



San Jose—San Francisco— Oakland, CA National Compensation Survey April 2007

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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the San Jose–San Francisco–Oakland, CA, Combined Statistical Area (CSA). Data were collected between September 2006 and October 2007; the average reference month is April 2007. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

NCS products

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

Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

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

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

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

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

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

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

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

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

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, San Jose-San Francisco-Oakland, CA CSA, April 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$26.94	3.0	36.0	\$26.13	3.4	36.0	\$32.83	1.4	35.9
Worker characteristics^{4,5}									
Management, professional, and related	41.42	2.8	38.1	41.98	3.3	38.7	38.76	2.1	35.3
Management, business, and financial	46.38	6.8	40.6	46.83	7.6	40.8	42.69	3.8	38.9
Professional and related	38.83	2.8	36.8	39.13	3.4	37.5	37.71	2.2	34.4
Service	14.74	4.1	31.8	12.29	1.9	31.1	28.91	2.6	36.5
Sales and office	20.72	3.4	35.5	20.64	3.7	35.5	21.64	3.1	35.1
Sales and related	22.14	8.5	33.7	22.15	8.5	33.6	—	—	—
Office and administrative support	19.92	1.7	36.5	19.67	1.8	36.8	21.68	3.1	35.1
Natural resources, construction, and maintenance	23.98	2.5	38.5	23.73	2.7	38.4	27.25	7.1	39.9
Construction and extraction	25.09	.7	39.1	24.98	.5	39.1	28.14	11.0	40.0
Installation, maintenance, and repair	22.43	6.0	37.6	21.76	6.8	37.3	27.22	7.9	39.9
Production, transportation, and material moving	15.93	5.1	35.7	15.44	5.1	35.6	28.67	8.3	38.6
Production	15.81	7.6	36.3	15.33	7.3	36.3	34.48	6.9	35.9
Transportation and material moving	16.05	5.4	35.1	15.54	6.0	34.9	25.86	5.9	40.1
Full time	28.18	2.8	39.8	27.39	3.2	39.8	33.97	1.6	39.9
Part time	17.92	9.5	21.1	17.01	11.3	21.1	24.56	4.4	20.7
Union	27.65	3.6	35.5	24.14	5.9	35.3	32.28	1.5	35.8
Nonunion	26.73	3.6	36.1	26.48	3.7	36.1	35.34	6.3	36.3
Time	26.43	2.8	35.9	25.48	3.2	35.9	32.83	1.4	35.9
Incentive	34.66	19.4	37.2	34.66	19.4	37.2	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	21.82	5.0	34.6	21.78	5.1	34.6	28.88	5.1	38.2
100-499 workers	26.64	3.7	36.9	26.34	4.0	37.1	29.89	4.2	34.6
500 workers or more	34.95	2.9	37.3	35.58	4.2	37.9	33.65	1.8	36.2

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

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

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

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

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

⁵ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$26.94	3.0	\$28.18	2.8	\$17.92	9.5
Management occupations	55.02	5.8	55.26	5.8	—	—
Level 9	35.03	9.8	35.03	9.8	—	—
Level 10	40.19	3.6	40.19	3.6	—	—
Level 11	49.86	8.9	49.93	8.9	—	—
Level 12	60.07	1.6	60.07	1.6	—	—
Level 13	67.88	2.4	67.88	2.4	—	—
Not able to be leveled	61.41	12.0	62.13	12.0	—	—
General and operations managers	57.72	11.7	57.72	11.7	—	—
Marketing and sales managers	82.43	28.1	82.43	28.1	—	—
Not able to be leveled	105.46	33.1	105.46	33.1	—	—
Marketing managers	92.66	32.7	92.66	32.7	—	—
Not able to be leveled	128.68	36.8	128.68	36.8	—	—
Computer and information systems managers	64.50	13.7	64.50	13.7	—	—
Not able to be leveled	71.29	28.0	71.29	28.0	—	—
Financial managers	53.53	9.5	53.53	9.5	—	—
Level 9	28.33	3.9	28.33	3.9	—	—
Not able to be leveled	61.15	24.2	61.15	24.2	—	—
Human resources managers	48.45	5.5	48.45	5.5	—	—
Not able to be leveled	50.51	10.2	50.51	10.2	—	—
Industrial production managers	47.49	15.4	47.49	15.4	—	—
Education administrators	49.42	5.6	49.75	5.8	—	—
Level 11	52.48	10.4	53.64	12.2	—	—
Not able to be leveled	49.33	5.4	—	—	—	—
Education administrators, elementary and secondary school	49.91	8.1	50.34	8.4	—	—
Not able to be leveled	50.93	5.1	—	—	—	—
Engineering managers	61.23	5.2	61.23	5.2	—	—
Not able to be leveled	58.72	1.3	58.72	1.3	—	—
Medical and health services managers	50.22	15.7	53.82	11.2	—	—
Social and community service managers	26.17	14.4	26.17	14.4	—	—
Business and financial operations occupations	38.29	6.6	38.29	6.8	—	—
Level 6	27.08	7.3	27.08	7.3	—	—
Level 7	23.79	4.3	23.98	4.7	—	—
Level 8	29.03	4.9	29.05	5.0	—	—
Level 9	32.91	4.4	32.91	4.4	—	—
Level 10	45.42	23.6	45.42	23.6	—	—
Level 11	43.07	2.9	42.56	3.1	—	—
Level 12	56.68	5.3	56.68	5.3	—	—
Not able to be leveled	45.21	34.6	45.69	35.6	—	—
Buyers and purchasing agents	30.68	2.5	30.68	2.5	—	—
Claims adjusters, appraisers, examiners, and investigators	29.59	10.8	29.59	10.8	—	—
Claims adjusters, examiners, and investigators	29.59	10.8	29.59	10.8	—	—
Human resources, training, and labor relations specialists	31.95	10.2	32.22	10.2	—	—
Level 9	35.95	19.2	35.95	19.2	—	—
Employment, recruitment, and placement specialists	43.22	18.3	—	—	—	—
Management analysts	43.90	13.0	44.12	13.1	—	—
Level 9	32.86	3.0	32.86	3.0	—	—
Not able to be leveled	52.48	13.9	53.08	14.5	—	—
Accountants and auditors	37.05	7.7	36.59	7.3	—	—
Level 8	32.62	5.6	32.62	5.6	—	—
Level 9	33.87	3.4	33.87	3.4	—	—
Level 11	46.47	4.6	—	—	—	—
Financial analysts and advisors	39.96	7.2	39.96	7.2	—	—
Level 11	42.85	10.5	42.85	10.5	—	—
Financial analysts	41.81	9.7	41.81	9.7	—	—
Computer and mathematical science occupations	43.90	7.4	42.50	5.9	—	—
Level 6	26.44	6.5	26.35	7.5	—	—
Level 7	25.47	7.0	25.80	7.7	—	—
Level 8	32.87	7.4	32.87	7.4	—	—
Level 9	39.15	4.3	39.15	4.3	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Computer and mathematical science occupations						
-Continued						
Level 10	\$44.73	3.5	\$44.73	3.5	-	-
Level 11	44.19	3.0	44.19	3.0	-	-
Level 12	58.86	8.2	53.92	3.0	-	-
Level 13	65.03	8.8	65.03	8.8	-	-
Not able to be leveled	42.56	6.2	42.56	6.2	-	-
Computer programmers	36.48	5.7	37.30	6.8	-	-
Computer software engineers	50.93	4.0	50.93	4.0	-	-
Level 9	36.79	3.3	36.79	3.3	-	-
Level 11	45.34	5.1	45.34	5.1	-	-
Level 12	54.52	3.7	54.52	3.7	-	-
Level 13	65.06	8.9	65.06	8.9	-	-
Not able to be leveled	47.80	3.1	47.80	3.1	-	-
Computer software engineers, applications	47.74	4.4	47.74	4.4	-	-
Level 11	47.07	10.1	47.07	10.1	-	-
Level 12	51.58	4.5	51.58	4.5	-	-
Computer software engineers, systems software	52.70	6.1	52.70	6.1	-	-
Level 11	43.67	.9	43.67	.9	-	-
Level 12	56.03	4.9	56.03	4.9	-	-
Level 13	65.07	8.9	65.07	8.9	-	-
Not able to be leveled	46.95	7.1	46.95	7.1	-	-
Computer support specialists	33.70	9.0	33.70	9.0	-	-
Level 6	24.66	7.5	24.66	7.5	-	-
Computer systems analysts	50.21	15.8	40.97	4.8	-	-
Level 9	34.95	5.1	34.95	5.1	-	-
Level 11	44.74	3.2	44.74	3.2	-	-
Level 12	68.55	6.6	53.01	1.5	-	-
Network and computer systems administrators	32.03	6.9	32.86	7.3	-	-
Architecture and engineering occupations						
Level 5	40.88	3.7	40.97	3.8	-	-
Level 6	24.79	6.5	24.79	6.5	-	-
Level 7	26.64	11.3	26.64	11.3	-	-
Level 8	30.52	3.4	30.52	3.4	-	-
Level 9	36.49	12.0	36.36	13.8	-	-
Level 11	36.01	3.2	36.01	3.2	-	-
Level 12	44.53	1.7	44.54	1.7	-	-
Level 13	53.39	3.5	53.39	3.5	-	-
Not able to be leveled	44.06	9.4	44.47	9.5	-	-
Engineers	44.74	4.0	44.83	4.0	-	-
Level 7	29.23	7.1	29.23	7.1	-	-
Level 8	40.94	20.1	40.94	20.1	-	-
Level 9	36.44	3.7	36.44	3.7	-	-
Level 11	43.02	1.1	43.03	1.1	-	-
Level 12	53.39	3.5	53.39	3.5	-	-
Not able to be leveled	55.28	11.3	56.32	11.2	-	-
Civil engineers	43.87	3.5	43.87	3.5	-	-
Computer hardware engineers	45.19	15.4	45.19	15.4	-	-
Level 11	46.43	.9	46.43	.9	-	-
Electrical and electronics engineers	51.26	10.4	51.26	10.4	-	-
Level 9	37.70	3.4	37.70	3.4	-	-
Level 12	53.22	1.1	53.22	1.1	-	-
Electrical engineers	59.06	17.6	59.06	17.6	-	-
Electronics engineers, except computer	46.30	12.7	46.30	12.7	-	-
Industrial engineers, including health and safety	40.72	3.6	40.72	3.6	-	-
Level 9	34.86	3.5	34.86	3.5	-	-
Level 11	37.08	13.0	37.04	13.3	-	-
Industrial engineers	39.77	4.5	39.77	4.5	-	-
Level 9	34.08	2.7	34.08	2.7	-	-
Level 11	34.70	15.2	-	-	-	-
Mechanical engineers	41.08	7.7	41.08	7.7	-	-
Drafters	29.15	9.6	29.15	9.6	-	-
Engineering technicians, except drafters	29.03	5.2	28.45	5.4	-	-
Level 5	22.33	.9	22.33	.9	-	-
Level 8	34.47	7.4	-	-	-	-

