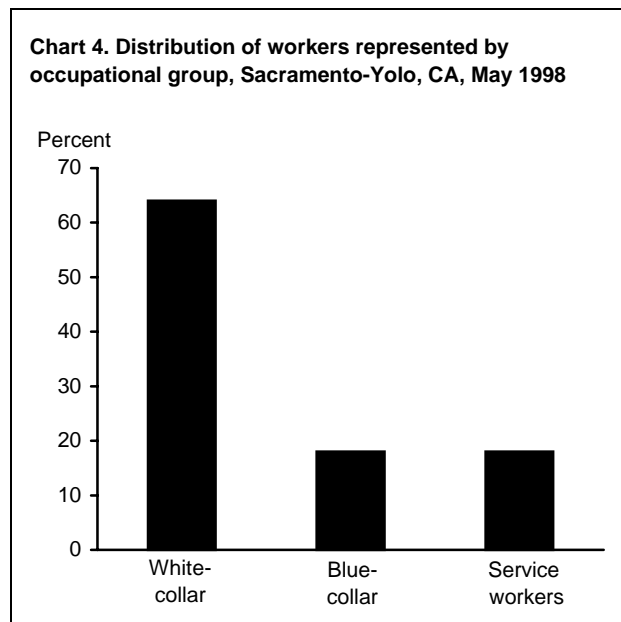


Surveyed union workers had an average hourly rate of \$18.11, as reported in table C-1. Wages for nonunion workers averaged \$16.57. Time workers, whose wages were based solely on an hourly rate or a salary, averaged \$17.26 per hour. Incentive workers, whose wages were at least partially based on productivity payments, averaged \$18.19 per hour.

Table C-2 shows wage data for specific industry

divisions within private industry. In the private sector, hourly wages averaged \$18.66 in all goods-producing industries, \$18.29 in manufacturing. Hourly wages averaged \$14.12 in all service-producing industries, \$12.01 in wholesale and retail trade, and \$14.10 in services. Data for other industry divisions did not meet publication criteria.

Table C-4 reports that a total of 364,377 workers were represented by the Sacramento-Yolo, CA survey. White-collar occupations included 234,205 workers, or 64 percent, blue-collar occupations included 64,893 workers, or 18 percent; and service occupations included 65,279 workers, or 18 percent.



Data are also presented in appendix table 1 on the number of establishments studied by industry group and employment size. The relative standard errors of published mean hourly earnings for all industries, private industry, and State and local government are available in appendix table 2. The average work levels for published occupational groups and selected occupations are presented in appendix table 3.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Sacramento-Yolo, CA, May 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$17.28	\$7.50	\$10.66	\$15.95	\$22.00	\$28.12
All occupations excluding sales	17.57	7.75	10.91	16.03	22.65	28.67
White-collar occupations	19.17	9.00	12.57	17.49	24.04	30.25
White-collar occupations excluding sales	19.84	10.00	12.90	18.41	25.02	30.84
Professional specialty and technical occupations	23.67	14.04	17.85	21.47	29.21	36.10
Professional specialty occupations	25.32	14.84	18.73	24.42	30.24	37.74
Engineers, architects, and surveyors	26.59	18.26	23.27	25.96	30.29	34.75
Civil engineers	23.35	18.26	18.26	20.12	27.03	29.76
Mathematical and computer scientists	24.67	16.46	19.06	25.56	30.24	30.24
Computer systems analysts and scientists	24.78	16.46	19.06	26.05	30.24	30.24
Natural scientists	19.23	10.98	11.98	18.33	23.85	31.72
Chemists, except biochemists	25.61	21.49	24.41	24.41	30.45	32.15
Health related occupations	25.15	18.37	19.79	23.22	29.87	37.16
Registered nurses	24.45	19.42	21.47	23.48	26.27	31.36
Teachers, college and university	31.89	23.00	28.72	31.95	35.22	38.43
Teachers, except college and university	29.91	16.15	22.37	29.76	37.78	42.31
Elementary school teachers	31.15	21.61	24.46	30.60	38.39	40.47
Secondary school teachers	32.12	19.54	22.51	32.23	40.29	47.27
Teachers, N.E.C.	25.80	10.63	16.15	25.95	34.13	40.87
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	25.33	15.19	15.39	25.03	37.10	38.52
Social, recreation, and religious workers	17.00	10.79	14.72	17.26	20.25	21.29
Social workers	17.72	12.55	15.47	18.03	20.59	21.29
Recreation workers	13.02	8.37	10.72	11.55	17.26	18.26
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	20.16	7.92	13.00	17.85	23.09	27.17
Technical occupations	18.09	12.42	15.22	18.44	20.44	22.94
Clinical laboratory technologists and technicians	17.61	8.86	10.55	17.96	23.65	26.02
Licensed practical nurses	14.62	12.88	14.04	15.00	15.22	16.25
Health technologists and technicians, N.E.C.	16.88	7.12	15.93	18.44	20.26	22.69
Electrical and electronic technicians	19.12	13.80	16.00	18.76	20.91	26.71
Technical and related occupations, N.E.C.	13.67	9.66	11.10	12.38	14.63	18.49
Executive, administrative, and managerial occupations ...	25.23	16.15	20.05	23.88	27.55	34.62
Executives, administrators, and managers	28.19	19.36	23.88	27.54	29.11	39.70
Administrators and officials, public administration	26.52	23.88	23.88	27.55	27.55	27.55
Financial managers	26.24	17.31	20.19	25.55	27.87	31.73
Managers., marketing, advertising and public relations	23.54	15.63	18.03	20.28	33.18	35.00
Managers, medicine and health	25.33	20.70	21.83	24.17	29.61	31.40
Managers, service organizations, N.E.C.	21.14	12.70	12.70	12.70	23.86	54.21
Managers and administrators, N.E.C.	32.72	19.95	23.63	30.14	38.33	51.00
Management related occupations	20.97	13.73	17.29	21.12	23.88	25.88
Accountants and auditors	25.55	15.91	17.62	27.26	31.43	33.23
Other financial officers	23.40	13.05	16.77	20.46	31.66	32.17
Management analysts	23.77	16.88	20.63	24.67	27.26	30.23
Personnel, training, and labor relations specialists	17.02	10.01	11.63	13.42	21.68	30.60
Management related occupations, N.E.C.	20.17	15.76	17.47	19.79	23.88	23.88
Sales occupations	12.86	6.00	7.24	11.20	16.18	22.36
Supervisors, sales occupations	18.28	9.10	11.45	17.01	22.52	30.92
Sales representatives, mining, manufacturing, and wholesale	17.38	11.36	12.71	16.39	21.94	25.49
Sales workers, motor vehicles and boats	18.48	8.28	11.81	18.50	22.89	27.79
Sales workers, other commodities	9.09	5.75	6.07	8.18	10.71	14.37
Cashiers	11.23	5.80	6.38	11.45	16.18	16.18
Administrative support occupations, including clerical	13.12	8.00	10.25	12.81	15.24	18.41
Supervisors, general office	16.46	14.09	15.59	15.99	16.23	19.82
Supervisors, distribution, scheduling, and adjusting clerks	24.38	11.15	11.40	15.85	22.31	88.43
Computer operators	15.21	12.96	12.96	15.28	17.22	17.22
Secretaries	13.89	9.50	12.00	13.85	15.87	18.93
Receptionists	9.96	7.50	8.64	8.99	11.90	13.23
Information clerks, N.E.C.	12.05	9.00	11.29	11.76	13.20	14.71

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Sacramento-Yolo, CA, May 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Order clerks	\$14.07	\$9.98	\$10.80	\$12.01	\$18.43	\$22.35
File clerks	10.96	8.00	8.63	9.01	13.92	14.08
Records clerks, N.E.C.	12.38	10.52	11.75	13.00	13.26	13.26
Bookkeepers, accounting and auditing clerks	12.69	9.63	11.59	12.81	12.81	15.95
Billing clerks	11.07	8.69	9.55	10.43	12.54	13.23
Traffic, shipping and receiving clerks	11.86	7.77	8.49	9.59	15.80	18.74
Stock and inventory clerks	12.01	6.00	8.30	12.00	14.91	16.18
Material recording, scheduling, and distribution clerks, N.E.C.	8.92	6.00	7.50	8.00	10.36	12.15
Investigators and adjusters except insurance	13.30	8.54	9.48	11.55	18.29	19.25
General office clerks	11.88	8.58	9.70	11.68	14.18	15.75
Bank tellers	8.18	7.50	7.50	8.00	8.63	9.26
Data entry keyers	12.37	10.58	11.46	12.86	13.26	13.26
Teachers' aides	9.34	7.74	8.50	9.20	10.34	10.89
Administrative support occupations, N.E.C.	13.05	9.01	10.97	12.90	14.64	17.28
Blue-collar occupations						
Precision production, craft, and repair occupations	14.16	7.25	9.40	13.91	18.34	21.29
Supervisors, mechanics and repairers	18.03	11.16	14.93	18.46	21.00	24.10
Automobile mechanics	23.86	21.95	21.95	21.95	27.05	27.56
Bus, truck, and stationary engine mechanics	18.06	16.80	16.80	17.83	19.01	20.49
Industrial machinery repairers	18.23	14.60	16.50	18.37	19.74	20.72
Mechanics and repairers, N.E.C.	19.83	15.94	16.85	17.40	19.57	29.16
Construction trades, N.E.C.	16.87	12.52	14.86	17.17	18.76	22.52
Butchers and meat cutters	16.31	12.81	12.87	15.91	17.49	22.06
Machine operators, assemblers, and inspectors	16.17	14.93	14.93	16.27	16.62	18.27
Packaging and filling machine operators	11.29	7.43	8.66	10.87	13.40	15.57
Extruding and forming machine operators	12.98	9.64	9.64	14.04	14.35	16.22
Miscellaneous machine operators, N.E.C.	12.66	9.95	10.40	14.04	14.40	14.40
Assemblers	10.68	6.19	6.68	8.17	15.16	17.09
Transportation and material moving occupations	10.38	8.34	8.66	10.51	11.44	12.74
Truck drivers	14.16	8.59	10.50	14.45	18.00	18.74
Driver-sales workers	15.90	11.77	13.30	16.40	18.34	19.01
Bus drivers	10.90	7.56	8.18	9.04	13.70	15.75
Industrial truck and tractor equipment operators ..	12.42	8.38	9.03	10.59	15.40	18.12
Handlers, equipment cleaners, helpers, and laborers	11.76	9.45	10.05	10.50	12.31	16.85
Stock handlers and baggers	10.81	6.20	7.00	9.10	14.10	17.27
Freight, stock, and material handlers, N.E.C.	9.71	5.75	6.72	7.72	14.61	16.73
Vehicle washers and equipment cleaners	11.10	8.00	8.50	9.95	13.10	17.29
Laborers except construction, N.E.C.	9.61	5.60	6.36	7.67	12.39	16.17
Service occupations	10.88	6.02	7.72	11.54	12.68	16.92
Protective service occupations	13.44	5.78	7.40	10.58	18.33	25.84
Firefighting occupations	19.91	8.85	14.49	19.82	25.63	28.67
Police and detectives, public service	15.85	13.51	14.84	16.01	17.73	17.73
Guards and police except public service	24.11	20.29	22.99	25.41	25.80	26.96
Food service occupations	9.95	7.20	8.50	8.85	13.32	13.42
Supervisors, food preparation and service occupations	7.34	5.62	5.75	6.21	8.77	10.58
Bartenders	11.02	6.67	10.14	10.58	13.46	13.46
Waiters and waitresses	6.33	5.75	5.82	6.46	6.68	6.88
Cooks	5.77	5.50	5.75	5.75	5.75	5.92
Kitchen workers, food preparation	8.77	6.50	7.43	8.77	10.43	10.70
Food preparation occupations, N.E.C.	8.02	6.05	7.02	7.55	9.20	10.35
Health service occupations	6.87	5.46	5.75	5.89	8.01	9.62
Health aides, except nursing	9.89	6.61	7.68	9.95	11.54	13.13
Nursing aides, orderlies and attendants	11.58	8.93	10.51	11.50	13.13	14.58
Cleaning and building service occupations	9.15	6.35	7.08	9.14	10.72	12.39
Maids and housemen	9.65	5.84	6.70	9.41	11.22	13.98
Janitors and cleaners	7.57	6.16	6.43	7.17	8.22	10.07
Personal service occupations	9.68	5.78	6.53	9.24	11.82	14.49
Attendants, amusement and recreation facilities ..	8.68	6.04	6.57	8.01	9.70	11.93
	6.91	5.75	6.04	6.53	7.47	8.65

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Sacramento-Yolo, CA, May 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Personal service occupations (-Continued)						
Early childhood teachers' assistants	\$9.50	\$8.01	\$8.01	\$9.15	\$10.63	\$11.93
Child care workers, N.E.C.	8.59	6.63	7.57	8.42	8.99	9.85
Service occupations, N.E.C.	8.63	5.75	6.50	7.21	10.91	11.83

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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

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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Sacramento-Yolo, CA, May 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$15.06	\$6.60	\$8.85	\$12.96	\$18.73	\$25.80	\$20.18	\$10.96	\$13.64	\$19.28	\$25.41	\$30.21
All occupations excluding sales	15.33	6.87	8.89	13.11	18.82	26.16	20.20	10.96	13.66	19.28	25.41	30.21
White-collar occupations	17.64	7.99	10.71	15.57	22.02	29.87	20.70	11.20	13.53	19.88	25.88	30.62
White-collar occupations excluding sales	18.77	8.88	11.63	16.73	23.42	31.00	20.72	11.37	13.61	19.88	25.88	30.68
Professional specialty and technical occupations	21.62	12.86	15.87	20.26	25.79	31.21	25.32	15.37	19.23	22.67	30.24	38.43
Professional specialty occupations	24.06	14.07	18.73	23.73	28.15	34.75	26.09	15.01	18.70	25.18	31.65	39.29
Engineers, architects, and surveyors	28.19	22.13	25.00	26.75	31.78	36.80	23.27	18.26	18.26	23.87	27.03	31.14
Mathematical and computer scientists	26.31	19.20	21.98	26.05	29.67	34.08	-	-	-	-	-	-
Computer systems analysts and scientists	26.79	19.29	22.69	26.47	30.25	34.81	-	-	-	-	-	-
Natural scientists	25.76	21.57	22.02	23.85	30.45	36.46	-	-	-	-	-	-
Health related occupations	23.40	18.02	18.95	22.62	25.60	31.36	-	-	-	-	-	-
Registered nurses	24.82	19.35	21.47	24.03	29.87	31.36	-	-	-	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-	-	-	-
Teachers, except college and university	14.37	7.82	8.50	13.00	17.17	23.62	30.74	19.59	23.28	30.60	38.39	42.31
Elementary school teachers	-	-	-	-	-	-	31.26	21.61	24.88	30.60	38.39	40.47
Secondary school teachers	-	-	-	-	-	-	32.58	20.79	22.81	33.19	40.29	48.11
Teachers, N.E.C.	11.78	7.97	8.50	13.00	13.86	15.08	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	15.51	10.05	11.37	15.38	18.29	22.37	17.88	13.37	15.58	18.68	20.28	21.29
Social workers	16.00	9.00	11.87	15.27	21.36	22.90	18.49	14.84	16.36	19.31	20.59	21.29
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	22.65	6.43	7.92	15.39	22.60	36.06	18.51	11.54	13.85	17.95	23.14	26.50
Technical occupations	17.06	11.39	14.08	16.98	19.29	22.98	20.28	17.90	20.44	20.44	20.44	22.69
Clinical laboratory technologists and technicians	17.61	8.86	10.55	17.96	23.65	26.02	-	-	-	-	-	-
Licensed practical nurses	14.62	12.88	14.04	15.00	15.22	16.25	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	15.87	7.05	10.72	18.44	18.44	20.41	-	-	-	-	-	-
Electrical and electronic technicians	18.47	13.64	15.66	18.25	20.62	24.84	-	-	-	-	-	-
Technical and related occupations, N.E.C.	13.90	9.66	10.58	12.98	16.90	22.98	-	-	-	-	-	-
Executive, administrative, and managerial occupations	26.33	13.42	17.87	23.88	31.66	43.27	24.55	17.29	21.30	23.88	27.55	27.55
Executives, administrators, and managers	28.88	16.10	20.43	26.25	33.86	46.15	27.64	23.88	23.88	27.55	27.55	35.82
Administrators and officials, public administration	-	-	-	-	-	-	26.52	23.88	23.88	27.55	27.55	27.55
Financial managers	26.04	17.31	17.69	23.46	29.33	31.73	-	-	-	-	-	-
Managers, marketing, advertising and public relations	23.54	15.63	18.03	20.28	33.18	35.00	-	-	-	-	-	-
Managers, medicine and health	25.33	20.70	21.83	24.17	29.61	31.40	-	-	-	-	-	-
Managers, service organizations, N.E.C.	21.14	12.70	12.70	12.70	23.86	54.21	-	-	-	-	-	-
Managers and administrators, N.E.C.	32.76	20.00	23.63	30.09	38.33	52.21	-	-	-	-	-	-
Management related occupations	20.74	11.63	15.55	19.34	24.90	31.66	21.07	15.06	18.15	21.30	23.88	25.88
Accountants and auditors	27.66	16.83	24.54	29.04	33.23	33.23	-	-	-	-	-	-
Other financial officers	23.40	13.05	16.77	20.46	31.66	32.17	-	-	-	-	-	-
Management analysts	23.77	16.88	20.63	24.67	27.26	30.23	-	-	-	-	-	-
Personnel, training, and labor relations specialists	16.75	9.52	11.63	16.93	21.39	24.22	-	-	-	-	-	-
Management related occupations, N.E.C.	18.29	13.92	16.22	18.27	20.08	21.63	-	-	-	-	-	-
Sales occupations	12.89	6.00	7.16	11.27	16.18	22.36	-	-	-	-	-	-
Supervisors, sales occupations	18.28	9.10	11.45	17.01	22.52	30.92	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	17.38	11.36	12.71	16.39	21.94	25.49	-	-	-	-	-	-
Sales workers, motor vehicles and boats	18.48	8.28	11.81	18.50	22.89	27.79	-	-	-	-	-	-
Sales workers, other commodities	9.08	5.70	6.07	7.90	10.71	14.50	-	-	-	-	-	-
Cashiers	11.23	5.80	6.38	11.45	16.18	16.18	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Sacramento-Yolo, CA, May 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
White-collar occupations (-Continued)												
Administrative support occupations, including clerical	\$12.80	\$7.97	\$9.35	\$11.94	\$14.86	\$18.74	\$13.43	\$8.50	\$11.38	\$13.26	\$15.99	\$18.41
Supervisors, general office	17.09	12.69	12.69	14.50	17.44	26.43	-	-	-	-	-	-
Supervisors, distribution, scheduling, and adjusting clerks	24.04	11.15	11.40	15.85	19.64	88.43	-	-	-	-	-	-
Computer operators	15.21	12.96	12.96	15.28	17.22	17.22	-	-	-	-	-	-
Secretaries	12.58	9.00	10.00	12.55	14.56	15.86	15.23	12.28	12.61	15.25	17.49	18.93
Receptionists	10.05	7.50	7.70	9.15	13.23	13.23	-	-	-	-	-	-
Information clerks, N.E.C.	12.05	9.00	11.29	11.76	13.20	14.71	-	-	-	-	-	-
Order clerks	13.84	9.90	10.80	11.74	18.43	22.35	-	-	-	-	-	-
Records clerks, N.E.C.	11.14	8.88	9.33	10.99	12.65	13.43	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	12.62	8.00	9.37	12.26	15.35	18.75	-	-	-	-	-	-
Traffic, shipping and receiving clerks	11.86	7.77	8.49	9.59	15.80	18.74	-	-	-	-	-	-
Stock and inventory clerks	11.77	6.00	8.30	12.00	14.91	15.83	-	-	-	-	-	-
Material recording, scheduling, and distribution clerks, N.E.C.	8.92	6.00	7.50	8.00	10.36	12.15	-	-	-	-	-	-
Investigators and adjusters except insurance	13.30	8.54	9.48	11.55	18.29	19.25	-	-	-	-	-	-
General office clerks	11.51	8.41	9.36	10.50	12.94	16.40	12.23	8.58	10.19	12.18	14.18	14.94
Bank tellers	8.18	7.50	7.50	8.00	8.63	9.26	-	-	-	-	-	-
Data entry keyers	12.20	8.89	10.71	11.52	12.92	16.40	-	-	-	-	-	-
Teachers' aides	-	-	-	-	-	-	9.64	8.43	8.66	9.77	10.48	10.96
Administrative support occupations, N.E.C.	11.00	7.00	8.45	11.34	12.88	15.24	14.04	10.66	11.82	14.29	15.20	18.00
Blue-collar occupations												
Precision production, craft, and repair occupations	13.46	6.90	8.66	12.33	17.23	21.39	17.10	12.60	14.18	18.12	19.28	20.49
Automobile mechanics	17.67	10.18	13.69	16.92	21.57	25.43	18.77	15.91	18.36	18.68	19.28	21.95
Bus, truck, and stationary engine mechanics	18.06	16.80	16.80	17.83	19.01	20.49	-	-	-	-	-	-
Industrial machinery repairers	16.26	12.22	14.60	15.89	17.42	19.84	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	19.83	15.94	16.85	17.40	19.57	29.16	-	-	-	-	-	-
Butchers and meat cutters	16.30	12.25	13.95	14.86	19.15	22.52	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	16.17	14.93	14.93	16.27	16.62	18.27	-	-	-	-	-	-
Packaging and filling machine operators	11.29	7.43	8.66	10.87	13.40	15.57	-	-	-	-	-	-
Extruding and forming machine operators	12.98	9.64	9.64	14.04	14.35	16.22	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	12.66	9.95	10.40	14.04	14.40	14.40	-	-	-	-	-	-
Assemblers	10.68	6.19	6.68	8.17	15.16	17.09	-	-	-	-	-	-
Transportation and material moving occupations	10.38	8.34	8.66	10.51	11.44	12.74	-	-	-	-	-	-
Truck drivers	14.12	8.00	10.05	14.56	18.00	19.01	14.31	10.59	11.08	14.16	16.40	18.12
Driver-sales workers	15.96	11.26	13.00	16.58	18.34	19.01	-	-	-	-	-	-
Bus drivers	10.90	7.56	8.18	9.04	13.70	15.75	-	-	-	-	-	-
Industrial truck and tractor equipment operators	-	-	-	-	-	-	13.67	8.88	10.59	13.36	18.12	18.12
Handlers, equipment cleaners, helpers, and laborers	11.76	9.45	10.05	10.50	12.31	16.85	-	-	-	-	-	-
Stock handlers and baggers	10.29	6.00	6.90	8.50	12.45	17.23	14.42	12.20	12.68	12.68	16.92	17.27
Freight, stock, and material handlers, N.E.C.	9.71	5.75	6.72	7.72	14.61	16.73	-	-	-	-	-	-
Vehicle washers and equipment cleaners	11.10	8.00	8.50	9.95	13.10	17.29	-	-	-	-	-	-
Laborers except construction, N.E.C.	9.08	5.60	6.36	7.25	11.39	16.17	-	-	-	-	-	-
	9.70	5.75	6.99	8.87	12.17	14.74	-	-	-	-	-	-
Service occupations												
Protective service occupations	8.69	5.75	6.14	8.00	10.14	13.32	19.42	9.53	13.54	19.55	25.41	28.67
Firefighting occupations	10.25	7.20	8.59	8.85	12.39	13.42	22.45	15.17	18.21	23.42	26.96	28.67
Police and detectives, public service ..	-	-	-	-	-	-	15.85	13.51	14.84	16.01	17.73	17.73
	-	-	-	-	-	-	24.05	20.29	22.84	25.28	25.76	26.96