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Engineering technicians, except drafters –Continued						
Not able to be leveled	\$26.94	13.0	\$26.94	13.0	–	–
Electrical and electronic engineering technicians	29.80	9.0	28.88	9.7	–	–
Not able to be leveled	27.08	14.4	27.08	14.4	–	–
Life, physical, and social science occupations	37.57	7.8	37.37	8.0	–	–
Level 6	20.78	1.8	20.78	1.8	–	–
Level 7	24.90	5.2	24.74	5.1	–	–
Level 8	28.15	4.3	28.15	4.3	–	–
Level 9	36.76	4.3	36.39	4.0	–	–
Level 11	38.09	6.4	38.09	6.4	–	–
Not able to be leveled	39.02	5.6	37.41	5.4	–	–
Life scientists	42.93	7.2	42.47	7.7	–	–
Biological scientists	40.56	9.0	40.56	9.0	–	–
Biochemists and biophysicists	42.47	8.0	42.47	8.0	–	–
Physical scientists	33.84	14.0	33.84	14.0	–	–
Chemists and materials scientists	30.86	7.9	30.86	7.9	–	–
Chemists	30.86	7.9	30.86	7.9	–	–
Market and survey researchers	46.34	10.8	46.34	10.8	–	–
Market research analysts	46.34	10.8	46.34	10.8	–	–
Biological technicians	25.47	6.4	25.37	6.7	–	–
Community and social services occupations	23.23	4.2	23.24	4.3	–	–
Level 7	21.45	3.9	21.45	3.9	–	–
Level 8	25.53	5.6	26.74	8.9	–	–
Level 9	28.76	14.5	28.76	14.5	–	–
Not able to be leveled	23.29	7.2	23.29	7.2	–	–
Counselors	26.90	7.6	27.74	7.2	–	–
Educational, vocational, and school counselors	21.38	4.9	22.06	4.4	–	–
Social workers	28.78	11.4	29.10	12.5	–	–
Miscellaneous community and social service specialists	20.21	7.5	20.21	7.5	–	–
Not able to be leveled	22.00	5.3	22.00	5.3	–	–
Social and human service assistants	15.62	6.8	15.62	6.8	–	–
Legal occupations	51.59	9.8	51.43	9.9	–	–
Not able to be leveled	46.66	27.7	–	–	–	–
Lawyers	79.45	11.9	79.68	12.2	–	–
Miscellaneous legal support workers	27.91	17.9	27.91	17.9	–	–
Education, training, and library occupations	38.51	4.2	42.52	6.4	\$24.56	8.0
Level 3	12.75	8.8	–	–	12.65	9.1
Level 4	17.27	2.3	–	–	16.59	7.2
Level 6	17.34	5.6	–	–	–	–
Level 7	20.95	14.6	19.57	18.0	–	–
Level 8	26.46	2.1	–	–	–	–
Level 9	46.40	1.8	46.23	1.5	50.10	12.9
Level 10	42.83	18.2	50.76	13.6	26.85	14.6
Level 11	72.02	6.8	73.72	6.6	54.83	10.3
Level 12	75.81	12.2	–	–	–	–
Not able to be leveled	30.08	9.6	30.54	11.9	28.48	7.7
Postsecondary teachers	56.98	10.3	65.44	8.5	33.55	12.8
Level 10	41.65	21.8	50.73	17.2	26.52	14.6
Level 11	72.75	7.3	73.74	7.3	59.67	8.3
Level 12	76.26	11.7	–	–	–	–
Not able to be leveled	46.83	8.0	45.63	6.9	53.60	13.4
Business teachers, postsecondary	49.84	6.1	–	–	–	–
Social sciences teachers, postsecondary	66.57	24.2	–	–	–	–
Health teachers, postsecondary	82.16	5.2	82.34	5.2	–	–
Arts, communications, and humanities teachers,						
postsecondary	47.74	12.7	52.56	7.7	33.46	14.5
Level 10	34.37	13.0	–	–	–	–
Art, drama, and music teachers, postsecondary	52.04	7.8	–	–	–	–
Miscellaneous postsecondary teachers	34.01	8.8	35.97	8.1	32.50	15.6
Level 10	30.66	15.1	–	–	–	–
Not able to be leveled	39.90	6.6	35.94	8.6	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Primary, secondary, and special education school teachers	\$40.23	6.3	\$41.30	7.1	\$30.75	9.0
Level 7	18.49	22.2	—	—	—	—
Level 9	47.08	1.7	46.97	1.2	—	—
Not able to be leveled	29.46	12.4	29.32	13.7	—	—
Preschool and kindergarten teachers	20.07	16.5	18.81	16.5	—	—
Not able to be leveled	15.99	6.3	—	—	—	—
Preschool teachers, except special education	16.87	9.3	14.86	4.1	—	—
Not able to be leveled	15.99	6.3	—	—	—	—
Elementary and middle school teachers	43.90	2.1	46.11	3.0	24.92	12.7
Level 9	46.90	4.1	47.05	3.9	—	—
Not able to be leveled	41.16	3.1	—	—	—	—
Elementary school teachers, except special education	42.98	1.4	45.53	2.5	—	—
Level 9	46.86	3.9	46.86	3.9	—	—
Not able to be leveled	39.74	4.6	—	—	—	—
Middle school teachers, except special and vocational education	47.75	6.8	48.49	6.0	—	—
Level 9	47.02	5.2	47.74	4.5	—	—
Secondary school teachers	48.56	4.6	48.27	6.0	—	—
Level 9	48.95	3.7	48.27	6.0	—	—
Secondary school teachers, except special and vocational education	48.50	4.6	48.14	6.0	—	—
Level 9	48.50	4.6	48.14	6.0	—	—
Special education teachers	44.00	9.8	44.06	10.4	—	—
Level 9	43.16	9.3	43.16	9.3	—	—
Special education teachers, preschool, kindergarten, and elementary school	42.12	12.5	42.03	13.6	—	—
Level 9	40.82	13.1	40.82	13.1	—	—
Other teachers and instructors	33.92	16.3	—	—	28.64	32.0
Librarians	30.05	10.0	30.05	10.0	—	—
Library technicians	24.19	5.4	24.71	5.6	—	—
Teacher assistants	14.50	9.1	14.93	13.6	14.14	11.1
Level 3	12.75	8.8	—	—	12.65	9.1
Level 4	17.45	2.1	—	—	16.86	7.5
Not able to be leveled	16.28	17.6	—	—	—	—
Arts, design, entertainment, sports, and media occupations	27.96	8.1	28.25	8.8	23.30	13.4
Level 7	23.16	12.4	22.87	13.1	—	—
Not able to be leveled	33.76	10.9	34.60	11.8	25.58	30.3
Designers	27.17	19.6	28.43	19.6	—	—
Writers and editors	34.64	10.1	34.28	11.3	—	—
Healthcare practitioner and technical occupations	38.96	5.7	36.90	3.6	44.20	8.9
Level 4	19.38	8.7	—	—	—	—
Level 5	22.22	4.6	22.14	5.0	—	—
Level 6	26.22	6.0	25.98	5.9	—	—
Level 7	32.57	12.3	30.72	14.7	—	—
Level 8	46.38	7.8	—	—	—	—
Level 9	44.56	6.1	44.12	3.6	44.94	10.5
Level 10	27.43	14.8	20.42	26.1	—	—
Not able to be leveled	50.33	7.8	51.62	8.2	46.33	17.1
Physicians and surgeons	30.12	22.8	28.60	28.8	—	—
Registered nurses	49.50	1.5	48.91	2.9	50.41	.7
Level 9	48.61	1.8	47.16	2.8	49.87	2.0
Not able to be leveled	51.35	7.2	51.56	7.9	—	—
Therapists	44.36	30.4	—	—	38.58	34.1
Clinical laboratory technologists and technicians	26.60	14.5	26.30	12.2	—	—
Medical and clinical laboratory technologists	42.79	1.6	—	—	—	—
Medical and clinical laboratory technicians	19.90	5.1	—	—	—	—
Health diagnosing and treating practitioner support technicians	21.69	6.3	21.74	6.7	—	—
Pharmacy technicians	21.69	5.2	—	—	—	—
Licensed practical and licensed vocational nurses	29.76	6.7	27.66	3.6	33.17	14.5
Level 6	27.92	4.2	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare support occupations	\$18.21	2.6	\$18.42	4.3	\$17.73	2.5
Level 3	14.51	6.5	—	—	14.80	12.1
Level 4	19.80	5.2	20.99	3.0	18.81	6.8
Level 5	19.41	6.1	19.44	6.2	—	—
Not able to be leveled	21.13	4.6	—	—	—	—
Nursing, psychiatric, and home health aides	16.28	6.7	13.93	6.9	20.03	1.1
Level 3	15.50	11.6	—	—	—	—
Nursing aides, orderlies, and attendants	15.95	7.6	—	—	20.03	1.1
Level 3	15.50	11.6	—	—	—	—
Miscellaneous healthcare support occupations	18.81	2.6	19.73	5.3	16.49	7.6
Level 4	19.77	7.2	—	—	—	—
Level 5	19.37	6.1	19.44	6.2	—	—
Dental assistants	20.83	.3	—	—	—	—
Medical assistants	18.25	2.0	19.27	3.4	—	—
Protective service occupations	24.24	5.1	26.99	6.2	11.58	10.3
Level 3	12.87	9.2	—	—	—	—
Level 4	14.37	12.2	—	—	—	—
Level 5	22.15	5.7	22.15	5.7	—	—
Level 7	35.25	6.4	35.25	6.4	—	—
Level 8	42.91	7.9	42.91	7.9	—	—
Level 9	38.91	8.9	39.32	8.3	—	—
Not able to be leveled	30.14	12.3	30.85	12.2	—	—
Fire fighters	31.83	5.7	32.43	2.7	—	—
Police officers	38.76	3.0	38.76	3.0	—	—
Not able to be leveled	41.95	4.1	41.95	4.1	—	—
Police and sheriff's patrol officers	38.76	3.0	38.76	3.0	—	—
Not able to be leveled	41.95	4.1	41.95	4.1	—	—
Security guards and gaming surveillance officers	13.29	7.5	14.53	4.8	10.54	2.3
Level 3	12.32	9.2	—	—	—	—
Security guards	13.29	7.5	14.53	4.8	10.54	2.3
Level 3	12.32	9.2	—	—	—	—
Miscellaneous protective service workers	19.84	18.2	—	—	—	—
Food preparation and serving related occupations	10.56	1.8	11.37	2.1	9.23	1.3
Level 1	8.29	4.7	8.42	3.0	8.08	6.8
Level 2	9.59	3.6	10.40	4.2	8.77	9.1
Level 3	9.29	5.8	9.41	8.1	9.14	10.2
Level 4	12.42	2.8	13.32	8.9	10.39	12.6
Level 5	15.08	8.8	15.05	9.3	—	—
Not able to be leveled	15.83	.6	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	16.12	10.4	16.12	10.4	—	—
Cooks	12.18	3.5	12.58	5.1	11.01	7.7
Level 3	9.04	5.0	9.17	8.6	—	—
Level 4	13.13	10.1	—	—	—	—
Cooks, institution and cafeteria	16.17	9.7	15.94	11.3	—	—
Cooks, restaurant	11.32	1.6	11.65	2.7	—	—
Food preparation workers	10.70	4.0	—	—	—	—
Food service, tipped	8.38	4.8	8.00	3.7	8.63	6.2
Level 1	7.32	3.4	—	—	—	—
Level 2	8.18	1.7	—	—	—	—
Level 3	8.19	4.4	—	—	8.81	15.5
Level 4	9.61	9.0	—	—	—	—
Bartenders	9.93	3.5	—	—	—	—
Waiters and waitresses	7.96	3.4	7.05	1.4	8.47	6.4
Level 3	8.18	4.5	—	—	8.80	15.5
Dining room and cafeteria attendants and bartender helpers	9.34	3.2	—	—	—	—
Fast food and counter workers	9.86	2.9	10.37	5.2	9.22	6.9
Level 2	9.67	5.5	—	—	8.76	6.9
Level 3	11.47	10.5	11.77	18.0	—	—
Combined food preparation and serving workers, including fast food	9.61	2.8	10.31	7.1	8.91	6.3
Level 3	12.59	7.6	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Counter attendants, cafeteria, food concession, and coffee shop	\$10.65	9.9	\$10.50	15.4	\$11.05	15.4
Food servers, nonrestaurant	10.13	4.8	10.22	3.8	—	—
Dishwashers	8.95	8.3	9.22	8.1	—	—
Level 1	8.95	8.3	9.22	8.1	—	—
Building and grounds cleaning and maintenance occupations	13.36	10.0	13.36	9.8	13.39	24.3
Level 1	10.15	12.3	10.16	13.3	—	—
Level 2	11.71	12.4	11.75	12.7	—	—
Level 3	14.47	8.8	15.46	7.7	—	—
Not able to be leveled	16.96	11.6	16.96	11.6	—	—
Building cleaning workers	12.08	9.3	12.16	10.2	10.71	12.1
Level 1	9.65	9.4	9.63	10.2	—	—
Level 2	11.71	12.4	11.75	12.7	—	—
Level 3	14.64	10.8	15.89	9.3	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.30	11.3	12.43	12.2	—	—
Level 1	10.80	9.4	10.88	10.5	—	—
Level 2	11.11	11.9	11.11	11.9	—	—
Level 3	14.64	10.8	15.89	9.3	—	—
Maids and housekeeping cleaners	11.02	4.5	11.04	4.8	—	—
Level 2	14.30	15.2	14.83	12.0	—	—
Grounds maintenance workers	17.71	7.3	17.71	7.3	—	—
Landscaping and groundskeeping workers	17.54	8.6	17.54	8.6	—	—
Personal care and service occupations	12.86	5.8	12.75	5.9	13.34	11.3
Level 1	9.31	4.3	—	—	—	—
Level 2	9.96	8.5	—	—	10.61	8.6
Level 3	10.51	3.4	—	—	—	—
Level 4	18.89	5.9	20.17	7.7	14.80	5.3
Not able to be leveled	10.74	11.0	—	—	—	—
Child care workers	12.63	7.5	—	—	11.51	12.2
Level 2	14.32	17.7	—	—	—	—
Recreation and fitness workers	19.75	12.9	—	—	17.22	16.0
Recreation workers	17.31	15.5	—	—	13.06	13.6
Sales and related occupations	22.14	8.5	24.96	9.2	10.96	6.4
Level 1	9.52	3.5	—	—	—	—
Level 2	10.11	5.2	10.45	6.4	9.32	2.7
Level 3	12.57	6.9	13.40	4.1	11.55	11.9
Level 4	16.99	8.8	17.54	6.1	14.62	12.9
Level 5	28.43	26.7	28.44	26.7	—	—
Level 6	22.88	8.8	22.88	8.8	—	—
Level 8	35.51	20.4	35.51	20.4	—	—
Not able to be leveled	44.59	18.7	44.84	18.8	—	—
First-line supervisors/managers, sales workers	29.19	16.3	29.19	16.3	—	—
First-line supervisors/managers of retail sales workers	19.06	8.8	19.06	8.8	—	—
Retail sales workers	13.58	7.0	14.72	7.4	10.90	6.8
Level 1	9.52	3.5	—	—	—	—
Level 2	10.11	5.2	10.45	6.4	9.32	2.7
Level 3	12.55	7.1	13.40	4.1	11.49	12.7
Level 4	17.03	11.3	17.70	9.0	14.62	12.9
Level 5	23.06	14.0	23.06	14.0	—	—
Cashiers, all workers	11.26	4.5	12.23	4.8	10.07	3.1
Level 1	9.45	5.1	—	—	—	—
Level 2	9.86	2.9	10.57	3.9	9.11	1.6
Level 3	12.76	6.0	—	—	12.27	9.0
Cashiers	11.26	4.5	12.23	4.8	10.07	3.1
Level 1	9.45	5.1	—	—	—	—
Level 2	9.86	2.9	10.57	3.9	9.11	1.6
Level 3	12.76	6.0	—	—	12.27	9.0
Counter and rental clerks and parts salespersons	14.30	12.7	14.30	12.7	—	—
Retail salespersons	14.70	11.2	15.83	11.5	11.64	10.9
Level 2	9.94	11.3	9.93	11.3	9.98	12.9
Level 3	12.36	9.0	13.28	5.4	11.20	13.5