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Sacramento-Yolo, CA, May 1998 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
Service occupations (-Continued)													
Protective service occupations (-Continued)													
Guards and police except public service	\$9.53	\$7.20	\$8.44	\$8.85	\$9.30	\$13.42	-	-	-	-	-	-	-
Food service occupations	7.27	5.62	5.75	6.01	8.77	10.58	-	-	-	-	-	-	-
Supervisors, food preparation and service occupations	11.02	6.67	10.14	10.58	13.46	13.46	-	-	-	-	-	-	-
Bartenders	6.33	5.75	5.82	6.46	6.68	6.88	-	-	-	-	-	-	-
Waiters and waitresses	5.77	5.50	5.75	5.75	5.75	5.92	-	-	-	-	-	-	-
Cooks	8.66	6.50	7.43	8.77	9.92	10.70	-	-	-	-	-	-	-
Kitchen workers, food preparation	8.02	6.05	7.02	7.55	9.20	10.35	-	-	-	-	-	-	-
Food preparation occupations, N.E.C.	6.62	5.43	5.75	5.75	6.72	9.62	-	-	-	-	-	-	-
Health service occupations	9.89	6.61	7.68	9.95	11.54	13.13	-	-	-	-	-	-	-
Health aides, except nursing	11.58	8.93	10.51	11.50	13.13	14.58	-	-	-	-	-	-	-
Nursing aides, orderlies and attendants	9.15	6.35	7.08	9.14	10.72	12.39	-	-	-	-	-	-	-
Cleaning and building service occupations	8.65	5.70	6.16	7.63	9.95	13.55	\$11.65	\$8.45	\$10.02	\$10.96	\$13.54	\$14.93	
Maids and housemen	7.57	6.16	6.43	7.17	8.22	10.07	-	-	-	-	-	-	-
Janitors and cleaners	8.53	5.68	6.03	7.50	9.95	13.98	11.83	8.45	10.02	11.38	13.78	15.42	
Personal service occupations	8.40	5.75	6.50	7.15	9.47	11.58	8.98	6.57	7.71	8.72	9.78	11.93	
Attendants, amusement and recreation facilities	6.77	5.75	6.00	6.37	7.23	8.42	-	-	-	-	-	-	-
Early childhood teachers' assistants ..	-	-	-	-	-	-	9.51	8.01	8.01	9.15	10.63	11.93	
Service occupations, N.E.C.	9.02	5.75	6.50	9.21	11.01	11.58	-	-	-	-	-	-	-

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Sacramento-Yolo, CA, May 1998

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$18.01	\$8.33	\$11.57	\$16.62	\$23.42	\$28.67	\$10.97	\$5.75	\$6.77	\$8.85	\$12.65	\$18.52
All occupations excluding sales	18.19	8.50	11.77	16.88	23.79	28.67	11.22	5.75	6.90	8.85	12.86	20.53
White-collar occupations	19.75	9.84	12.90	18.26	24.77	30.68	13.11	6.00	7.82	10.63	16.18	23.40
White-collar occupations excluding sales	20.16	10.50	13.26	18.44	25.16	31.16	14.96	7.50	8.82	11.55	18.70	29.61
Professional specialty and technical occupations	24.00	14.43	18.15	21.61	29.52	36.40	20.34	10.63	14.08	18.52	25.04	31.36
Professional specialty occupations	25.54	15.06	18.73	24.52	30.25	37.80	22.73	10.63	16.94	22.48	29.87	34.59
Engineers, architects, and surveyors	26.59	18.26	23.27	25.96	30.29	34.75	-	-	-	-	-	-
Civil engineers	23.35	18.26	18.26	20.12	27.03	29.76	-	-	-	-	-	-
Mathematical and computer scientists	24.67	16.46	19.06	25.56	30.24	30.24	-	-	-	-	-	-
Computer systems analysts and scientists	24.78	16.46	19.06	26.05	30.24	30.24	-	-	-	-	-	-
Natural scientists	19.23	10.98	11.98	18.33	23.85	31.72	-	-	-	-	-	-
Chemists, except biochemists	25.61	21.49	24.41	24.41	30.45	32.15	-	-	-	-	-	-
Health related occupations	25.13	18.59	19.37	22.38	29.87	38.84	25.20	18.37	21.36	24.75	29.87	29.87
Registered nurses	23.64	19.23	21.13	22.38	24.52	31.36	26.14	20.02	22.90	25.04	29.87	31.21
Teachers, college and university	31.47	23.00	27.60	31.95	34.21	39.80	-	-	-	-	-	-
Teachers, except college and university	30.98	20.50	23.77	30.60	38.39	42.31	12.75	8.50	10.63	10.63	12.93	17.42
Elementary school teachers	31.30	21.61	24.68	30.60	38.39	40.47	-	-	-	-	-	-
Secondary school teachers	32.12	19.54	22.51	32.23	40.29	47.27	-	-	-	-	-	-
Teachers, N.E.C.	28.62	14.93	21.65	28.12	36.02	43.31	11.02	8.50	10.63	10.63	10.63	14.00
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	16.94	10.79	14.84	17.03	20.25	20.59	-	-	-	-	-	-
Social workers	17.32	12.55	15.02	17.18	20.25	20.59	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	20.24	7.92	13.08	17.85	23.09	27.17	-	-	-	-	-	-
Technical occupations	18.46	12.98	15.22	19.50	20.44	23.65	15.68	10.33	13.31	17.10	18.21	18.52
Clinical laboratory technologists and technicians	17.92	8.86	10.94	18.35	23.90	26.02	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	16.67	7.12	15.43	18.44	20.26	22.69	-	-	-	-	-	-
Electrical and electronic technicians	19.12	13.80	16.00	18.76	20.91	26.71	-	-	-	-	-	-
Technical and related occupations, N.E.C.	14.81	10.58	12.38	14.35	17.90	22.98	-	-	-	-	-	-
Executive, administrative, and managerial occupations	25.23	16.14	20.06	23.88	27.55	34.62	-	-	-	-	-	-
Executives, administrators, and managers	28.18	19.36	23.88	27.54	29.11	39.73	-	-	-	-	-	-
Administrators and officials, public administration	26.52	23.88	23.88	27.55	27.55	27.55	-	-	-	-	-	-
Financial managers	26.24	17.31	20.19	25.55	27.87	31.73	-	-	-	-	-	-
Managers, marketing, advertising and public relations	23.54	15.63	18.03	20.28	33.18	35.00	-	-	-	-	-	-
Managers, medicine and health	24.99	20.70	21.61	24.17	29.67	31.40	-	-	-	-	-	-
Managers, service organizations, N.E.C.	21.14	12.70	12.70	12.70	23.86	54.21	-	-	-	-	-	-
Managers and administrators, N.E.C.	32.72	19.95	23.63	30.14	38.33	51.00	-	-	-	-	-	-
Management related occupations	20.98	13.73	17.29	21.30	23.88	25.88	-	-	-	-	-	-
Accountants and auditors	25.55	15.91	17.62	27.26	31.43	33.23	-	-	-	-	-	-
Other financial officers	23.40	13.05	16.77	20.46	31.66	32.17	-	-	-	-	-	-
Management analysts	23.77	16.88	20.63	24.67	27.26	30.23	-	-	-	-	-	-
Personnel, training, and labor relations specialists	17.02	10.01	11.63	13.42	21.68	30.60	-	-	-	-	-	-
Management related occupations, N.E.C.	20.17	15.76	17.47	19.79	23.88	23.88	-	-	-	-	-	-
Sales occupations	14.33	6.31	8.44	13.25	17.70	24.27	9.98	5.75	6.35	9.00	12.54	16.18
Supervisors, sales occupations	18.53	9.10	11.58	17.01	22.52	30.92	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	17.38	11.36	12.71	16.39	21.94	25.49	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Sacramento-Yolo, CA, May 1998 — Continued

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
White-collar occupations (-Continued)												
Sales occupations (-Continued)												
Sales workers, motor vehicles and boats	\$18.48	\$8.28	\$11.81	\$18.50	\$22.89	\$27.79	-	-	-	-	-	-
Sales workers, other commodities	9.63	5.75	6.31	8.18	12.05	15.12	\$8.09	\$5.53	\$5.75	\$8.22	\$9.50	\$10.71
Cashiers	11.64	5.80	6.39	11.88	16.18	16.18	10.99	5.77	6.35	11.45	16.18	16.18
Administrative support occupations, including												
clerical	13.41	8.45	10.72	12.92	15.76	18.41	9.61	6.00	7.69	9.00	10.52	13.01
Supervisors, general office	16.56	14.29	15.76	15.99	16.23	19.82	-	-	-	-	-	-
Supervisors, distribution, scheduling, and adjusting clerks	24.38	11.15	11.40	15.85	22.31	88.43	-	-	-	-	-	-
Computer operators	15.21	12.96	12.96	15.28	17.22	17.22	-	-	-	-	-	-
Secretaries	14.43	10.87	12.34	14.15	16.52	18.93	-	-	-	-	-	-
Receptionists	10.05	7.63	8.64	8.99	13.23	13.23	-	-	-	-	-	-
Information clerks, N.E.C.	12.35	10.44	11.29	12.11	13.21	14.80	-	-	-	-	-	-
Order clerks	13.80	10.05	10.80	11.66	15.07	22.35	-	-	-	-	-	-
File clerks	10.96	8.00	8.63	9.01	13.92	14.08	-	-	-	-	-	-
Records clerks, N.E.C.	12.52	10.66	12.12	13.26	13.26	13.26	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	12.73	9.63	11.61	12.81	12.81	15.95	-	-	-	-	-	-
Billing clerks	11.07	8.69	9.55	10.43	12.54	13.23	-	-	-	-	-	-
Traffic, shipping and receiving clerks	11.93	7.77	8.49	9.65	16.84	18.74	-	-	-	-	-	-
Stock and inventory clerks	13.23	8.30	10.94	14.63	14.91	16.18	-	-	-	-	-	-
Material recording, scheduling, and distribution clerks, N.E.C.	8.93	7.50	7.50	8.00	10.48	13.40	-	-	-	-	-	-
Investigators and adjusters except insurance	13.60	8.78	9.96	11.73	18.29	19.25	-	-	-	-	-	-
General office clerks	12.05	8.58	9.70	11.95	14.18	16.22	10.27	7.47	9.37	10.25	11.65	12.76
Bank tellers	-	-	-	-	-	-	8.08	7.50	7.50	8.00	8.50	9.00
Data entry keyers	12.47	10.91	11.46	12.86	13.26	13.26	-	-	-	-	-	-
Teachers' aides	9.67	8.50	8.66	9.56	10.66	10.96	9.09	7.36	8.12	8.94	9.89	10.52
Administrative support occupations, N.E.C.	13.58	10.50	11.37	13.38	15.12	17.28	8.79	5.75	6.20	8.00	9.32	14.93
Blue-collar occupations												
Precision production, craft, and repair occupations	14.77	8.00	10.50	14.63	18.46	21.52	8.53	5.75	6.25	7.21	8.75	14.74
Supervisors, mechanics and repairers	18.04	11.16	14.93	18.46	21.03	24.10	-	-	-	-	-	-
Automobile mechanics	23.86	21.95	21.95	21.95	21.95	27.05	-	-	-	-	-	-
Bus, truck, and stationary engine mechanics	18.06	16.80	16.80	17.83	19.01	20.49	-	-	-	-	-	-
Industrial machinery repairers	18.23	14.60	16.50	18.37	19.74	20.72	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	19.83	15.94	16.85	17.40	19.57	29.16	-	-	-	-	-	-
Butchers and meat cutters	16.87	12.52	14.86	17.17	18.76	22.52	-	-	-	-	-	-
Butchers and meat cutters	16.17	14.93	14.93	16.27	16.62	18.27	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	11.34	7.70	8.70	10.93	13.40	15.72	-	-	-	-	-	-
Packaging and filling machine operators	13.26	9.64	9.64	14.04	14.35	16.22	-	-	-	-	-	-
Extruding and forming machine operators	12.66	9.95	10.40	14.04	14.40	14.40	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	10.34	6.19	6.68	7.92	14.93	17.09	-	-	-	-	-	-
Assemblers	10.38	8.34	8.66	10.51	11.44	12.74	-	-	-	-	-	-
Transportation and material moving occupations												
Truck drivers	14.50	9.03	10.93	14.96	18.00	18.75	11.89	7.47	7.97	10.00	15.75	18.34
Bus drivers	15.84	12.12	13.30	16.37	18.34	19.01	-	-	-	-	-	-
Industrial truck and tractor equipment operators	12.69	8.75	9.03	10.59	18.12	18.12	11.55	8.25	9.40	11.60	13.47	15.38
Handlers, equipment cleaners, helpers, and laborers	11.76	9.45	10.05	10.50	12.31	16.85	-	-	-	-	-	-
Stock handlers and baggers	12.01	6.86	8.00	11.59	16.48	17.41	7.23	5.75	6.06	6.90	8.00	8.75
Stock handlers and baggers	12.56	7.72	8.00	13.91	16.73	17.30	6.41	5.55	6.00	6.75	6.90	6.90

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Sacramento-Yolo, CA, May 1998 — Continued

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Blue-collar occupations (-Continued)												
Handlers, equipment cleaners, helpers, and laborers (-Continued)												
Freight, stock, and material handlers, N.E.C.	\$12.68	\$8.93	\$9.95	\$12.01	\$16.38	\$17.41	-	-	-	-	-	-
Vehicle washers and equipment cleaners	10.23	6.36	7.25	8.15	14.38	16.17	-	-	-	-	-	-
Laborers except construction, N.E.C.	11.03	6.03	7.72	11.65	12.68	17.05	-	-	-	-	-	-
Service occupations	14.52	6.08	8.04	12.08	19.99	26.96	\$8.28	\$5.67	\$5.75	\$8.00	\$9.01	\$11.93
Protective service occupations	20.56	10.45	16.01	20.43	25.84	28.67	-	-	-	-	-	-
Firefighting occupations	15.85	13.51	14.84	16.01	17.73	17.73	-	-	-	-	-	-
Police and detectives, public service ..	24.18	20.29	22.99	25.36	25.76	26.96	-	-	-	-	-	-
Guards and police except public service	10.16	6.94	7.71	8.85	13.42	13.42	-	-	-	-	-	-
Food service occupations	7.74	5.75	5.75	6.59	9.62	10.70	6.59	5.50	5.75	5.75	7.78	8.73
Supervisors, food preparation and service occupations	11.02	6.67	10.14	10.58	13.46	13.46	-	-	-	-	-	-
Waiters and waitresses	5.78	5.75	5.75	5.75	5.78	5.92	5.74	5.50	5.75	5.75	5.75	5.76
Cooks	8.76	6.50	7.38	8.77	10.70	10.70	-	-	-	-	-	-
Kitchen workers, food preparation	8.21	6.05	7.02	8.49	9.20	10.45	-	-	-	-	-	-
Food preparation occupations, N.E.C.	6.80	5.72	5.75	6.00	7.13	9.62	6.92	5.23	5.75	5.89	8.01	9.74
Health service occupations	9.80	6.45	7.43	9.76	11.50	13.13	10.41	7.26	8.20	10.63	12.97	13.36
Health aides, except nursing	11.81	9.18	10.51	12.18	13.13	14.58	-	-	-	-	-	-
Nursing aides, orderlies and attendants	8.84	6.27	7.08	8.89	10.63	11.43	10.57	7.26	7.85	10.11	13.10	13.36
Cleaning and building service occupations	9.80	5.96	6.93	9.55	11.79	14.13	7.30	5.42	5.70	6.63	8.09	10.73
Maids and housemen	7.59	6.16	6.43	7.19	8.22	10.07	-	-	-	-	-	-
Janitors and cleaners	9.86	5.83	6.81	9.55	12.27	14.60	7.33	5.20	5.70	6.51	8.64	10.73
Personal service occupations	8.90	6.50	6.57	8.42	9.70	11.47	8.48	5.75	6.63	8.01	9.54	11.93
Attendants, amusement and recreation facilities	7.26	6.00	6.04	6.97	8.06	9.44	-	-	-	-	-	-
Early childhood teachers' assistants ..	-	-	-	-	-	-	9.50	8.01	8.01	9.01	11.93	11.93
Service occupations, N.E.C.	10.27	6.52	8.41	10.49	11.47	12.68	6.93	5.75	5.75	6.50	7.00	8.17

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Sacramento-Yolo, CA, May 1998

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	40.0	\$720	\$664	2,030	\$36,561	\$34,027
All occupations excluding sales	40.0	728	677	2,030	36,935	34,486
White-collar occupations	39.9	788	730	2,016	39,811	37,200
White-collar occupations excluding sales	39.9	805	740	2,015	40,636	38,043
Professional specialty and technical occupations	39.5	948	859	1,895	45,482	42,515
Professional specialty occupations	39.3	1,005	974	1,853	47,333	44,798
Engineers, architects, and surveyors	40.4	1,074	1,041	2,101	55,869	54,122
Civil engineers	41.5	968	762	2,156	50,340	39,619
Mathematical and computer scientists	40.1	989	1,024	2,084	51,408	53,227
Computer systems analysts and scientists	40.1	993	1,042	2,083	51,621	54,184
Natural scientists	43.6	838	737	2,267	43,593	38,324
Chemists, except biochemists	40.0	1,024	976	2,080	53,270	50,773
Health related occupations	39.4	990	862	2,024	50,858	44,837
Registered nurses	39.1	925	859	2,034	48,079	44,658
Teachers, college and university	45.9	1,444	1,309	2,097	65,984	55,379
Teachers, except college and university	35.4	1,097	1,092	1,357	42,050	42,266
Elementary school teachers	35.6	1,113	1,095	1,295	40,536	40,153
Secondary school teachers	35.9	1,155	1,158	1,343	43,134	42,511
Teachers, N.E.C.	34.9	1,000	1,022	1,468	41,994	43,775
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	40.2	680	681	2,088	35,366	35,431
Social workers	40.2	696	687	2,089	36,181	35,728
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	42.3	857	753	2,202	44,576	39,146
Technical occupations	40.0	738	779	2,063	38,079	40,518
Clinical laboratory technologists and technicians	40.0	717	734	2,080	37,269	38,168
Health technologists and technicians, N.E.C.	40.0	667	738	2,037	33,954	38,355
Electrical and electronic technicians	40.0	765	754	2,082	39,801	39,187
Technical and related occupations, N.E.C.	40.4	599	574	1,903	28,190	25,750
Executive, administrative, and managerial occupations ...	40.9	1,031	955	2,122	53,521	49,670
Executives, administrators, and managers	41.5	1,168	1,102	2,150	60,606	57,304
Administrators and officials, public administration	40.9	1,085	1,102	2,127	56,404	57,304
Financial managers	41.8	1,096	1,022	2,173	57,017	53,144
Managers., marketing, advertising and public relations	40.9	963	808	2,128	50,092	41,995
Managers, medicine and health	40.2	1,006	967	2,093	52,293	50,278
Managers, service organizations, N.E.C.	40.8	862	508	2,121	44,835	26,416
Managers and administrators, N.E.C.	43.0	1,408	1,317	2,238	73,231	68,458
Management related occupations	40.0	840	852	2,081	43,673	44,304
Accountants and auditors	39.5	1,009	1,090	2,053	52,444	56,701
Other financial officers	40.4	946	817	2,102	49,194	42,494
Management analysts	40.5	962	930	2,104	50,024	48,370
Personnel, training, and labor relations specialists	40.5	689	524	2,106	35,843	27,269
Management related occupations, N.E.C.	39.9	804	792	2,074	41,828	41,163
Sales occupations	39.7	570	500	2,018	28,933	25,298
Supervisors, sales occupations	41.1	761	665	2,136	39,575	34,554
Sales representatives, mining, manufacturing, and wholesale	40.6	705	655	2,109	36,656	34,082
Sales workers, motor vehicles and boats	42.5	785	773	2,210	40,841	40,187
Sales workers, other commodities	38.5	370	322	2,001	19,265	16,765
Cashiers	38.9	453	412	1,928	22,431	20,006
Administrative support occupations, including clerical	39.6	531	514	2,043	27,405	26,737
Supervisors, general office	40.1	665	640	2,087	34,565	33,259
Supervisors, distribution, scheduling, and adjusting clerks	40.0	975	634	2,080	50,712	32,968
Computer operators	40.0	608	611	2,080	31,641	31,782
Secretaries	39.4	568	555	2,013	29,042	27,675
Receptionists	39.2	394	360	1,987	19,971	18,699
Information clerks, N.E.C.	38.8	480	470	2,020	24,940	24,451
Order clerks	39.8	549	463	2,068	28,531	24,066
File clerks	40.0	438	360	2,028	22,224	18,744
Records clerks, N.E.C.	39.9	499	523	2,067	25,873	27,040