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Retail salespersons—Continued						
Level 4	\$17.44	11.5	\$18.57	5.8	\$14.26	15.4
Level 5	23.50	15.9	23.50	15.9	—	—
Securities, commodities, and financial services sales agents	75.72	37.5	75.72	37.5	—	—
Sales representatives, wholesale and manufacturing	31.06	3.5	31.06	3.5	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	38.00	11.2	38.00	11.2	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	23.88	12.4	23.88	12.4	—	—
Office and administrative support occupations	19.92	1.7	20.55	1.7	14.85	2.9
Level 1	10.28	18.3	—	—	8.66	3.8
Level 2	13.27	5.4	14.13	7.0	12.13	8.4
Level 3	13.90	3.6	13.68	4.2	14.93	2.2
Level 4	18.18	2.5	18.65	2.1	14.67	7.7
Level 5	19.75	3.2	19.81	3.4	18.21	4.4
Level 6	24.40	2.8	24.61	2.8	—	—
Level 7	27.81	3.4	27.84	3.6	—	—
Level 8	33.27	4.6	33.27	4.6	—	—
Not able to be leveled	19.99	5.4	20.83	5.0	15.22	7.5
First-line supervisors/managers of office and administrative support workers	23.81	8.2	23.82	8.3	—	—
Level 7	27.58	8.4	27.58	8.4	—	—
Financial clerks	18.28	2.6	18.60	2.8	13.68	4.8
Level 3	13.84	4.3	13.89	5.1	—	—
Level 4	18.18	4.1	18.66	3.3	—	—
Level 5	18.86	3.7	18.92	3.9	—	—
Level 6	21.97	4.1	21.97	4.1	—	—
Level 7	24.44	5.2	24.44	5.2	—	—
Not able to be leveled	17.28	6.7	17.30	6.7	—	—
Bill and account collectors	18.29	10.7	18.29	10.7	—	—
Bookkeeping, accounting, and auditing clerks	18.82	3.7	18.89	3.7	—	—
Level 4	18.53	3.4	18.77	3.3	—	—
Level 5	19.05	4.8	19.06	4.9	—	—
Level 6	21.73	5.3	21.73	5.3	—	—
Not able to be leveled	17.64	7.9	17.64	7.9	—	—
Tellers	14.62	2.0	15.18	2.9	13.42	5.1
Level 3	14.46	6.1	14.82	7.3	—	—
Customer service representatives	18.94	4.1	19.27	4.1	—	—
Level 3	17.60	2.0	—	—	—	—
Level 4	17.43	7.4	17.49	7.7	—	—
Level 5	17.16	1.3	17.16	1.3	—	—
Level 6	25.99	7.9	25.99	7.9	—	—
Library assistants, clerical	16.65	11.0	15.67	25.4	—	—
Order clerks	15.49	5.1	15.86	6.3	—	—
Receptionists and information clerks	17.21	5.5	17.70	5.5	13.52	15.2
Level 2	13.63	10.4	—	—	—	—
Level 4	18.89	3.1	18.89	3.2	—	—
Not able to be leveled	18.09	14.2	18.09	14.2	—	—
Reservation and transportation ticket agents and travel clerks	16.28	6.1	—	—	—	—
Dispatchers	28.26	7.1	28.26	7.1	—	—
Police, fire, and ambulance dispatchers	30.89	3.5	30.89	3.5	—	—
Production, planning, and expediting clerks	28.08	6.2	28.08	6.2	—	—
Level 6	28.37	6.6	28.37	6.6	—	—
Shipping, receiving, and traffic clerks	14.30	8.0	14.14	8.7	—	—
Level 3	12.47	7.8	12.45	8.3	—	—
Stock clerks and order fillers	14.31	9.5	15.23	6.4	—	—
Secretaries and administrative assistants	26.29	2.2	26.50	2.6	21.65	9.8
Level 4	21.52	6.4	21.65	6.1	—	—
Level 5	23.05	6.5	23.05	6.5	—	—
Level 6	26.43	6.1	26.63	6.5	—	—
Level 7	30.86	4.4	31.20	4.9	—	—
Not able to be leveled	27.03	8.4	28.05	7.2	—	—
Executive secretaries and administrative assistants	26.43	2.8	26.58	3.1	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Executive secretaries and administrative assistants —Continued						
Level 4	\$20.80	10.2	—	—	—	—
Level 5	23.09	7.5	\$23.09	7.5	—	—
Level 6	26.39	10.3	26.76	10.8	—	—
Level 7	30.87	4.7	31.24	5.2	—	—
Secretaries, except legal, medical, and executive	21.86	6.5	22.22	7.2	—	—
Level 6	21.04	3.3	21.04	3.3	—	—
Data entry and information processing workers	18.49	9.4	19.68	9.6	\$14.36	7.9
Data entry keyers	14.93	4.2	—	—	—	—
Word processors and typists	20.66	9.3	21.13	10.0	—	—
Insurance claims and policy processing clerks	21.85	6.1	21.99	3.7	—	—
Office clerks, general	17.33	4.3	19.10	4.5	13.96	5.2
Level 2	13.22	6.7	—	—	—	—
Level 3	14.51	2.8	13.89	5.5	—	—
Level 4	16.71	9.3	18.24	7.7	—	—
Level 5	21.19	3.6	21.19	3.6	—	—
Not able to be leveled	13.80	12.9	—	—	13.33	11.1
Construction and extraction occupations	25.09	.7	25.05	.7	—	—
Level 2	14.33	4.0	14.33	4.0	—	—
Level 3	17.68	25.4	17.68	25.4	—	—
Level 4	19.05	5.7	19.36	5.5	—	—
Level 6	29.95	5.4	29.95	5.4	—	—
Level 7	29.10	8.1	28.76	7.9	—	—
Level 8	41.07	12.5	41.07	12.5	—	—
Not able to be leveled	25.64	4.8	25.64	4.8	—	—
First-line supervisors/managers of construction trades and extraction workers	33.59	1.6	33.59	1.6	—	—
Carpenters						
Level 7	26.17	7.0	25.47	5.0	—	—
Cement masons, concrete finishers, and terrazzo workers	23.23	11.7	23.23	11.7	—	—
Cement masons and concrete finishers	23.23	11.7	23.23	11.7	—	—
Construction laborers	17.54	21.7	17.54	21.7	—	—
Electricians	29.06	10.3	28.70	10.1	—	—
Level 7	29.85	7.4	29.25	6.4	—	—
Painters and paperhangers	20.19	23.7	20.19	23.7	—	—
Painters, construction and maintenance	20.19	23.7	20.19	23.7	—	—
Installation, maintenance, and repair occupations	22.43	6.0	23.15	6.2	12.18	11.5
Level 3	13.22	6.0	13.83	4.7	—	—
Level 4	16.36	6.7	17.16	8.6	—	—
Level 5	21.59	8.8	21.59	8.8	—	—
Level 6	25.50	9.3	25.50	9.3	—	—
Level 7	28.45	8.5	28.36	8.6	—	—
Level 8	28.00	4.2	27.98	4.4	—	—
Not able to be leveled	27.19	19.0	27.19	19.0	—	—
First-line supervisors/managers of mechanics, installers, and repairers	28.31	11.2	28.31	12.6	—	—
Automotive technicians and repairers	20.71	10.7	20.71	10.7	—	—
Automotive service technicians and mechanics	20.71	10.7	20.71	10.7	—	—
Bus and truck mechanics and diesel engine specialists ...	25.27	8.4	25.27	8.4	—	—
Industrial machinery installation, repair, and maintenance workers	21.42	7.5	21.75	7.6	—	—
Level 5	19.86	7.6	19.86	7.6	—	—
Level 7	27.45	7.1	27.45	7.1	—	—
Industrial machinery mechanics	25.71	10.2	25.71	10.2	—	—
Maintenance and repair workers, general	21.74	6.4	22.32	5.3	—	—
Level 5	19.86	7.6	19.86	7.6	—	—
Level 7	25.44	7.2	25.44	7.2	—	—
Miscellaneous installation, maintenance, and repair workers	15.99	8.2	17.20	5.4	—	—
Level 3	13.61	7.5	—	—	—	—
Helpers—installation, maintenance, and repair workers	11.45	10.1	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations	\$15.81	7.6	\$16.21	6.7	\$12.52	20.3
Level 1	9.12	3.6	—	—	—	—
Level 2	11.12	1.1	11.09	1.4	—	—
Level 3	14.69	16.6	16.78	7.2	—	—
Level 4	18.46	13.2	18.16	16.2	—	—
Level 5	17.65	3.9	17.51	4.2	—	—
Level 6	22.42	4.2	22.42	4.2	—	—
Level 7	26.44	9.5	26.80	9.5	—	—
Level 8	28.43	2.6	28.43	2.6	—	—
Not able to be leveled	14.47	18.0	14.20	17.7	—	—
First-line supervisors/managers of production and operating workers	29.10	11.7	29.10	11.7	—	—
Electrical, electronics, and electromechanical assemblers	13.09	11.9	13.08	12.2	—	—
Miscellaneous assemblers and fabricators	18.16	1.7	18.40	1.3	—	—
Machinists	27.28	2.7	27.28	2.7	—	—
Welding, soldering, and brazing workers	18.93	9.1	18.93	9.1	—	—
Welders, cutters, solderers, and brazers	18.93	9.1	18.93	9.1	—	—
Stationary engineers and boiler operators	36.74	2.3	37.22	1.8	—	—
Inspectors, testers, sorters, samplers, and weighers	16.41	20.8	16.41	20.8	—	—
Painting workers	24.82	9.7	—	—	—	—
Miscellaneous production workers	13.98	5.1	14.03	5.3	12.49	6.5
Level 2	11.38	6.7	—	—	—	—
Level 3	16.30	15.1	—	—	—	—
Transportation and material moving occupations	16.05	5.4	16.85	6.2	10.70	5.4
Level 1	10.28	8.8	10.84	8.2	8.99	8.5
Level 2	11.64	6.1	11.71	9.7	11.49	4.0
Level 3	16.45	6.8	16.79	5.6	—	—
Level 4	18.16	4.8	18.20	5.0	—	—
Level 5	17.49	10.8	17.33	10.9	—	—
Not able to be leveled	16.20	12.3	16.64	12.6	—	—
Bus drivers	17.35	5.4	17.88	2.9	—	—
Bus drivers, transit and intercity	17.41	5.8	17.99	3.1	—	—
Driver/sales workers and truck drivers	17.79	3.5	17.84	3.6	—	—
Level 3	16.73	9.5	16.73	9.5	—	—
Level 4	19.00	8.6	19.00	8.6	—	—
Truck drivers, heavy and tractor-trailer	18.26	5.0	18.26	5.0	—	—
Level 4	21.00	5.4	21.00	5.4	—	—
Truck drivers, light or delivery services	17.48	6.0	17.56	6.3	—	—
Industrial truck and tractor operators	15.31	1.9	15.31	1.9	—	—
Laborers and material movers, hand	12.48	8.3	13.17	8.0	9.83	4.0
Level 1	10.16	9.1	10.80	8.6	8.72	7.6
Level 2	12.10	7.1	12.16	10.2	11.91	5.0
Level 3	17.60	6.3	17.54	6.6	—	—
Not able to be leveled	12.69	12.7	12.97	15.4	—	—
Cleaners of vehicles and equipment	12.00	16.9	12.80	16.8	—	—
Level 1	8.85	14.7	9.23	16.4	—	—
Laborers and freight, stock, and material movers, hand	12.87	8.4	13.62	9.2	10.48	3.5
Level 1	10.60	6.8	—	—	9.24	8.3
Level 2	13.12	1.6	—	—	—	—
Level 3	17.47	9.0	17.37	9.6	—	—
Packers and packagers, hand	12.43	6.5	12.87	6.8	—	—
Level 2	11.29	12.6	—	—	—	—