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Sacramento-Yolo, CA, May 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Bookkeepers, accounting and auditing clerks	40.0	\$509	\$512	2,080	\$26,486	\$26,645
Billing clerks	40.0	443	417	2,080	23,027	21,700
Traffic, shipping and receiving clerks	39.8	475	384	2,070	24,695	19,947
Stock and inventory clerks	39.8	527	585	2,070	27,388	30,430
Material recording, scheduling, and distribution clerks, N.E.C.	40.0	357	320	2,080	18,583	16,640
Investigators and adjusters except insurance	40.0	544	469	2,080	28,297	24,398
General office clerks	39.6	477	464	2,045	24,641	24,132
Data entry keyers	39.8	497	514	2,065	25,752	26,751
Teachers' aides	30.0	290	287	1,204	11,641	11,146
Administrative support occupations, N.E.C.	39.9	542	534	2,075	28,181	27,742
Blue-collar occupations						
Precision production, craft, and repair occupations	40.1	592	587	2,066	30,514	30,412
Supervisors, mechanics and repairers	40.1	722	738	2,078	37,488	38,397
Automobile mechanics	40.0	955	878	2,081	49,666	45,656
Bus, truck, and stationary engine mechanics	40.0	723	713	2,080	37,570	37,080
Industrial machinery repairers	40.0	729	735	2,080	37,913	38,210
Mechanics and repairers, N.E.C.	40.0	793	696	2,080	41,244	36,192
Butchers and meat cutters	40.0	675	687	2,081	35,097	35,708
Machine operators, assemblers, and inspectors	40.0	647	651	2,080	33,634	33,842
Packaging and filling machine operators	39.6	450	436	2,058	23,350	22,651
Extruding and forming machine operators	39.4	522	562	2,047	27,151	29,203
Miscellaneous machine operators, N.E.C.	40.0	506	562	2,080	26,332	29,203
Assemblers	38.7	400	317	1,991	20,595	16,475
Transportation and material moving occupations	40.0	415	420	2,080	21,591	21,864
Truck drivers	40.7	591	617	2,046	29,669	31,450
Bus drivers	41.0	650	656	2,134	33,817	34,102
Industrial truck and tractor equipment operators ..	40.4	513	424	1,846	23,432	16,309
Handlers, equipment cleaners, helpers, and laborers	40.0	470	420	2,050	24,106	21,840
Stock handlers and baggers	40.0	480	465	2,066	24,805	23,998
Freight, stock, and material handlers, N.E.C.	39.8	500	522	2,069	25,991	27,125
Vehicle washers and equipment cleaners	39.6	503	480	2,061	26,138	24,981
Laborers except construction, N.E.C.	39.7	407	326	2,067	21,141	16,958
Service occupations	40.0	441	466	2,080	22,938	24,232
Protective service occupations	40.3	584	457	2,048	29,725	22,891
Firefighting occupations	42.5	874	962	2,185	44,916	49,670
Police and detectives, public service	53.0	840	849	2,756	43,671	44,135
Guards and police except public service	40.0	967	1,014	2,060	49,808	52,582
Food service occupations	39.8	404	354	2,069	21,029	18,408
Supervisors, food preparation and service occupations	37.2	288	235	1,905	14,748	12,040
Waiters and waitresses	44.0	484	529	2,267	24,985	26,450
Cooks	34.7	201	201	1,805	10,433	10,465
Kitchen workers, food preparation	38.4	337	329	1,960	17,167	17,092
Food preparation occupations, N.E.C.	36.8	302	324	1,915	15,720	16,825
	37.0	252	216	1,924	13,080	11,213

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Sacramento-Yolo, CA, May 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
Service occupations (-Continued)						
Health service occupations	39.1	\$383	\$381	2,034	\$19,926	\$19,820
Health aides, except nursing	38.3	452	460	1,991	23,528	23,928
Nursing aides, orderlies and attendants	39.5	349	349	2,054	18,148	18,160
Cleaning and building service occupations	39.5	386	376	2,041	19,995	19,221
Maids and housemen	37.9	288	279	1,971	14,959	14,486
Janitors and cleaners	39.5	390	376	2,040	20,122	19,577
Personal service occupations	36.9	328	306	1,546	13,756	11,517
Attendants, amusement and recreation facilities ..	39.2	285	270	1,024	7,434	6,393
Service occupations, N.E.C.	39.3	403	410	1,785	18,340	20,884

¹ Earnings 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, 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown.

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. Individual occupations are classified into one of nine major occupational groups.

⁴ 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. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Sacramento-Yolo, CA, May 1998

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$17.28	\$15.06	\$20.18	\$18.01	\$10.97
All occupations excluding sales	17.57	15.33	20.20	18.19	11.22
White-collar occupations	19.17	17.64	20.70	19.75	13.11
Level 1	7.33	7.55	—	7.60	6.85
Level 2	11.73	11.91	10.84	11.91	11.45
Level 3	10.96	10.58	11.86	11.22	9.25
Level 4	12.14	11.77	12.57	12.33	10.56
Level 5	13.70	13.96	13.23	13.84	11.64
Level 6	21.31	15.89	26.82	21.78	16.61
Level 7	19.17	18.38	19.47	19.15	21.06
Level 8	21.42	20.37	23.84	21.45	—
Level 9	24.03	24.32	23.74	23.93	25.13
Level 10	26.27	25.90	26.33	26.29	—
Level 11	29.12	29.14	29.09	28.85	—
Level 12	34.24	36.69	28.72	34.28	—
Level 13	41.52	—	—	41.52	—
Level 14	44.90	54.48	—	44.90	—
Not able to be leveled	20.89	19.21	23.49	21.72	12.95
White-collar occupations excluding sales	19.84	18.77	20.72	20.16	14.96
Level 1	6.89	6.74	—	6.97	6.48
Level 2	9.96	9.54	10.84	10.39	8.53
Level 3	11.16	10.76	11.86	11.40	9.31
Level 4	12.08	11.51	12.57	12.16	11.25
Level 5	13.66	13.95	13.23	13.79	11.70
Level 6	21.27	15.53	26.82	21.76	16.61
Level 7	19.16	18.26	19.47	19.14	21.06
Level 8	21.26	19.99	23.84	21.29	—
Level 9	24.01	24.30	23.74	23.92	25.13
Level 10	26.28	25.95	26.33	26.30	—
Level 11	29.17	29.22	29.09	28.90	—
Level 12	34.24	36.69	28.72	34.28	—
Level 13	41.52	—	—	41.52	—
Level 14	44.90	54.48	—	44.90	—
Not able to be leveled	20.98	19.34	23.49	21.72	13.01
Professional specialty and technical occupations	23.67	21.62	25.32	24.00	20.34
Professional specialty occupations	25.32	24.06	26.09	25.54	22.73
Level 5	14.04	11.90	—	15.68	11.09
Level 6	28.45	15.48	30.52	28.95	14.77
Level 7	22.44	18.91	23.23	22.46	—
Level 8	22.75	20.87	—	22.92	—
Level 9	24.54	24.66	24.31	24.41	25.13
Level 10	25.28	25.51	25.23	25.33	—
Level 11	29.99	28.93	31.30	29.18	—
Level 12	31.08	34.21	—	31.08	—
Not able to be leveled	17.72	—	—	—	—
Engineers, architects, and surveyors	26.59	28.19	23.27	26.59	—
Level 10	26.66	—	—	26.66	—
Mathematical and computer scientists	24.67	26.31	—	24.67	—
Level 9	23.69	23.69	—	23.69	—
Level 11	29.06	—	—	29.06	—
Natural scientists	19.23	25.76	—	19.23	—
Health related occupations	25.15	23.40	—	25.13	25.20
Level 7	24.53	24.53	—	—	—
Level 8	19.74	19.74	—	19.57	—
Level 9	24.68	24.93	—	23.74	26.37
Teachers, college and university	31.89	—	—	31.47	—
Teachers, except college and university	29.91	14.37	30.74	30.98	12.75
Level 5	10.69	—	—	—	—
Level 6	30.68	—	31.14	31.02	—
Level 7	34.15	14.47	35.77	34.74	—
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	25.33	—	—	—	—
Social, religious, and recreation workers	17.00	15.51	17.88	16.94	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Sacramento-Yolo, CA, May 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Social, religious, and recreation workers (-Continued)					
Level 7	\$14.35	—	—	\$14.35	—
Level 9	20.26	—	—	20.13	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	20.16	\$22.65	\$18.51	20.24	—
Technical occupations	18.09	17.06	20.28	18.46	\$15.68
Level 5	14.92	15.39	—	14.76	—
Level 6	16.28	16.28	—	15.89	—
Level 7	19.89	18.88	—	19.87	—
Level 8	20.55	18.72	—	20.55	—
Level 9	22.64	22.63	—	22.64	—
Executive, administrative, and managerial occupations ...	25.23	26.33	24.55	25.23	—
Level 5	13.54	14.72	—	13.54	—
Level 6	13.59	13.26	—	13.59	—
Level 7	18.06	18.52	—	18.07	—
Level 8	19.82	19.59	—	19.82	—
Level 9	23.61	23.97	—	23.61	—
Level 10	26.42	22.61	—	26.42	—
Level 11	28.68	29.19	27.75	28.68	—
Level 12	37.25	38.21	—	37.25	—
Not able to be leveled	33.25	—	—	33.25	—
Executives, administrators, and managers	28.19	28.88	27.64	28.18	—
Level 8	19.41	19.41	—	19.41	—
Level 9	23.50	23.50	—	23.50	—
Level 10	26.35	22.67	—	26.35	—
Level 11	28.68	29.26	27.75	28.69	—
Level 12	37.95	38.86	—	37.95	—
Management related occupations	20.97	20.74	21.07	20.98	—
Level 5	13.33	—	—	13.33	—
Level 6	13.33	—	—	13.33	—
Level 7	18.37	19.96	—	18.38	—
Level 8	20.41	19.90	—	20.41	—
Level 9	23.63	24.60	—	23.63	—
Sales occupations	12.86	12.89	—	14.33	9.98
Level 1	7.82	7.74	—	8.86	6.97
Level 2	13.79	13.79	—	15.20	12.80
Level 3	10.10	10.10	—	10.37	9.14
Level 4	12.52	12.52	—	13.62	8.82
Level 5	14.00	14.00	—	14.31	—
Administrative support occupations, including clerical	13.12	12.80	13.43	13.41	9.61
Level 1	6.89	6.72	—	—	6.48
Level 2	9.97	9.55	10.84	10.39	8.56
Level 3	11.22	10.84	11.86	11.47	9.33
Level 4	12.17	11.65	12.57	12.25	11.23
Level 5	13.52	13.86	12.87	13.60	11.40
Level 6	15.34	15.17	15.58	15.34	—
Level 7	17.57	17.38	17.63	17.57	—
Not able to be leveled	14.87	14.73	—	15.27	13.11
Blue-collar occupations	14.16	13.46	17.10	14.77	8.53
Level 1	7.76	7.75	—	8.32	6.88
Level 2	9.22	8.94	—	9.50	8.18
Level 3	11.63	11.53	12.18	11.65	11.29
Level 4	14.15	13.89	—	14.04	—
Level 5	15.93	15.82	16.23	15.89	—
Level 6	17.20	16.60	—	17.20	—
Level 7	19.39	19.50	19.19	19.39	—
Level 8	21.14	22.20	—	21.14	—
Level 9	23.62	25.32	—	23.62	—
Precision production, craft, and repair occupations	18.03	17.67	18.77	18.04	—
Level 3	11.60	11.44	—	11.60	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Sacramento-Yolo, CA, May 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)					
Precision production, craft, and repair occupations (-Continued)					
Level 4	\$13.07	\$11.73	—	\$13.09	—
Level 5	16.51	16.21	—	16.54	—
Level 6	17.90	17.21	—	17.90	—
Level 7	19.80	20.19	\$19.27	19.80	—
Level 8	20.98	22.04	—	20.98	—
Level 9	23.62	25.32	—	23.62	—
Machine operators, assemblers, and inspectors	11.29	11.29	—	11.34	—
Level 2	8.81	8.81	—	9.05	—
Level 3	10.37	10.37	—	10.40	—
Level 4	12.24	12.24	—	12.24	—
Level 5	13.55	13.55	—	13.55	—
Level 7	16.35	16.35	—	16.35	—
Transportation and material moving occupations	14.16	14.12	14.31	14.50	\$11.89
Level 1	8.88	8.90	—	9.25	—
Level 2	9.15	9.09	—	8.80	9.56
Level 3	12.40	13.38	11.41	12.40	—
Level 4	16.09	16.33	—	15.92	—
Level 5	17.33	17.23	—	17.24	—
Handlers, equipment cleaners, helpers, and laborers	10.81	10.29	14.42	12.01	7.23
Level 1	7.46	7.46	—	7.99	6.90
Level 2	9.41	9.09	—	10.11	7.12
Level 3	12.93	12.83	—	13.08	—
Level 4	13.67	13.67	—	13.67	—
Level 5	13.72	13.13	—	13.72	—
Service occupations					
Level 1	13.44	8.69	19.42	14.52	8.28
Level 2	6.95	6.50	8.94	7.20	6.49
Level 3	8.54	8.01	10.69	8.70	8.27
Level 4	8.57	8.11	10.71	8.64	8.19
Level 5	10.51	10.18	—	10.58	10.21
Level 6	12.48	11.96	13.78	12.42	—
Level 7	15.75	12.50	—	16.00	—
Level 9	18.56	—	18.67	18.30	—
Level 9	25.56	—	25.57	25.56	—
Protective service occupations	19.91	10.25	22.45	20.56	—
Level 5	12.85	—	—	12.78	—
Level 7	18.84	—	18.67	18.57	—
Level 9	25.57	—	25.57	25.57	—
Food service occupations	7.34	7.27	—	7.74	6.59
Level 1	6.00	5.82	—	5.92	6.05
Level 2	8.06	8.05	—	—	7.82
Level 3	6.89	6.81	—	6.92	6.77
Level 4	8.08	8.08	—	—	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Sacramento-Yolo, CA, May 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations (-Continued)					
Health service occupations	\$9.89	\$9.89	—	\$9.80	\$10.41
Level 2	7.99	7.99	—	8.01	—
Level 3	8.84	8.84	—	8.84	—
Level 4	11.56	11.56	—	—	—
Cleaning and building service occupations	9.65	8.65	\$11.65	9.80	7.30
Level 1	7.53	6.88	—	7.66	—
Level 2	9.39	7.42	—	9.40	—
Level 3	11.06	—	—	11.06	—
Personal service occupations	8.68	8.40	8.98	8.90	8.48
Level 1	7.59	7.13	8.03	7.59	7.59
Level 2	7.48	6.24	8.20	—	7.66
Level 3	9.58	9.72	9.39	9.21	—
Level 4	9.71	—	—	—	—