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$26.13	3.4	\$27.39	3.2	\$17.01	11.3
Management occupations	55.46	6.4	55.55	6.4	—	—
Level 9	35.15	10.6	35.15	10.6	—	—
Level 10	41.04	3.5	41.04	3.5	—	—
Level 11	48.44	11.5	48.44	11.5	—	—
Level 12	60.30	1.3	60.30	1.3	—	—
Level 13	67.31	2.5	67.31	2.5	—	—
Not able to be leveled	63.33	13.2	63.63	13.2	—	—
General and operations managers	57.18	12.2	57.18	12.2	—	—
Marketing and sales managers	82.43	28.1	82.43	28.1	—	—
Not able to be leveled	105.46	33.1	105.46	33.1	—	—
Marketing managers	92.66	32.7	92.66	32.7	—	—
Not able to be leveled	128.68	36.8	128.68	36.8	—	—
Computer and information systems managers	65.42	14.4	65.42	14.4	—	—
Not able to be leveled	74.73	32.1	74.73	32.1	—	—
Financial managers	53.68	9.8	53.68	9.8	—	—
Level 9	28.33	3.9	28.33	3.9	—	—
Not able to be leveled	62.45	26.7	62.45	26.7	—	—
Human resources managers	47.89	6.8	47.89	6.8	—	—
Industrial production managers	47.49	15.4	47.49	15.4	—	—
Education administrators	43.27	9.6	43.27	9.6	—	—
Engineering managers	61.00	5.7	61.00	5.7	—	—
Not able to be leveled	58.72	1.3	58.72	1.3	—	—
Business and financial operations occupations	38.77	7.4	38.77	7.6	—	—
Level 6	28.22	7.2	28.22	7.2	—	—
Level 7	23.70	4.6	23.90	4.9	—	—
Level 8	29.13	5.2	29.13	5.2	—	—
Level 9	32.86	5.2	32.86	5.2	—	—
Level 10	46.76	28.5	46.76	28.5	—	—
Level 11	43.80	3.0	43.28	3.2	—	—
Level 12	56.68	5.3	56.68	5.3	—	—
Not able to be leveled	45.67	36.8	46.15	37.8	—	—
Buyers and purchasing agents	30.85	1.6	30.85	1.6	—	—
Claims adjusters, appraisers, examiners, and investigators	29.77	12.8	29.77	12.8	—	—
Claims adjusters, examiners, and investigators	29.77	12.8	29.77	12.8	—	—
Human resources, training, and labor relations specialists	31.43	13.0	31.76	12.9	—	—
Level 9	35.95	19.2	35.95	19.2	—	—
Employment, recruitment, and placement specialists	43.22	18.3	—	—	—	—
Management analysts	45.69	14.3	45.69	14.3	—	—
Level 9	31.65	3.6	31.65	3.6	—	—
Accountants and auditors	37.10	7.8	36.64	7.4	—	—
Level 8	32.62	5.6	32.62	5.6	—	—
Level 9	33.99	3.3	33.99	3.3	—	—
Financial analysts and advisors	39.96	7.2	39.96	7.2	—	—
Level 11	42.85	10.5	42.85	10.5	—	—
Financial analysts	41.81	9.7	41.81	9.7	—	—
Computer and mathematical science occupations	44.89	7.8	43.34	6.2	—	—
Level 6	27.34	9.6	27.34	9.6	—	—
Level 7	25.23	7.8	25.57	9.0	—	—
Level 8	30.87	9.2	30.87	9.2	—	—
Level 9	40.05	4.5	40.05	4.5	—	—
Level 10	44.99	3.6	44.99	3.6	—	—
Level 11	44.19	3.0	44.19	3.0	—	—
Level 12	58.86	8.2	53.92	3.0	—	—
Level 13	65.03	8.8	65.03	8.8	—	—
Not able to be leveled	43.18	6.6	43.18	6.6	—	—
Computer programmers	39.65	5.3	39.65	5.3	—	—
Computer software engineers	51.38	4.0	51.38	4.0	—	—
Level 11	45.34	5.1	45.34	5.1	—	—
Level 12	54.52	3.7	54.52	3.7	—	—
Level 13	65.06	8.9	65.06	8.9	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Computer software engineers –Continued						
Not able to be leveled	\$47.80	3.1	\$47.80	3.1	–	–
Computer software engineers, applications	47.90	4.4	47.90	4.4	–	–
Level 11	47.07	10.1	47.07	10.1	–	–
Level 12	51.58	4.5	51.58	4.5	–	–
Computer software engineers, systems software	53.32	6.0	53.32	6.0	–	–
Level 11	43.67	.9	43.67	.9	–	–
Level 12	56.03	4.9	56.03	4.9	–	–
Level 13	65.07	8.9	65.07	8.9	–	–
Not able to be leveled	46.95	7.1	46.95	7.1	–	–
Computer support specialists	34.82	9.2	34.82	9.2	–	–
Computer systems analysts	51.14	15.9	41.54	5.1	–	–
Level 9	35.27	5.7	35.27	5.7	–	–
Level 11	44.74	3.2	44.74	3.2	–	–
Level 12	68.55	6.6	53.01	1.5	–	–
Network and computer systems administrators	31.18	7.4	32.07	8.1	–	–
Architecture and engineering occupations	41.21	4.0	41.26	4.0	–	–
Level 5	24.79	6.5	24.79	6.5	–	–
Level 6	25.43	15.4	25.43	15.4	–	–
Level 7	30.82	2.5	30.82	2.5	–	–
Level 8	36.70	12.2	36.59	14.1	–	–
Level 9	34.87	3.0	34.87	3.0	–	–
Level 11	44.45	1.7	44.46	1.7	–	–
Level 12	53.18	3.7	53.18	3.7	–	–
Not able to be leveled	44.42	9.8	44.42	9.8	–	–
Engineers	44.95	4.2	44.95	4.2	–	–
Level 7	29.23	7.1	29.23	7.1	–	–
Level 8	40.94	20.1	40.94	20.1	–	–
Level 9	35.42	3.9	35.42	3.9	–	–
Level 11	42.90	1.1	42.91	1.1	–	–
Level 12	53.18	3.7	53.18	3.7	–	–
Not able to be leveled	56.32	11.2	56.32	11.2	–	–
Civil engineers	44.56	1.8	44.56	1.8	–	–
Computer hardware engineers	45.19	15.4	45.19	15.4	–	–
Level 11	46.43	.9	46.43	.9	–	–
Electrical and electronics engineers	51.89	10.7	51.89	10.7	–	–
Level 9	36.91	2.9	36.91	2.9	–	–
Level 12	53.22	1.1	53.22	1.1	–	–
Electrical engineers	59.06	17.6	59.06	17.6	–	–
Electronics engineers, except computer	46.84	13.9	46.84	13.9	–	–
Industrial engineers, including health and safety	40.36	3.9	40.36	3.9	–	–
Level 9	34.08	2.7	34.08	2.7	–	–
Level 11	35.89	13.0	35.83	13.3	–	–
Industrial engineers	39.77	4.5	39.77	4.5	–	–
Level 9	34.08	2.7	34.08	2.7	–	–
Level 11	34.70	15.2	–	–	–	–
Mechanical engineers	41.08	7.7	41.08	7.7	–	–
Engineering technicians, except drafters	27.68	7.0	26.83	7.6	–	–
Level 5	22.33	.9	22.33	.9	–	–
Level 8	34.83	7.5	–	–	–	–
Not able to be leveled	25.18	12.6	25.18	12.6	–	–
Electrical and electronic engineering technicians	27.93	11.4	26.42	12.2	–	–
Life, physical, and social science occupations	38.14	8.5	37.93	8.6	–	–
Level 8	28.15	4.3	28.15	4.3	–	–
Level 9	36.11	4.1	36.11	4.1	–	–
Level 11	38.40	6.9	38.40	6.9	–	–
Not able to be leveled	38.46	6.4	36.37	6.9	–	–
Life scientists	43.11	7.2	42.65	7.7	–	–
Biological scientists	40.73	9.1	40.73	9.1	–	–
Biochemists and biophysicists	42.47	8.0	42.47	8.0	–	–
Physical scientists	33.14	14.0	33.14	14.0	–	–
Chemists and materials scientists	29.16	7.9	29.16	7.9	–	–
Chemists	29.16	7.9	29.16	7.9	–	–
Market and survey researchers	46.34	10.8	46.34	10.8	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Market research analysts	\$46.34	10.8	\$46.34	10.8	—	—
Biological technicians	26.28	6.0	26.28	6.0	—	—
Community and social services occupations	21.19	5.3	21.25	5.3	—	—
Level 9	27.09	17.1	27.09	17.1	—	—
Miscellaneous community and social service specialists	18.55	9.5	18.55	9.5	—	—
Social and human service assistants	14.50	1.5	14.50	1.5	—	—
Legal occupations	54.01	11.7	54.01	11.7	—	—
Lawyers	81.27	13.0	81.27	13.0	—	—
Education, training, and library occupations	30.33	11.2	32.10	18.2	\$23.78	22.0
Level 9	35.00	11.0	—	—	—	—
Not able to be leveled	15.77	14.7	14.00	9.5	—	—
Postsecondary teachers	53.76	21.6	68.87	18.1	29.26	16.8
Arts, communications, and humanities teachers, postsecondary	—	—	44.89	2.1	—	—
Primary, secondary, and special education school teachers	16.90	13.3	15.32	4.2	—	—
Arts, design, entertainment, sports, and media occupations	27.88	8.5	28.15	9.2	23.64	14.4
Level 7	23.16	12.4	22.87	13.1	—	—
Not able to be leveled	34.84	11.8	35.60	12.9	—	—
Designers	27.17	19.6	28.43	19.6	—	—
Writers and editors	34.64	10.1	34.28	11.3	—	—
Healthcare practitioner and technical occupations	40.36	6.5	38.88	4.0	43.45	10.7
Level 4	19.38	8.7	—	—	—	—
Level 5	21.90	4.7	—	—	—	—
Level 6	28.43	5.5	28.26	5.8	—	—
Level 7	33.87	18.2	—	—	—	—
Level 8	46.33	8.8	—	—	—	—
Level 9	44.82	7.4	44.88	4.1	44.79	11.2
Not able to be leveled	48.06	11.2	48.32	10.9	—	—
Registered nurses	48.88	.9	47.87	1.5	50.19	.8
Level 9	49.24	1.5	47.98	1.5	50.01	2.1
Therapists	44.23	31.3	—	—	38.07	35.7
Clinical laboratory technologists and technicians	27.16	15.9	26.97	13.8	—	—
Medical and clinical laboratory technologists	42.79	1.6	—	—	—	—
Health diagnosing and treating practitioner support technicians	21.51	4.9	—	—	—	—
Pharmacy technicians	21.69	5.2	—	—	—	—
Licensed practical and licensed vocational nurses	30.58	8.0	—	—	—	—
Healthcare support occupations	17.99	3.0	18.23	5.0	17.51	2.5
Level 3	13.90	5.4	—	—	—	—
Level 4	19.73	6.6	—	—	18.64	7.5
Level 5	19.21	6.7	19.23	6.9	—	—
Not able to be leveled	21.13	4.6	—	—	—	—
Nursing, psychiatric, and home health aides	15.42	10.1	—	—	—	—
Nursing aides, orderlies, and attendants	15.42	10.1	—	—	—	—
Miscellaneous healthcare support occupations	18.65	2.7	19.60	5.9	16.49	7.6
Level 4	19.63	7.9	—	—	—	—
Level 5	19.16	6.7	19.23	6.9	—	—
Medical assistants	18.03	2.8	19.05	3.1	—	—
Protective service occupations	13.20	6.2	14.39	5.0	10.65	3.0
Level 3	12.29	9.2	—	—	—	—
Security guards and gaming surveillance officers	13.03	7.8	14.20	4.8	10.54	2.3
Level 3	12.32	9.2	—	—	—	—
Security guards	13.03	7.8	14.20	4.8	10.54	2.3
Level 3	12.32	9.2	—	—	—	—
Food preparation and serving related occupations	10.35	2.0	11.16	2.2	9.01	1.8
Level 1	8.28	4.6	8.42	3.0	8.03	6.6

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
-Continued						
Level 2	\$9.55	3.6	\$10.46	4.0	\$8.62	8.5
Level 3	9.08	6.1	9.09	9.0	9.07	10.3
Level 4	12.21	2.1	13.16	8.9	9.96	13.5
Level 5	14.34	7.8	14.34	8.0	-	-
Not able to be leveled	15.63	.9	-	-	-	-
First-line supervisors/managers, food preparation and serving workers	15.96	10.7	15.96	10.7	-	-
Cooks	11.77	2.4	12.16	4.2	10.62	8.7
Level 3	9.00	5.0	9.11	8.6	-	-
Level 4	13.03	10.4	-	-	-	-
Cooks, restaurant	11.32	1.6	11.65	2.7	-	-
Food preparation workers	10.00	7.0	-	-	-	-
Food service, tipped	8.38	4.8	8.00	3.8	8.63	6.2
Level 1	7.32	3.4	-	-	-	-
Level 2	8.19	1.8	-	-	-	-
Level 3	8.19	4.4	-	-	8.81	15.5
Level 4	9.61	9.0	-	-	-	-
Bartenders	9.93	3.5	-	-	-	-
Waiters and waitresses	7.96	3.4	7.05	1.4	8.47	6.4
Level 3	8.18	4.5	-	-	8.80	15.5
Dining room and cafeteria attendants and bartender helpers	9.43	2.6	-	-	-	-
Fast food and counter workers	9.51	1.8	10.04	4.8	8.85	6.2
Level 2	9.58	5.6	-	-	-	-
Level 3	10.83	13.4	-	-	-	-
Combined food preparation and serving workers, including fast food	9.29	3.8	-	-	8.67	6.1
Counter attendants, cafeteria, food concession, and coffee shop	10.28	12.5	-	-	-	-
Food servers, nonrestaurant	10.13	4.8	10.22	3.8	-	-
Dishwashers	8.95	8.3	9.22	8.1	-	-
Level 1	8.95	8.3	9.22	8.1	-	-
Building and grounds cleaning and maintenance occupations						
Level 1	12.58	9.7	12.52	9.1	13.39	24.3
Level 2	9.29	6.4	9.25	6.8	-	-
Level 3	11.60	12.4	11.63	12.7	-	-
Level 4	13.39	15.6	-	-	-	-
Building cleaning workers	11.41	8.8	11.45	9.5	10.71	12.1
Level 1	9.17	6.0	9.12	6.2	-	-
Level 2	11.60	12.4	11.63	12.7	-	-
Janitors and cleaners, except maids and housekeeping cleaners	11.46	10.8	11.57	11.7	-	-
Level 1	10.11	3.6	10.12	4.1	-	-
Level 2	10.95	11.4	10.95	11.5	-	-
Maids and housekeeping cleaners	11.02	4.5	11.04	4.8	-	-
Level 2	14.30	15.2	14.83	12.0	-	-
Grounds maintenance workers	16.53	8.6	16.53	8.6	-	-
Landscaping and groundskeeping workers	16.53	8.6	16.53	8.6	-	-
Personal care and service occupations						
Level 3	12.73	6.0	12.59	6.0	13.50	14.0
Level 4	10.57	3.1	-	-	-	-
Level 5	19.00	6.9	20.04	8.1	-	-
Child care workers	12.37	7.6	-	-	11.55	13.6
Sales and related occupations						
Level 1	22.15	8.5	24.99	9.2	10.96	6.4
Level 2	9.52	3.5	-	-	-	-
Level 3	10.11	5.2	10.45	6.4	9.32	2.7
Level 4	12.57	6.9	13.40	4.1	11.55	11.9
Level 5	16.99	8.8	17.54	6.1	14.62	12.9
Level 6	28.57	27.1	28.58	27.1	-	-
Level 7	22.88	8.8	22.88	8.8	-	-
Level 8	35.51	20.4	35.51	20.4	-	-