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 Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Sacramento-Yolo, CA, May 1998

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations:					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Civil engineers	\$23.35	—	—	\$23.35	—
Computer systems analysts and scientists	24.78	\$26.79	—	24.78	—
Level 11	29.06	—	—	29.06	—
Chemists, except biochemists	25.61	—	—	25.61	—
Registered nurses	24.45	24.82	—	23.64	\$26.14
Level 8	21.31	21.31	—	20.59	—
Level 9	24.41	24.93	—	23.24	26.37
Elementary school teachers	31.15	—	\$31.26	31.30	—
Level 6	31.21	—	31.21	31.26	—
Secondary school teachers	32.12	—	32.58	32.12	—
Level 6	32.45	—	32.72	32.45	—
Teachers, N.E.C.	25.80	11.78	—	28.62	11.02
Social workers	17.72	16.00	18.49	17.32	—
Level 7	14.35	—	—	14.35	—
Level 9	20.26	—	—	20.13	—
Recreation workers	13.02	—	—	—	—
Technical occupations:					
Clinical laboratory technologists and technicians	17.61	17.61	—	17.92	—
Licensed practical nurses	14.62	14.62	—	—	—
Level 6	14.66	14.66	—	—	—
Health technologists and technicians, N.E.C.	16.88	15.87	—	16.67	—
Electrical and electronic technicians	19.12	18.47	—	19.12	—
Technical and related occupations, N.E.C.	13.67	13.90	—	14.81	—
Executive, administrative, and managerial occupations:					
Administrators and officials, public administration	26.52	—	26.52	26.52	—
Financial managers	26.24	26.04	—	26.24	—
Level 11	26.49	—	—	26.49	—
Managers., marketing, advertising and public relations	23.54	23.54	—	23.54	—
Managers, medicine and health	25.33	25.33	—	24.99	—
Managers, service organizations, N.E.C.	21.14	21.14	—	21.14	—
Managers and administrators, N.E.C.	32.72	32.76	—	32.72	—
Level 11	30.89	30.61	—	30.89	—
Level 12	40.96	40.94	—	40.96	—
Accountants and auditors	25.55	27.66	—	25.55	—
Other financial officers	23.40	23.40	—	23.40	—
Management analysts	23.77	23.77	—	23.77	—
Personnel, training, and labor relations specialists	17.02	16.75	—	17.02	—
Level 7	16.37	—	—	16.37	—
Management related occupations, N.E.C.	20.17	18.29	—	20.17	—
Sales occupations:					
Supervisors, sales occupations	18.28	18.28	—	18.53	—
Level 5	16.03	16.03	—	16.03	—
Sales representatives, mining, manufacturing, and wholesale	17.38	17.38	—	17.38	—
Sales workers, motor vehicles and boats	18.48	18.48	—	18.48	—
Sales workers, other commodities	9.09	9.08	—	9.63	8.09
Level 1	7.09	6.60	—	—	7.78
Level 3	9.69	9.69	—	9.69	—
Level 4	7.46	7.46	—	—	7.43
Cashiers	11.23	11.23	—	11.64	10.99
Level 1	6.69	6.69	—	6.92	6.56
Level 2	14.34	14.34	—	—	—
Level 3	11.59	11.59	—	—	—
Administrative support occupations, including clerical:					
Supervisors, general office	16.46	17.09	—	16.56	—
Supervisors, distribution, scheduling, and adjusting clerks	24.38	24.04	—	24.38	—
Computer operators	15.21	15.21	—	15.21	—
Secretaries	13.89	12.58	15.23	14.43	—
Level 4	12.08	—	—	—	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Sacramento-Yolo, CA, May 1998
— Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Administrative support occupations, including clerical: (-Continued)					
Secretaries (-Continued)					
Level 5	\$13.07	—	—	\$13.07	—
Receptionists	9.96	\$10.05	—	10.05	—
Level 3	8.63	8.63	—	8.63	—
Information clerks, N.E.C.	12.05	12.05	—	12.35	—
Order clerks	14.07	13.84	—	13.80	—
File clerks	10.96	—	—	10.96	—
Records clerks, N.E.C.	12.38	11.14	—	12.52	—
Level 4	12.61	—	—	12.61	—
Bookkeepers, accounting and auditing clerks	12.69	12.62	—	12.73	—
Level 4	11.99	9.72	—	11.99	—
Level 6	15.04	15.04	—	15.04	—
Billing clerks	11.07	—	—	11.07	—
Traffic, shipping and receiving clerks	11.86	11.86	—	11.93	—
Stock and inventory clerks	12.01	11.77	—	13.23	—
Level 3	11.98	11.98	—	11.98	—
Level 4	14.37	—	—	14.37	—
Material recording, scheduling, and distribution clerks, N.E.C.	8.92	8.92	—	8.93	—
Investigators and adjusters except insurance	13.30	13.30	—	13.60	—
General office clerks	11.88	11.51	\$12.23	12.05	\$10.27
Level 2	10.90	—	—	—	—
Level 3	11.40	11.70	—	11.40	—
Level 4	11.46	11.47	—	11.86	—
Level 5	11.37	11.15	—	11.33	—
Bank tellers	8.18	8.18	—	—	8.08
Data entry keyers	12.37	12.20	—	12.47	—
Level 2	12.31	—	—	—	—
Teachers' aides	9.34	—	9.64	9.67	9.09
Level 3	9.70	—	9.70	—	—
Administrative support occupations, N.E.C.	13.05	11.00	14.04	13.58	8.79
Level 3	9.04	9.04	—	—	—
Level 4	11.66	—	—	—	—
Level 5	12.58	11.72	—	12.63	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Supervisors, mechanics and repairers	23.86	—	—	23.86	—
Automobile mechanics	18.06	18.06	—	18.06	—
Bus, truck, and stationary engine mechanics	18.23	16.26	—	18.23	—
Industrial machinery repairers	19.83	19.83	—	19.83	—
Mechanics and repairers, N.E.C.	16.87	16.30	—	16.87	—
Construction trades, N.E.C.	16.31	—	—	—	—
Butchers and meat cutters	16.17	16.17	—	16.17	—
Machine operators, assemblers, and inspectors:					
Packaging and filling machine operators	12.98	12.98	—	13.26	—
Extruding and forming machine operators	12.66	12.66	—	12.66	—
Miscellaneous machine operators, N.E.C.	10.68	10.68	—	10.34	—
Assemblers	10.38	10.38	—	10.38	—
Level 3	11.19	11.19	—	11.19	—
Transportation and material moving occupations:					
Truck drivers	15.90	15.96	—	15.84	—
Level 4	16.29	16.62	—	16.11	—
Level 5	17.45	17.45	—	17.29	—
Driver-sales workers	10.90	10.90	—	—	—
Bus drivers	12.42	—	13.67	12.69	11.55
Level 2	8.68	—	—	—	—
Level 3	11.41	—	11.41	—	—
Industrial truck and tractor equipment operators ..	11.76	11.76	—	11.76	—
Handlers, equipment cleaners, helpers, and laborers:					
Stock handlers and baggers	9.71	9.71	—	12.56	6.41
Level 1	6.76	6.76	—	—	6.38

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Sacramento-Yolo, CA, May 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations: (-Continued)					
Handlers, equipment cleaners, helpers, and laborers: (-Continued)					
Freight, stock, and material handlers, N.E.C.	\$11.10	\$11.10	—	\$12.68	—
Vehicle washers and equipment cleaners	9.61	9.08	—	10.23	—
Laborers except construction, N.E.C.	10.88	9.70	—	11.03	—
Level 1	7.35	7.35	—	7.49	—
Service occupations:					
Protective service occupations:					
Firefighting occupations	15.85	—	\$15.85	15.85	—
Police and detectives, public service	24.11	—	24.05	24.18	—
Guards and police except public service	9.95	9.53	—	10.16	—
Food service occupations:					
Supervisors, food preparation and service occupations	11.02	11.02	—	11.02	—
Bartenders	6.33	6.33	—	—	—
Waiters and waitresses	5.77	5.77	—	5.78	\$5.74
Level 3	5.77	5.77	—	5.78	—
Cooks	8.77	8.66	—	8.76	—
Kitchen workers, food preparation	8.02	8.02	—	8.21	—
Food preparation occupations, N.E.C.	6.87	6.62	—	6.80	6.92
Level 1	6.09	5.80	—	5.94	6.21
Health service occupations:					
Health aides, except nursing	11.58	11.58	—	11.81	—
Level 4	11.98	11.98	—	—	—
Nursing aides, orderlies and attendants	9.15	9.15	—	8.84	10.57
Level 2	7.94	7.94	—	7.96	—
Level 3	8.77	8.77	—	8.74	—
Cleaning and building service occupations:					
Maids and housemen	7.57	7.57	—	7.59	—
Janitors and cleaners	9.68	8.53	11.83	9.86	7.33
Level 1	7.62	6.86	—	7.78	—
Level 2	10.28	7.53	—	10.50	—
Level 3	11.07	—	—	11.07	—
Personal service occupations:					
Attendants, amusement and recreation facilities ..	6.91	6.77	—	7.26	—
Level 2	6.68	6.68	—	—	—
Early childhood teachers' assistants	9.50	—	9.51	—	9.50
Child care workers, N.E.C.	8.59	—	—	—	—
Service occupations, N.E.C.	8.63	9.02	—	10.27	6.93
Level 1	6.45	—	—	—	—