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Not able to be leveled	\$45.08	19.0	\$45.33	19.1	—	—
First-line supervisors/managers, sales workers	29.42	16.5	29.42	16.5	—	—
First-line supervisors/managers of retail sales workers	19.02	9.1	19.02	9.1	—	—
Retail sales workers	13.56	7.0	14.70	7.4	\$10.90	6.8
Level 1	9.52	3.5	—	—	—	—
Level 2	10.11	5.2	10.45	6.4	9.32	2.7
Level 3	12.55	7.1	13.40	4.1	11.49	12.7
Level 4	17.03	11.3	17.70	9.0	14.62	12.9
Level 5	23.06	14.0	23.06	14.0	—	—
Cashiers, all workers	11.17	4.5	12.08	4.9	10.07	3.1
Level 1	9.45	5.1	—	—	—	—
Level 2	9.86	2.9	10.57	3.9	9.11	1.6
Level 3	12.76	6.0	—	—	12.27	9.0
Cashiers	11.17	4.5	12.08	4.9	10.07	3.1
Level 1	9.45	5.1	—	—	—	—
Level 2	9.86	2.9	10.57	3.9	9.11	1.6
Level 3	12.76	6.0	—	—	12.27	9.0
Counter and rental clerks and parts salespersons	14.30	12.7	14.30	12.7	—	—
Retail salespersons	14.70	11.2	15.83	11.5	11.64	10.9
Level 2	9.94	11.3	9.93	11.3	9.98	12.9
Level 3	12.36	9.0	13.28	5.4	11.20	13.5
Level 4	17.44	11.5	18.57	5.8	14.26	15.4
Level 5	23.50	15.9	23.50	15.9	—	—
Securities, commodities, and financial services sales agents	75.72	37.5	75.72	37.5	—	—
Sales representatives, wholesale and manufacturing	31.06	3.5	31.06	3.5	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	38.00	11.2	38.00	11.2	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	23.88	12.4	23.88	12.4	—	—
Office and administrative support occupations						
Level 2	19.67	1.8	20.26	1.8	14.53	3.6
Level 3	13.37	5.5	14.13	7.0	12.26	9.3
Level 4	13.82	3.8	13.63	4.3	14.82	2.6
Level 5	18.13	2.6	18.61	2.2	14.56	8.0
Level 6	19.57	3.8	19.59	3.9	—	—
Level 7	24.81	3.3	24.87	3.4	—	—
Level 8	27.82	3.7	27.86	3.9	—	—
Level 9	32.99	5.1	32.99	5.1	—	—
Not able to be leveled	19.21	6.6	19.99	6.4	15.22	8.6
First-line supervisors/managers of office and administrative support workers	23.91	9.5	23.92	9.5	—	—
Level 7	27.58	8.4	27.58	8.4	—	—
Financial clerks	17.77	2.4	18.09	2.6	13.34	4.2
Level 3	13.84	4.3	13.89	5.1	—	—
Level 4	18.09	4.2	18.57	3.4	—	—
Level 5	18.73	4.0	18.79	4.2	—	—
Level 6	21.55	4.6	21.55	4.6	—	—
Not able to be leveled	16.17	7.4	16.19	7.4	—	—
Bill and account collectors	18.29	10.7	18.29	10.7	—	—
Bookkeeping, accounting, and auditing clerks	18.24	3.5	18.31	3.6	—	—
Level 4	18.44	3.5	18.68	3.4	—	—
Level 5	19.08	5.2	19.08	5.2	—	—
Level 6	21.08	6.2	21.08	6.2	—	—
Tellers	14.62	2.0	15.18	2.9	13.42	5.1
Level 3	14.46	6.1	14.82	7.3	—	—
Customer service representatives	18.94	4.1	19.27	4.1	—	—
Level 4	17.43	7.4	17.49	7.7	—	—
Level 5	17.16	1.3	17.16	1.3	—	—
Level 6	25.99	7.9	25.99	7.9	—	—
Order clerks	15.49	5.1	15.86	6.3	—	—
Receptionists and information clerks	17.05	5.4	17.52	5.4	13.53	15.3
Level 2	13.63	10.4	—	—	—	—
Level 4	18.98	3.2	18.97	3.3	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Receptionists and information clerks—Continued						
Not able to be leveled	\$17.48	15.6	\$17.48	15.6	—	—
Reservation and transportation ticket agents and travel clerks	16.28	6.1	—	—	—	—
Production, planning, and expediting clerks	28.08	6.2	28.08	6.2	—	—
Level 6	28.37	6.6	28.37	6.6	—	—
Shipping, receiving, and traffic clerks	13.99	8.1	13.80	8.8	—	—
Level 3	12.47	7.8	12.45	8.3	—	—
Stock clerks and order fillers	14.31	9.5	15.23	6.4	—	—
Secretaries and administrative assistants	26.48	2.3	26.72	2.7	\$21.65	9.8
Level 4	21.63	6.6	21.78	6.3	—	—
Level 5	22.85	7.9	22.85	7.9	—	—
Level 6	26.91	6.7	27.16	7.1	—	—
Level 7	31.07	4.9	31.48	5.4	—	—
Not able to be leveled	26.63	9.9	—	—	—	—
Executive secretaries and administrative assistants	26.47	3.0	26.63	3.3	—	—
Level 4	20.80	10.2	—	—	—	—
Level 5	22.86	8.3	22.86	8.3	—	—
Level 6	26.49	10.6	26.87	11.1	—	—
Level 7	31.16	4.8	31.58	5.3	—	—
Secretaries, except legal, medical, and executive	20.46	2.6	20.87	3.3	—	—
Data entry and information processing workers	18.35	13.5	19.58	12.8	—	—
Data entry keyers	15.00	4.4	—	—	—	—
Insurance claims and policy processing clerks	21.85	6.1	21.99	3.7	—	—
Office clerks, general	17.11	4.9	18.91	5.2	13.94	5.6
Level 4	16.66	9.4	18.24	7.7	—	—
Level 5	21.57	4.8	21.57	4.8	—	—
Not able to be leveled	13.76	13.5	—	—	13.26	11.6
Construction and extraction occupations	24.98	.5	24.94	.6	—	—
Level 4	18.50	5.4	18.80	5.3	—	—
Level 6	30.12	5.7	30.12	5.7	—	—
Level 7	29.06	8.4	28.72	8.2	—	—
Level 8	41.07	12.5	41.07	12.5	—	—
Not able to be leveled	24.93	.6	24.93	.6	—	—
First-line supervisors/managers of construction trades and extraction workers	33.59	1.6	33.59	1.6	—	—
Carpenters						
Level 7	25.79	7.0	—	—	—	—
Cement masons, concrete finishers, and terrazzo workers	23.23	11.7	23.23	11.7	—	—
Cement masons and concrete finishers	23.23	11.7	23.23	11.7	—	—
Construction laborers	16.98	23.9	16.98	23.9	—	—
Electricians	29.06	10.3	28.70	10.1	—	—
Level 7	29.85	7.4	29.25	6.4	—	—
Painters and paperhangers	20.19	23.7	20.19	23.7	—	—
Painters, construction and maintenance	20.19	23.7	20.19	23.7	—	—
Installation, maintenance, and repair occupations	21.76	6.8	22.53	7.2	12.18	11.5
Level 3	12.75	5.1	—	—	—	—
Level 4	15.59	6.0	—	—	—	—
Level 5	21.30	11.5	21.30	11.5	—	—
Level 6	25.03	10.6	25.03	10.6	—	—
Level 7	28.04	9.1	27.93	9.3	—	—
Level 8	27.25	3.2	27.18	3.3	—	—
Automotive technicians and repairers	20.70	11.0	20.70	11.0	—	—
Automotive service technicians and mechanics	20.70	11.0	20.70	11.0	—	—
Bus and truck mechanics and diesel engine specialists	25.02	9.3	25.02	9.3	—	—
Industrial machinery installation, repair, and maintenance workers	20.64	8.6	21.06	8.9	—	—
Level 7	26.97	7.7	26.97	7.7	—	—
Industrial machinery mechanics	24.59	11.5	24.59	11.5	—	—
Maintenance and repair workers, general	21.41	9.9	22.35	7.4	—	—
Level 7	25.55	7.9	25.55	7.9	—	—
Miscellaneous installation, maintenance, and repair workers	14.72	8.5	15.78	3.8	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Helpers--installation, maintenance, and repair workers	\$11.45	10.1	—	—	—	—
Production occupations	15.33	7.3	\$15.74	6.3	\$11.93	18.8
Level 1	9.12	3.6	—	—	—	—
Level 2	11.12	1.1	11.09	1.4	—	—
Level 3	14.69	16.6	16.78	7.2	—	—
Level 4	18.46	13.2	18.16	16.2	—	—
Level 5	17.65	3.9	17.51	4.2	—	—
Level 6	22.42	4.2	22.42	4.2	—	—
Level 7	26.20	9.9	26.56	10.0	—	—
Level 8	28.43	2.6	28.43	2.6	—	—
Not able to be leveled	12.01	9.9	12.01	9.9	—	—
First-line supervisors/managers of production and operating workers	29.10	11.7	29.10	11.7	—	—
Electrical, electronics, and electromechanical assemblers	13.09	11.9	13.08	12.2	—	—
Miscellaneous assemblers and fabricators	18.16	1.7	18.40	1.3	—	—
Machinists	27.28	2.7	27.28	2.7	—	—
Welding, soldering, and brazing workers	18.93	9.1	18.93	9.1	—	—
Welders, cutters, solderers, and brazers	18.93	9.1	18.93	9.1	—	—
Inspectors, testers, sorters, samplers, and weighers	16.41	20.8	16.41	20.8	—	—
Painting workers	24.82	9.7	—	—	—	—
Miscellaneous production workers	13.96	5.1	14.03	5.3	—	—
Level 2	11.38	6.7	—	—	—	—
Level 3	16.30	15.1	—	—	—	—
Transportation and material moving occupations	15.54	6.0	16.33	6.7	10.50	5.4
Level 1	10.28	8.8	10.84	8.2	8.99	8.5
Level 2	11.64	6.1	11.71	9.7	11.49	4.0
Level 3	15.94	6.8	16.25	5.5	—	—
Level 4	17.89	4.6	17.93	4.7	—	—
Level 5	16.70	10.3	16.70	10.3	—	—
Not able to be leveled	14.39	12.1	14.72	13.2	—	—
Driver/sales workers and truck drivers	17.63	3.2	17.68	3.4	—	—
Level 3	16.73	9.5	16.73	9.5	—	—
Level 4	19.00	8.6	19.00	8.6	—	—
Truck drivers, heavy and tractor-trailer	17.86	4.5	17.86	4.5	—	—
Level 4	21.00	5.4	21.00	5.4	—	—
Truck drivers, light or delivery services	17.48	6.0	17.56	6.3	—	—
Industrial truck and tractor operators	15.31	1.9	15.31	1.9	—	—
Laborers and material movers, hand	12.48	8.3	13.17	8.0	9.83	4.0
Level 1	10.16	9.1	10.80	8.6	8.72	7.6
Level 2	12.10	7.1	12.16	10.2	11.91	5.0
Level 3	17.60	6.3	17.54	6.6	—	—
Not able to be leveled	12.69	12.7	12.97	15.4	—	—
Cleaners of vehicles and equipment	12.00	16.9	12.80	16.8	—	—
Level 1	8.85	14.7	9.23	16.4	—	—
Laborers and freight, stock, and material movers, hand	12.87	8.4	13.62	9.2	10.48	3.5
Level 1	10.60	6.8	—	—	9.24	8.3
Level 2	13.12	1.6	—	—	—	—
Level 3	17.47	9.0	17.37	9.6	—	—
Packers and packagers, hand	12.43	6.5	12.87	6.8	—	—
Level 2	11.29	12.6	—	—	—	—

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$32.83	1.4	\$33.97	1.6	\$24.56	4.4
Management occupations	51.43	5.8	52.83	4.7	—	—
Level 11	56.19	4.7	56.86	5.3	—	—
Not able to be leveled	47.73	10.6	50.47	7.4	—	—
Education administrators	53.78	6.2	54.67	6.4	—	—
Not able to be leveled	50.50	9.1	—	—	—	—
Education administrators, elementary and secondary school	54.22	9.1	55.29	9.3	—	—
Business and financial operations occupations	34.20	4.9	34.28	5.0	—	—
Level 9	33.14	4.2	33.14	4.2	—	—
Not able to be leveled	38.14	2.9	38.50	3.0	—	—
Human resources, training, and labor relations specialists	33.89	12.0	33.89	12.0	—	—
Management analysts	33.15	5.8	—	—	—	—
Computer and mathematical science occupations	32.17	5.1	32.50	5.7	—	—
Level 9	33.16	4.3	33.16	4.3	—	—
Architecture and engineering occupations	37.08	6.0	37.59	5.7	—	—
Level 9	39.50	4.8	39.50	4.8	—	—
Engineers	41.32	9.7	42.73	8.2	—	—
Level 9	39.97	6.7	39.97	6.7	—	—
Engineering technicians, except drafters	34.92	4.1	34.92	4.1	—	—
Life, physical, and social science occupations	32.22	8.8	31.56	9.9	—	—
Community and social services occupations	29.04	3.7	29.31	3.6	—	—
Level 8	27.28	4.8	—	—	—	—
Counselors	27.81	7.4	27.81	7.4	—	—
Social workers	30.32	9.6	—	—	—	—
Miscellaneous community and social service specialists	29.39	8.9	29.39	8.9	—	—
Legal occupations	37.46	1.5	—	—	—	—
Education, training, and library occupations	42.07	2.1	47.14	2.1	24.87	7.0
Level 3	12.65	9.1	—	—	12.65	9.1
Level 4	17.27	2.3	—	—	16.59	7.2
Level 6	17.34	5.6	—	—	—	—
Level 8	27.40	1.6	—	—	—	—
Level 9	47.60	1.6	47.47	.9	50.46	13.4
Level 10	49.60	19.0	—	—	—	—
Not able to be leveled	36.73	4.5	40.35	5.6	27.71	10.1
Postsecondary teachers	59.55	7.2	63.39	8.2	41.14	9.2
Level 10	49.23	24.9	—	—	—	—
Not able to be leveled	46.71	8.3	45.45	7.2	53.60	13.4
Miscellaneous postsecondary teachers	38.34	5.0	35.52	8.5	—	—
Not able to be leveled	39.50	7.1	35.31	9.1	—	—
Primary, secondary, and special education school teachers	45.17	1.2	46.92	1.6	30.17	10.8
Level 9	47.77	1.6	47.67	.9	—	—
Not able to be leveled	40.04	7.7	—	—	—	—
Preschool and kindergarten teachers	34.50	4.1	—	—	—	—
Preschool teachers, except special education	27.42	4.4	—	—	—	—
Elementary and middle school teachers	44.73	2.4	46.76	3.2	21.42	12.2
Level 9	47.09	4.2	47.25	3.9	—	—
Not able to be leveled	42.65	1.1	—	—	—	—
Elementary school teachers, except special education	43.95	1.6	46.32	2.6	16.36	16.3
Level 9	47.11	3.9	47.11	3.9	—	—
Middle school teachers, except special and vocational education	47.75	6.8	48.49	6.0	—	—
Level 9	47.02	5.2	47.74	4.5	—	—
Secondary school teachers	48.56	4.6	48.27	6.0	—	—
Level 9	48.95	3.7	48.27	6.0	—	—