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 Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Sacramento-Yolo, CA, May 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$18.01	\$10.97	\$18.11	\$16.57	\$17.26	\$18.19
All occupations excluding sales	18.19	11.22	18.30	16.92	17.57	17.92
White-collar occupations	19.75	13.11	18.87	19.39	19.18	18.62
White-collar excluding sales	20.16	14.96	19.24	20.34	19.84	-
Professional specialty and technical occupations	24.00	20.34	25.08	21.98	23.67	-
Professional specialty occupations	25.54	22.73	26.47	23.83	25.32	-
Technical occupations	18.46	15.68	19.44	16.88	18.09	-
Executive, administrative, and managerial occupations ...	25.23	-	21.29	26.81	25.21	-
Sales occupations	14.33	9.98	13.11	12.77	11.07	18.30
Administrative support including clerical occupations	13.41	9.61	13.32	12.91	13.12	-
Blue-collar occupations	14.77	8.53	16.48	11.88	14.07	16.88
Precision production, craft, and repair occupations	18.04	-	19.16	16.18	18.01	-
Machine operators, assemblers, and inspectors	11.34	-	13.27	10.66	11.26	-
Transportation and material moving occupations	14.50	11.89	15.06	13.03	13.63	-
Handlers, equipment cleaners, helpers, and laborers	12.01	7.23	13.81	8.39	10.81	-
Service occupations	14.52	8.28	17.31	9.45	13.44	-

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. Individual occupations are classified into one of nine major occupational groups.

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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², Sacramento-Yolo, CA, May 1998

Occupational group ³	All private industries	Goods-producing industries ⁴				Service-producing industries ⁵				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All occupations	\$15.06	\$18.66	—	—	\$18.29	\$14.12	—	\$12.01	—	\$14.10
All occupations excluding sales	15.33	18.58	—	—	18.19	14.35	—	11.42	—	14.30
White-collar occupations	17.64	24.73	—	—	24.78	16.41	—	13.63	—	17.54
White-collar excluding sales	18.77	24.63	—	—	24.67	17.49	—	14.31	—	18.10
Professional specialty and technical occupations	21.62	—	—	—	—	20.73	—	14.16	—	20.11
Professional specialty occupations	24.06	—	—	—	—	22.77	—	—	—	21.97
Technical occupations	17.06	17.84	—	—	17.84	16.75	—	—	—	16.47
Executive, administrative, and managerial occupations	26.33	30.79	—	—	32.02	24.58	—	22.95	—	23.64
Sales occupations	12.89	—	—	—	—	12.67	—	13.18	—	8.19
Administrative support, including clerical occupations	12.80	12.92	—	—	12.48	12.80	—	12.20	—	11.30
Blue-collar occupations	13.46	14.41	—	—	13.18	12.65	—	11.56	—	10.97
Precision production, craft, and repair occupations	17.67	17.76	—	—	16.03	17.53	—	16.77	—	15.29
Machine operators, assemblers, and inspectors	11.29	11.40	—	—	11.40	10.86	—	—	—	10.23
Transportation and material moving occupations	14.12	13.53	—	—	13.53	14.32	—	12.80	—	10.59
Handlers, equipment cleaners, helpers, and laborers	10.29	12.92	—	—	12.03	9.74	—	9.87	—	8.32
Service occupations	8.69	—	—	—	—	8.61	—	7.56	—	9.01

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. 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. Individual occupations are classified into one of nine major occupational groups.

⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Sacramento-Yolo, CA, May 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$15.06	\$12.85	\$15.62	\$14.78	\$16.70
All occupations excluding sales	15.33	12.85	15.95	15.01	17.06
White-collar occupations	17.64	16.09	17.92	17.30	18.49
White-collar excluding sales	18.77	17.35	18.99	18.71	19.21
Professional specialty and technical occupations	21.62	19.75	21.79	20.75	22.17
Professional specialty occupations	24.06	21.75	24.23	24.36	24.19
Technical occupations	17.06	17.43	17.01	16.27	17.42
Executive, administrative, and managerial occupations ...	26.33	26.33	26.34	27.01	25.46
Sales occupations	12.89	12.80	12.92	13.34	11.88
Administrative support, including clerical occupations	12.80	12.09	12.94	12.88	13.01
Blue-collar occupations	13.46	13.24	13.52	13.45	13.73
Precision production, craft, and repair occupations	17.67	17.59	17.70	17.94	17.18
Machine operators, assemblers, and inspectors	11.29	-	11.74	11.60	11.94
Transportation and material moving occupations	14.12	13.96	14.19	14.34	13.60
Handlers, equipment cleaners, helpers, and laborers	10.29	10.05	10.37	10.43	9.98
Service occupations	8.69	7.55	9.29	8.45	10.43

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. 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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-4. Number of workers¹ represented by occupational group, Sacramento-Yolo, CA, May 1998

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	364,377	209,172	155,205
All occupations excluding sales	337,698	183,078	154,620
White-collar occupations	234,205	118,155	116,050
White-collar excluding sales	207,526	92,062	115,464
Professional specialty and technical occupations	73,855	30,721	43,134
Professional specialty occupations	58,817	20,155	38,662
Technical occupations	15,038	10,566	—
Executive, administrative, and managerial occupations ...	50,850	19,039	31,811
Sales occupations	26,679	26,093	—
Administrative support including clerical occupations	82,821	42,302	40,519
Blue-collar occupations	64,893	52,596	12,297
Precision production, craft, and repair occupations	21,735	14,617	—
Machine operators, assemblers, and inspectors	10,671	10,671	—
Transportation and material moving occupations	12,817	9,799	3,018
Handlers, equipment cleaners, helpers, and laborers	19,670	17,510	2,161
Service occupations	65,279	38,421	26,858

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

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. While this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

Planning for the survey

The overall design of the survey is based on the type of data to be produced. Establishments that participate in the NCS are studied for several collection cycles. This allows changes in wages within these establishments to be observed over time. Individual wage data are collected for selected jobs during each establishment's initial cycle and updated during subsequent cycles. When data are not available during a collection cycle, efforts are made to collect the data during subsequent cycles and include it in later tabulations. Beginning in the year 2000, the current NCS sample will be replenished on a rotating basis.

Survey scope

This survey of the Sacramento-Yolo, CA, Consolidated Metropolitan Statistical Area 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 was an economic unit which 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 was usually at a single physical location. For State and local governments, an establishment was defined as all locations of a government entity.

The Sacramento-Yolo, CA, CMSA includes El Dorado, Placer, Sacramento, and Yolo Counties, CA.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from the State unemployment insurance reports for the Sacramento-Yolo, CA, Consolidated Metropolitan Statistical Area. The reference month for the public sector is June 1994. 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 reference month for the private sector is March 1995. The sampling frame was reviewed prior to the survey and,

when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

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 where the strata are determined by industry and whether the establishment is Private, State government or Local government. 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 the sample units within each stratum represent all the units within the stratum, both sampled and nonsampled. See appendix table 1 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

Detailed procedures are followed when collecting data from survey respondents. For the initial data collection, field economists, working out of the Regional Office, visited each establishment surveyed. The field economists - through mail, phone, or personal visit - completed update collection, which involved obtaining current pay data.

The following procedures are used for schedules initiated for the first time or reinitiated during an update.

Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multi-step 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 v. part-time, union v. nonunion, and time v. incentive.
4. Determination of the level of work of each job.

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for

which a correct classification or 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 collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50-99	8
100-249	10
250-999	12
1000-2,499	16
2,500+	20

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey 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. In cases where 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 MOG's:

- 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

A complete list of all individual occupations, classified by the MOG to which they belong, is contained in appendix B.

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.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on which written description best matched the job. Within each occupation, the points for 9 factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents average work levels for published occupational groups and selected occupations. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a leveled job and a guide to help data users evaluate jobs in their firm.

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic

level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. Detailed research continues in the area. The results of this research will be published by BLS in the future.

Collection period

The survey was collected from May 1998 through August 1998. The average payroll reference month was May 1998. For each establishment in the survey, the data reflect the establishment's practices on the day of collection.

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 (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

In order to calculate earnings for various time periods (hourly, weekly, and annual), data on work schedules were also 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, 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 that 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 and the example 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 that the employer considers to be part-time.

Straight-time. Time worked at the standard rate of pay for the job.

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 Bureau's National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment/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 the individual establishment/occupations into the various data series. Of the establishments surveyed, 21.1 percent (representing 62,449 employees) 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 the nonrespondents equals the mean value of 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 which were additionally defined by major occupation group and job level.

Establishments which were determined to be out of business or outside the scope of the survey (5.7 percent of the total sample) 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.

Estimation

The wage series in the tables are computed by combining the wages for individual establishment/occupations. Before being combined, individual wage rates are weighted by: number of workers; the sample weight adjusted for nonresponding establishments and other factors; and the occupation work schedule, varying depending on whether hourly, weekly, or annual rates are being calculated. The respondent has the option of giving mean data instead of individual wages in the years following the initiation.

In 1998, the publication criteria were changed to allow more data to publish. Not all series that were calculated 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 publishing a series that could have revealed information about a specific establishment.

As a result of the use of sampling weights, the number of workers estimates represent the total in all establishments within the scope of the study not the actual number of workers surveyed.

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. Appendix table 2 contains RSE data for selected series in this bulletin. RSE data for all series in this bulletin are available on the Internet web site and by request to the BLS National Office.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose table A-1 shows that mean hourly earnings for all workers was \$12.79 per hour, and appendix table 2 shows a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (\$12.79 plus and minus 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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they also were not specifically measured, efforts were made to minimize nonsampling errors by the extensive training of field economists who gathered survey data, computer editing of the data, and detailed data review.

Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, Sacramento-Yolo, CA, May 1998

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	1,490	218	59	159	96	63
Private industry	1,365	192	58	134	90	44
Goods-producing industries	206	30	7	23	15	8
Construction	87	6	3	3	3	—
Manufacturing	119	24	4	20	12	8
Service-producing industries	1,159	162	51	111	75	36
Transportation and public utilities	105	17	4	13	7	6
Wholesale and retail trade	500	54	22	32	29	3
Finance, insurance and real estate	87	14	1	13	6	7
Services	468	77	24	53	33	20
State and local government	125	26	1	25	6	19

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Sacramento-Yolo, CA, May 1998

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	2.4	2.2	4.0
All occupations excluding sales	2.5	2.3	4.0
White-collar occupations	2.9	2.5	4.8
White-collar occupations excluding sales	3.0	2.6	4.8
Professional specialty and technical occupations	3.4	3.5	5.2
Professional specialty occupations	3.7	3.8	5.4
Engineers, architects, and surveyors	5.7	5.0	10.9
Civil engineers	12.9	—	—
Mathematical and computer scientists	11.4	4.2	—
Computer systems analysts and scientists	11.7	4.2	—
Natural scientists	14.7	10.8	—
Chemists, except biochemists	6.5	—	—
Health related occupations	7.3	4.6	—
Registered nurses	3.6	3.9	—
Teachers, college and university	2.9	—	—
Teachers, except college and university	4.6	16.1	4.6
Elementary school teachers	1.5	—	1.4
Secondary school teachers	8.6	—	8.7
Teachers, N.E.C.	14.6	9.2	—
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	18.5	—	—
Social, recreation, and religious workers	5.3	10.0	5.5
Social workers	5.1	13.0	4.4
Recreation workers	13.0	—	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	18.0	32.2	14.6
Technical occupations	4.0	3.4	2.4
Clinical laboratory technologists and technicians	12.5	12.5	—
Licensed practical nurses	1.2	1.2	—
Health technologists and technicians, N.E.C.	8.2	10.5	—
Electrical and electronic technicians	6.5	6.9	—
Technical and related occupations, N.E.C.	9.1	10.6	—
Executive, administrative, and managerial occupations ...	3.7	5.1	4.9
Executives, administrators, and managers	3.7	6.1	4.0
Administrators and officials, public administration	3.4	—	3.4
Financial managers	9.2	12.7	—
Managers., marketing, advertising and public relations	14.4	14.4	—
Managers, medicine and health	8.8	8.8	—
Managers, service organizations, N.E.C.	28.1	28.1	—
Managers and administrators, N.E.C.	7.2	7.7	—
Management related occupations	5.3	6.2	7.0
Accountants and auditors	8.5	7.5	—
Other financial officers	10.5	10.5	—
Management analysts	7.9	7.9	—
Personnel, training, and labor relations specialists	14.3	12.4	—
Management related occupations, N.E.C.	8.0	4.9	—
Sales occupations	5.4	5.4	—
Supervisors, sales occupations	11.4	11.4	—
Sales representatives, mining, manufacturing, and wholesale	10.0	10.0	—
Sales workers, motor vehicles and boats	2.0	2.0	—
Sales workers, other commodities	8.2	8.5	—
Cashiers	10.6	10.6	—
Administrative support occupations, including clerical	3.7	3.5	6.4
Supervisors, general office	3.8	11.4	—
Supervisors, distribution, scheduling, and adjusting clerks	33.0	37.7	—
Computer operators	4.0	4.0	—
Secretaries	3.9	5.6	4.4
Receptionists	7.3	7.8	—

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Sacramento-Yolo, CA, May 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Information clerks, N.E.C.	4.5	4.5	-
Order clerks	8.8	8.7	-
File clerks	11.3	-	-
Records clerks, N.E.C.	2.6	4.0	-
Bookkeepers, accounting and auditing clerks	3.5	7.0	-
Billing clerks	7.8	-	-
Traffic, shipping and receiving clerks	12.6	12.6	-
Stock and inventory clerks	7.0	7.3	-
Material recording, scheduling, and distribution clerks, N.E.C.	7.9	7.9	-
Investigators and adjusters except insurance	7.6	7.6	-
General office clerks	4.0	4.6	6.5
Bank tellers	1.6	1.6	-
Data entry keyers	0.9	5.6	-
Teachers' aides	0.8	-	1.1
Administrative support occupations, N.E.C.	5.2	5.3	7.3
Blue-collar occupations			
Precision production, craft, and repair occupations	3.4	3.5	4.4
Supervisors, mechanics and repairers	2.4	3.3	2.3
Automobile mechanics	5.2	-	-
Bus, truck, and stationary engine mechanics	3.6	3.6	-
Industrial machinery repairers	5.2	5.6	-
Mechanics and repairers, N.E.C.	7.6	7.6	-
Construction trades, N.E.C.	5.0	8.7	-
Butchers and meat cutters	10.0	-	-
Machine operators, assemblers, and inspectors	3.1	3.1	-
Packaging and filling machine operators	4.5	4.5	-
Extruding and forming machine operators	6.4	6.4	-
Miscellaneous machine operators, N.E.C.	5.6	5.6	-
Assemblers	21.8	21.8	-
Transportation and material moving occupations	3.0	3.0	-
Truck drivers	5.3	6.2	9.6
Driver-sales workers	4.6	5.0	-
Bus drivers	12.0	12.0	-
Industrial truck and tractor equipment operators ..	13.8	-	13.4
Handlers, equipment cleaners, helpers, and laborers ..	7.5	7.5	-
Stock handlers and baggers	6.3	7.3	6.1
Freight, stock, and material handlers, N.E.C.	14.2	14.2	-
Vehicle washers and equipment cleaners	9.9	9.9	-
Laborers except construction, N.E.C.	12.4	12.3	-
.....	8.0	8.5	-
Service occupations			
Protective service occupations	10.8	3.6	9.1
Firefighting occupations	10.2	10.9	7.9
Police and detectives, public service	4.3	-	4.3
Guards and police except public service	4.4	-	4.7
Food service occupations	11.2	11.4	-
Supervisors, food preparation and service occupations	3.8	3.9	-
Bartenders	7.6	7.6	-
Waiters and waitresses	2.4	2.4	-
Cooks	0.0	0.0	-
Kitchen workers, food preparation	5.4	5.6	-
Food preparation occupations, N.E.C.	4.8	4.8	-
Health service occupations	6.1	7.0	-
Health aides, except nursing	4.3	4.3	-
Nursing aides, orderlies and attendants	3.3	3.3	-
Cleaning and building service occupations	5.3	5.3	-
Maids and housemen	6.0	7.1	5.6
Janitors and cleaners	3.5	3.5	-
.....	7.6	8.9	6.9

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Sacramento-Yolo, CA, May 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
Service occupations (-Continued)			
Personal service occupations	5.3	8.9	5.4
Attendants, amusement and recreation facilities ..	4.6	5.4	—
Early childhood teachers' assistants	7.0	—	7.0
Child care workers, N.E.C.	5.0	—	—
Service occupations, N.E.C..	9.0	10.7	—

¹ The relative standard error is the standard error expressed as a percent of the estimate. Hourly earnings for these occupations are presented in Tables A-1 and A-2. Reliable relative standard errors could not be determined for all occupations.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Sacramento-Yolo, CA, May 1998

Occupation ¹	All workers	Full-time workers	Part-time workers
All occupations	6	6	3
All occupations excluding sales	6	6	4
White-collar occupations	6	7	5
White-collar occupations excluding sales	7	7	6
Professional specialty and technical occupations	8	8	8
Professional specialty occupations	8	8	8
Engineers, architects, and surveyors	9	9	—
Civil engineers	8	8	—
Mathematical and computer scientists	9	9	—
Computer systems analysts and scientists	9	9	—
Natural scientists	10	10	—
Chemists, except biochemists	9	9	—
Health related occupations	9	9	8
Registered nurses	9	9	8
Teachers, college and university	11	12	—
Teachers, except college and university	7	7	6
Elementary school teachers	7	7	—
Secondary school teachers	7	7	—
Teachers, N.E.C.	7	8	5
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	9	—	—
Social, recreation, and religious workers	8	8	—
Social workers	8	8	—
Recreation workers	6	—	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	9	9	—
Technical occupations	6	7	5
Clinical laboratory technologists and technicians	7	7	—
Licensed practical nurses	6	—	—
Health technologists and technicians, N.E.C.	5	5	—
Electrical and electronic technicians	7	7	—
Technical and related occupations, N.E.C.	5	6	—
Executive, administrative, and managerial occupations	9	9	—
Executives, administrators, and managers	10	10	—
Administrators and officials, public administration	10	10	—
Financial managers	11	11	—
Managers., marketing, advertising and public relations	9	9	—
Managers, medicine and health	9	9	—
Managers, service organizations, N.E.C.	11	11	—
Managers and administrators, N.E.C.	11	11	—
Management related occupations	8	8	—
Accountants and auditors	9	9	—
Other financial officers	8	8	—
Management analysts	10	10	—
Personnel, training, and labor relations specialists	7	7	—
Management related occupations, N.E.C.	7	7	—
Sales occupations	3	4	2
Supervisors, sales occupations	6	6	—
Sales representatives, mining, manufacturing, and wholesale	5	5	—
Sales workers, motor vehicles and boats	3	3	—
Sales workers, other commodities	3	3	3
Cashiers	2	2	2
Administrative support occupations, including clerical	4	5	3
Supervisors, general office	7	7	—
Supervisors, distribution, scheduling, and adjusting clerks	7	7	—
Computer operators	6	6	—
Secretaries	5	5	—
Receptionists	3	3	—
Information clerks, N.E.C.	4	5	—
Order clerks	4	4	—
File clerks	3	3	—
Records clerks, N.E.C.	4	4	—
Bookkeepers, accounting and auditing clerks	5	5	—
Billing clerks	4	4	—
Traffic, shipping and receiving clerks	3	3	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Sacramento-Yolo, CA, May 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Stock and inventory clerks	3	4	—
Material recording, scheduling, and distribution clerks, N.E.C.	3	4	—
Investigators and adjusters except insurance	5	5	—
General office clerks	4	4	3
Bank tellers	3	—	3
Data entry keyers	3	3	—
Teachers' aides	3	3	3
Administrative support occupations, N.E.C.	5	5	2
Blue-collar occupations			
Precision production, craft, and repair occupations	6	6	—
Supervisors, mechanics and repairers	8	8	—
Automobile mechanics	6	6	—
Bus, truck, and stationary engine mechanics	6	6	—
Industrial machinery repairers	7	7	—
Mechanics and repairers, N.E.C.	6	6	—
Construction trades, N.E.C.	5	—	—
Butchers and meat cutters	6	6	—
Machine operators, assemblers, and inspectors	4	4	—
Packaging and filling machine operators	4	4	—
Extruding and forming machine operators	4	4	—
Miscellaneous machine operators, N.E.C.	4	4	—
Assemblers	3	3	—
Transportation and material moving occupations	4	4	3
Truck drivers	4	4	—
Driver-sales workers	3	—	—
Bus drivers	3	3	3
Industrial truck and tractor equipment operators	3	3	—
Handlers, equipment cleaners, helpers, and laborers	3	3	1
Stock handlers and baggers	2	3	1
Freight, stock, and material handlers, N.E.C.	2	2	—
Vehicle washers and equipment cleaners	2	2	—
Laborers except construction, N.E.C.	3	3	—
Service occupations			
Protective service occupations	7	7	—
Firefighting occupations	7	7	—
Police and detectives, public service	8	9	—
Guards and police except public service	3	3	—
Food service occupations	2	3	2
Supervisors, food preparation and service occupations	6	6	—
Bartenders	3	—	—
Waiters and waitresses	2	3	2
Cooks	4	4	—
Kitchen workers, food preparation	2	2	—
Food preparation occupations, N.E.C.	2	2	2
Health service occupations	3	3	4
Health aides, except nursing	4	4	—
Nursing aides, orderlies and attendants	3	3	4
Cleaning and building service occupations	3	3	2
Maids and housemen	2	2	—
Janitors and cleaners	2	2	2
Personal service occupations	2	2	2
Attendants, amusement and recreation facilities	2	2	—
Early childhood teachers' assistants	2	—	2
Child care workers, N.E.C.	2	—	—
Service occupations, N.E.C.	2	2	2

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. The occupations titled authors, musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."