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Secondary school teachers, except special and vocational education	\$48.50	4.6	\$48.14	6.0	—	—
Level 9	48.50	4.6	48.14	6.0	—	—
Special education teachers	47.32	5.9	47.63	6.8	—	—
Level 9	47.58	1.7	47.58	1.7	—	—
Special education teachers, preschool, kindergarten, and elementary school	46.99	7.3	47.48	8.9	—	—
Other teachers and instructors	30.21	27.9	—	—	\$28.64	32.0
Teacher assistants	17.04	7.7	20.90	12.6	15.46	7.6
Level 3	12.65	9.1	—	—	12.65	9.1
Level 4	17.45	2.1	—	—	16.86	7.5
Not able to be leveled	20.08	7.4	—	—	—	—
Healthcare practitioner and technical occupations	34.57	6.0	31.87	6.3	49.04	9.1
Level 9	43.30	7.0	42.43	7.1	—	—
Not able to be leveled	58.72	7.6	65.38	20.7	—	—
Registered nurses	51.32	4.3	51.29	6.8	51.41	2.2
Level 9	46.09	6.4	—	—	—	—
Not able to be leveled	57.37	9.8	—	—	—	—
Healthcare support occupations	19.85	2.4	19.67	2.9	—	—
Protective service occupations	35.49	2.1	36.08	2.7	19.87	10.5
Level 7	35.25	6.4	35.25	6.4	—	—
Level 8	42.91	7.9	42.91	7.9	—	—
Level 9	38.91	8.9	39.32	8.3	—	—
Not able to be leveled	35.86	.5	36.58	2.3	—	—
Fire fighters	31.83	5.7	32.43	2.7	—	—
Police officers	38.76	3.0	38.76	3.0	—	—
Not able to be leveled	41.95	4.1	41.95	4.1	—	—
Police and sheriff's patrol officers	38.76	3.0	38.76	3.0	—	—
Not able to be leveled	41.95	4.1	41.95	4.1	—	—
Food preparation and serving related occupations	16.44	8.5	—	—	15.20	3.2
Fast food and counter workers	14.69	4.0	—	—	13.98	.1
Combined food preparation and serving workers, including fast food	15.02	6.0	—	—	—	—
Building and grounds cleaning and maintenance occupations	19.39	3.7	19.39	3.7	—	—
Level 3	15.84	6.4	15.84	6.4	—	—
Building cleaning workers	18.31	6.0	18.31	6.0	—	—
Level 3	16.26	6.6	16.26	6.6	—	—
Janitors and cleaners, except maids and housekeeping cleaners	18.31	6.0	18.31	6.0	—	—
Level 3	16.26	6.6	16.26	6.6	—	—
Personal care and service occupations	14.87	11.2	—	—	12.79	12.4
Recreation and fitness workers	14.84	16.5	—	—	13.06	13.6
Recreation workers	14.84	16.5	—	—	13.06	13.6
Office and administrative support occupations	21.68	3.1	22.64	2.9	16.33	4.4
Level 3	15.91	6.3	—	—	—	—
Level 4	19.01	4.7	19.43	4.9	—	—
Level 5	20.45	4.4	20.81	4.6	—	—
Level 6	22.79	4.0	23.47	3.2	—	—
Level 7	27.62	5.1	27.62	5.1	—	—
Not able to be leveled	23.38	6.7	24.10	7.5	—	—
Financial clerks	23.52	6.3	23.73	5.6	—	—
Not able to be leveled	22.59	2.6	22.59	2.6	—	—
Bookkeeping, accounting, and auditing clerks	23.90	6.9	24.18	6.0	—	—
Dispatchers	30.89	3.5	30.89	3.5	—	—
Police, fire, and ambulance dispatchers	30.89	3.5	30.89	3.5	—	—
Secretaries and administrative assistants	25.03	6.3	25.03	6.3	—	—
Level 6	22.80	7.6	22.80	7.6	—	—
Executive secretaries and administrative assistants	25.83	3.7	25.83	3.7	—	—

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Secretaries, except legal, medical, and executive	\$23.69	14.1	\$23.69	14.1	—	—
Data entry and information processing workers	18.81	7.7	—	—	—	—
Word processors and typists	19.21	7.7	—	—	—	—
Office clerks, general	18.87	4.3	20.18	4.2	—	—
Construction and extraction occupations	28.14	11.0	28.14	11.0	—	—
Installation, maintenance, and repair occupations	27.22	7.9	27.22	7.9	—	—
Level 6	29.06	2.6	29.06	2.6	—	—
Production occupations	34.48	6.9	34.78	7.5	—	—
Not able to be leveled	34.54	7.6	34.89	8.4	—	—
Transportation and material moving occupations	25.86	5.9	25.90	6.0	—	—
Bus drivers	24.06	3.9	—	—	—	—

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$26.94	3.0	\$28.18	2.8	\$17.92	9.5
Management occupations	55.02	5.8	55.26	5.8	—	—
Group II	25.19	9.9	—	—	—	—
Group III	47.83	4.2	—	—	—	—
Group IV	72.04	3.8	—	—	—	—
General and operations managers	57.72	11.7	57.72	11.7	—	—
Group III	45.36	12.2	45.36	12.2	—	—
Marketing and sales managers	82.43	28.1	82.43	28.1	—	—
Marketing managers	92.66	32.7	92.66	32.7	—	—
Computer and information systems managers	64.50	13.7	64.50	13.7	—	—
Financial managers	53.53	9.5	53.53	9.5	—	—
Group III	39.53	10.3	39.53	10.3	—	—
Human resources managers	48.45	5.5	48.45	5.5	—	—
Industrial production managers	47.49	15.4	47.49	15.4	—	—
Education administrators	49.42	5.6	49.75	5.8	—	—
Group III	49.11	8.9	—	—	—	—
Education administrators, elementary and secondary school	49.91	8.1	50.34	8.4	—	—
Group III	48.87	12.6	49.32	12.5	—	—
Engineering managers	61.23	5.2	61.23	5.2	—	—
Group III	57.07	8.4	57.07	8.4	—	—
Group IV	67.42	6.5	67.42	6.5	—	—
Medical and health services managers	50.22	15.7	53.82	11.2	—	—
Social and community service managers	26.17	14.4	26.17	14.4	—	—
Business and financial operations occupations	38.29	6.6	38.29	6.8	—	—
Group II	26.52	3.4	—	—	—	—
Group III	39.63	5.8	—	—	—	—
Buyers and purchasing agents	30.68	2.5	30.68	2.5	—	—
Claims adjusters, appraisers, examiners, and investigators	29.59	10.8	29.59	10.8	—	—
Claims adjusters, examiners, and investigators	29.59	10.8	29.59	10.8	—	—
Human resources, training, and labor relations specialists	31.95	10.2	32.22	10.2	—	—
Group II	20.23	2.9	—	—	—	—
Group III	35.73	12.9	—	—	—	—
Employment, recruitment, and placement specialists	43.22	18.3	—	—	—	—
Management analysts	43.90	13.0	44.12	13.1	—	—
Group III	40.54	6.6	40.54	6.6	—	—
Accountants and auditors	37.05	7.7	36.59	7.3	—	—
Group II	27.91	8.4	27.91	8.4	—	—
Group III	40.52	7.3	39.89	6.7	—	—
Financial analysts and advisors	39.96	7.2	39.96	7.2	—	—
Group III	42.54	8.9	—	—	—	—
Financial analysts	41.81	9.7	41.81	9.7	—	—
Group III	41.99	9.9	41.99	9.9	—	—
Computer and mathematical science occupations	43.90	7.4	42.50	5.9	—	—
Group II	25.88	8.0	—	—	—	—
Group III	48.41	6.5	—	—	—	—
Group IV	65.08	8.8	—	—	—	—
Computer programmers	36.48	5.7	37.30	6.8	—	—
Group II	32.69	6.1	33.62	9.5	—	—
Group III	41.33	4.6	41.33	4.6	—	—
Computer software engineers	50.93	4.0	50.93	4.0	—	—
Group III	48.64	3.0	—	—	—	—
Group IV	65.08	8.8	—	—	—	—
Computer software engineers, applications	47.74	4.4	47.74	4.4	—	—
Group III	47.67	5.6	47.67	5.6	—	—
Computer software engineers, systems software	52.70	6.1	52.70	6.1	—	—
Group III	49.26	3.2	49.26	3.2	—	—
Group IV	65.09	8.8	65.09	8.8	—	—
Computer support specialists	33.70	9.0	33.70	9.0	—	—
Group II	24.96	7.2	24.96	7.2	—	—
Group III	43.24	6.4	43.24	6.4	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Computer systems analysts	\$50.21	15.8	\$40.97	4.8	—	—
Group III	54.93	15.4	44.27	4.5	—	—
Network and computer systems administrators	32.03	6.9	32.86	7.3	—	—
Group II	24.70	7.0	25.01	7.5	—	—
Architecture and engineering occupations	40.88	3.7	40.97	3.8	—	—
Group II	30.86	6.8	—	—	—	—
Group III	43.85	2.9	—	—	—	—
Group IV	62.19	6.7	—	—	—	—
Engineers	44.74	4.0	44.83	4.0	—	—
Group II	32.73	10.9	—	—	—	—
Group III	43.78	3.6	—	—	—	—
Group IV	62.19	6.7	—	—	—	—
Civil engineers	43.87	3.5	43.87	3.5	—	—
Group III	44.72	4.3	44.72	4.3	—	—
Computer hardware engineers	45.19	15.4	45.19	15.4	—	—
Group III	47.65	4.4	47.65	4.4	—	—
Electrical and electronics engineers	51.26	10.4	51.26	10.4	—	—
Group III	42.89	6.0	—	—	—	—
Electrical engineers	59.06	17.6	59.06	17.6	—	—
Group III	43.06	18.6	43.06	18.6	—	—
Electronics engineers, except computer	46.30	12.7	46.30	12.7	—	—
Group III	42.85	12.8	42.85	12.8	—	—
Industrial engineers, including health and safety	40.72	3.6	40.72	3.6	—	—
Group III	39.67	3.7	—	—	—	—
Industrial engineers	39.77	4.5	39.77	4.5	—	—
Group III	38.23	5.0	38.22	5.0	—	—
Mechanical engineers	41.08	7.7	41.08	7.7	—	—
Group III	41.90	7.9	41.90	7.9	—	—
Drafters	29.15	9.6	29.15	9.6	—	—
Engineering technicians, except drafters	29.03	5.2	28.45	5.4	—	—
Group II	27.86	5.7	—	—	—	—
Electrical and electronic engineering technicians	29.80	9.0	28.88	9.7	—	—
Group II	27.47	14.2	—	—	—	—
Life, physical, and social science occupations	37.57	7.8	37.37	8.0	—	—
Group II	23.66	4.2	—	—	—	—
Group III	41.11	9.8	—	—	—	—
Group IV	55.25	10.1	—	—	—	—
Life scientists	42.93	7.2	42.47	7.7	—	—
Group III	43.20	7.3	—	—	—	—
Biological scientists	40.56	9.0	40.56	9.0	—	—
Group III	40.34	7.0	—	—	—	—
Biochemists and biophysicists	42.47	8.0	42.47	8.0	—	—
Group III	41.45	5.4	41.45	5.4	—	—
Physical scientists	33.84	14.0	33.84	14.0	—	—
Group III	37.19	15.8	—	—	—	—
Chemists and materials scientists	30.86	7.9	30.86	7.9	—	—
Chemists	30.86	7.9	30.86	7.9	—	—
Market and survey researchers	46.34	10.8	46.34	10.8	—	—
Market research analysts	46.34	10.8	46.34	10.8	—	—
Biological technicians	25.47	6.4	25.37	6.7	—	—
Group II	22.90	5.0	—	—	—	—
Community and social services occupations	23.23	4.2	23.24	4.3	—	—
Group II	19.14	7.7	—	—	—	—
Group III	29.49	4.9	—	—	—	—
Counselors	26.90	7.6	27.74	7.2	—	—
Group II	22.17	5.9	—	—	—	—
Educational, vocational, and school counselors	21.38	4.9	22.06	4.4	—	—
Group II	21.28	5.1	—	—	—	—
Social workers	28.78	11.4	29.10	12.5	—	—
Miscellaneous community and social service specialists	20.21	7.5	20.21	7.5	—	—
Group II	17.38	11.2	—	—	—	—
Social and human service assistants	15.62	6.8	15.62	6.8	—	—
Group II	15.17	6.9	15.17	6.9	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Legal occupations	\$51.59	9.8	\$51.43	9.9	—	—
Group III	59.19	9.9	—	—	—	—
Lawyers	79.45	11.9	79.68	12.2	—	—
Group III	75.21	8.5	75.21	8.5	—	—
Miscellaneous legal support workers	27.91	17.9	27.91	17.9	—	—
Education, training, and library occupations	38.51	4.2	42.52	6.4	\$24.56	8.0
Group I	13.40	5.2	—	—	—	—
Group II	21.90	6.9	—	—	—	—
Group III	51.50	3.8	—	—	—	—
Postsecondary teachers	56.98	10.3	65.44	8.5	33.55	12.8
Group III	63.23	11.7	—	—	—	—
Business teachers, postsecondary	49.84	6.1	—	—	—	—
Social sciences teachers, postsecondary	66.57	24.2	—	—	—	—
Health teachers, postsecondary	82.16	5.2	82.34	5.2	—	—
Group III	82.16	5.2	—	—	—	—
Arts, communications, and humanities teachers, postsecondary	47.74	12.7	52.56	7.7	33.46	14.5
Group III	44.42	17.0	—	—	—	—
Art, drama, and music teachers, postsecondary	52.04	7.8	—	—	—	—
Group III	52.04	7.8	—	—	—	—
Miscellaneous postsecondary teachers	34.01	8.8	35.97	8.1	32.50	15.6
Group III	35.01	10.1	—	—	—	—
Primary, secondary, and special education school teachers	40.23	6.3	41.30	7.1	30.75	9.0
Group II	18.35	12.5	—	—	—	—
Group III	47.06	1.7	—	—	—	—
Preschool and kindergarten teachers	20.07	16.5	18.81	16.5	—	—
Preschool teachers, except special education	16.87	9.3	14.86	4.1	—	—
Elementary and middle school teachers	43.90	2.1	46.11	3.0	24.92	12.7
Group II	18.50	11.2	—	—	—	—
Group III	46.88	4.1	—	—	—	—
Elementary school teachers, except special education	42.98	1.4	45.53	2.5	—	—
Group II	18.50	11.2	—	—	—	—
Group III	46.84	3.9	46.86	3.9	—	—
Middle school teachers, except special and vocational education	47.75	6.8	48.49	6.0	—	—
Group III	47.02	5.2	47.74	4.5	—	—
Secondary school teachers	48.56	4.6	48.27	6.0	—	—
Group III	48.95	3.7	—	—	—	—
Secondary school teachers, except special and vocational education	48.50	4.6	48.14	6.0	—	—
Group III	48.50	4.6	48.14	6.0	—	—
Special education teachers	44.00	9.8	44.06	10.4	—	—
Group III	43.19	9.0	—	—	—	—
Special education teachers, preschool, kindergarten, and elementary school	42.12	12.5	42.03	13.6	—	—
Group III	40.98	12.6	40.82	13.1	—	—
Other teachers and instructors	33.92	16.3	—	—	28.64	32.0
Group II	22.15	9.8	—	—	—	—
Librarians	30.05	10.0	30.05	10.0	—	—
Library technicians	24.19	5.4	24.71	5.6	—	—
Teacher assistants	14.50	9.1	14.93	13.6	14.14	11.1
Group I	13.35	5.4	—	—	12.63	10.1
Arts, design, entertainment, sports, and media occupations	27.96	8.1	28.25	8.8	23.30	13.4
Group II	23.50	4.0	—	—	—	—
Group III	32.75	16.0	—	—	—	—
Designers	27.17	19.6	28.43	19.6	—	—
Writers and editors	34.64	10.1	34.28	11.3	—	—
Healthcare practitioner and technical occupations	38.96	5.7	36.90	3.6	44.20	8.9
Group I	19.38	8.7	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
—Continued						
Group II	\$31.84	9.1	—	—	—	—
Group III	41.32	6.9	—	—	—	—
Physicians and surgeons	30.12	22.8	\$28.60	28.8	—	—
Registered nurses	49.50	1.5	48.91	2.9	\$50.41	0.7
Group III	49.38	1.2	48.00	2.6	50.52	1.2
Therapists	44.36	30.4	—	—	38.58	34.1
Group III	34.67	9.2	—	—	—	—
Clinical laboratory technologists and technicians	26.60	14.5	26.30	12.2	—	—
Group II	26.90	16.0	—	—	—	—
Medical and clinical laboratory technologists	42.79	1.6	—	—	—	—
Medical and clinical laboratory technicians	19.90	5.1	—	—	—	—
Health diagnosing and treating practitioner support technicians	21.69	6.3	21.74	6.7	—	—
Group II	22.43	7.1	—	—	—	—
Pharmacy technicians	21.69	5.2	—	—	—	—
Licensed practical and licensed vocational nurses	29.76	6.7	27.66	3.6	33.17	14.5
Group II	27.96	3.6	27.66	3.6	—	—
Healthcare support occupations	18.21	2.6	18.42	4.3	17.73	2.5
Group I	17.05	4.3	—	—	—	—
Group II	19.44	4.5	—	—	—	—
Nursing, psychiatric, and home health aides	16.28	6.7	13.93	6.9	20.03	1.1
Group I	16.18	6.9	—	—	—	—
Nursing aides, orderlies, and attendants	15.95	7.6	—	—	20.03	1.1
Group I	15.83	7.8	—	—	—	—
Miscellaneous healthcare support occupations	18.81	2.6	19.73	5.3	16.49	7.6
Group I	17.72	4.5	—	—	—	—
Group II	19.41	4.4	—	—	—	—
Dental assistants	20.83	.3	—	—	—	—
Medical assistants	18.25	2.0	19.27	3.4	—	—
Group I	16.41	9.6	—	—	—	—
Group II	18.98	3.2	19.03	3.3	—	—
Protective service occupations	24.24	5.1	26.99	6.2	11.58	10.3
Group I	12.82	8.0	—	—	—	—
Group II	32.61	3.7	—	—	—	—
Group III	41.46	6.1	—	—	—	—
Fire fighters	31.83	5.7	32.43	2.7	—	—
Group II	32.14	4.5	32.14	4.5	—	—
Police officers	38.76	3.0	38.76	3.0	—	—
Group II	37.63	3.2	—	—	—	—
Police and sheriff's patrol officers	38.76	3.0	38.76	3.0	—	—
Group II	37.63	3.2	37.63	3.2	—	—
Security guards and gaming surveillance officers	13.29	7.5	14.53	4.8	10.54	2.3
Group I	12.35	8.1	—	—	—	—
Security guards	13.29	7.5	14.53	4.8	10.54	2.3
Group I	12.35	8.1	13.39	2.6	10.52	2.3
Miscellaneous protective service workers	19.84	18.2	—	—	—	—
Food preparation and serving related occupations	10.56	1.8	11.37	2.1	9.23	1.3
Group I	9.52	1.4	—	—	—	—
Group II	15.78	7.2	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	16.12	10.4	16.12	10.4	—	—
Cooks	12.18	3.5	12.58	5.1	11.01	7.7
Group I	10.85	1.4	—	—	—	—
Group II	14.64	10.4	—	—	—	—
Cooks, institution and cafeteria	16.17	9.7	15.94	11.3	—	—
Cooks, restaurant	11.32	1.6	11.65	2.7	—	—
Group I	10.21	9.9	10.43	9.6	—	—
Food preparation workers	10.70	4.0	—	—	—	—
Group I	10.44	6.1	—	—	—	—
Food service, tipped	8.38	4.8	8.00	3.7	8.63	6.2

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food service, tipped—Continued						
Group I	\$8.17	3.3	—	—	—	—
Bartenders	9.93	3.5	—	—	—	—
Group I	9.93	3.5	—	—	—	—
Waiters and waitresses	7.96	3.4	\$7.05	1.4	\$8.47	6.4
Group I	7.77	1.6	7.05	1.4	8.20	4.1
Dining room and cafeteria attendants and bartender helpers	9.34	3.2	—	—	—	—
Group I	8.93	1.9	—	—	—	—
Fast food and counter workers	9.86	2.9	10.37	5.2	9.22	6.9
Group I	9.79	2.7	—	—	—	—
Combined food preparation and serving workers, including fast food	9.61	2.8	10.31	7.1	8.91	6.3
Group I	9.58	2.9	10.31	7.1	8.84	6.2
Counter attendants, cafeteria, food concession, and coffee shop	10.65	9.9	10.50	15.4	11.05	15.4
Group I	10.49	10.8	—	—	10.94	15.7
Food servers, nonrestaurant	10.13	4.8	10.22	3.8	—	—
Group I	10.13	4.8	10.22	3.8	—	—
Dishwashers	8.95	8.3	9.22	8.1	—	—
Group I	8.95	8.3	9.22	8.1	—	—
Building and grounds cleaning and maintenance occupations	13.36	10.0	13.36	9.8	13.39	24.3
Group I	11.90	8.6	—	—	—	—
Group II	23.83	8.0	—	—	—	—
Building cleaning workers	12.08	9.3	12.16	10.2	10.71	12.1
Group I	11.53	8.5	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.30	11.3	12.43	12.2	—	—
Group I	11.67	10.6	11.79	11.5	—	—
Maids and housekeeping cleaners	11.02	4.5	11.04	4.8	—	—
Group I	11.02	4.5	11.04	4.8	—	—
Grounds maintenance workers	17.71	7.3	17.71	7.3	—	—
Group I	16.75	9.6	—	—	—	—
Landscaping and groundskeeping workers	17.54	8.6	17.54	8.6	—	—
Personal care and service occupations	12.86	5.8	12.75	5.9	13.34	11.3
Group I	12.16	7.9	—	—	—	—
Group II	23.16	5.4	—	—	—	—
Child care workers	12.63	7.5	—	—	11.51	12.2
Group I	11.83	10.3	—	—	11.51	12.2
Recreation and fitness workers	19.75	12.9	—	—	17.22	16.0
Group I	15.45	17.1	—	—	—	—
Recreation workers	17.31	15.5	—	—	13.06	13.6
Group I	15.45	17.1	—	—	—	—
Sales and related occupations	22.14	8.5	24.96	9.2	10.96	6.4
Group I	12.35	7.0	—	—	—	—
Group II	28.99	14.1	—	—	—	—
Group III	49.41	8.1	—	—	—	—
First-line supervisors/managers, sales workers	29.19	16.3	29.19	16.3	—	—
Group II	20.17	4.1	—	—	—	—
First-line supervisors/managers of retail sales workers	19.06	8.8	19.06	8.8	—	—
Group II	20.17	4.1	20.17	4.1	—	—
Retail sales workers	13.58	7.0	14.72	7.4	10.90	6.8
Group I	12.21	7.0	—	—	—	—
Group II	22.88	13.9	—	—	—	—
Cashiers, all workers	11.26	4.5	12.23	4.8	10.07	3.1
Group I	10.77	4.9	—	—	—	—
Cashiers	11.26	4.5	12.23	4.8	10.07	3.1
Group I	10.77	4.9	11.42	6.2	10.07	3.1
Counter and rental clerks and parts salespersons	14.30	12.7	14.30	12.7	—	—
Retail salespersons	14.70	11.2	15.83	11.5	11.64	10.9
Group I	12.90	10.7	13.49	10.5	11.64	10.9
Group II	23.50	15.9	23.50	15.9	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Securities, commodities, and financial services sales agents	\$75.72	37.5	\$75.72	37.5	—	—
Sales representatives, wholesale and manufacturing	31.06	3.5	31.06	3.5	—	—
Group II	25.04	3.6	—	—	—	—
Group III	42.45	13.5	—	—	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	38.00	11.2	38.00	11.2	—	—
Group II	29.44	16.5	29.44	16.5	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	23.88	12.4	23.88	12.4	—	—
Office and administrative support occupations	19.92	1.7	20.55	1.7	\$14.85	2.9
Group I	15.99	1.8	—	—	—	—
Group II	23.45	1.7	—	—	—	—
First-line supervisors/managers of office and administrative support workers	23.81	8.2	23.82	8.3	—	—
Group II	23.32	9.5	23.32	9.5	—	—
Financial clerks	18.28	2.6	18.60	2.8	13.68	4.8
Group I	16.26	4.5	—	—	—	—
Group II	20.70	3.3	—	—	—	—
Bill and account collectors	18.29	10.7	18.29	10.7	—	—
Group II	20.89	1.8	20.89	1.8	—	—
Bookkeeping, accounting, and auditing clerks	18.82	3.7	18.89	3.7	—	—
Group I	17.04	6.0	17.16	6.2	—	—
Group II	20.89	4.5	20.91	4.4	—	—
Tellers	14.62	2.0	15.18	2.9	13.42	5.1
Group I	14.25	3.7	14.90	5.3	13.06	2.8
Customer service representatives	18.94	4.1	19.27	4.1	—	—
Group I	17.01	5.6	17.50	5.0	—	—
Group II	22.07	6.6	22.07	6.6	—	—
Library assistants, clerical	16.65	11.0	15.67	25.4	—	—
Group I	18.34	8.1	—	—	—	—
Order clerks	15.49	5.1	15.86	6.3	—	—
Group I	15.01	5.9	15.39	6.2	—	—
Receptionists and information clerks	17.21	5.5	17.70	5.5	13.52	15.2
Group I	16.64	6.1	17.27	4.5	13.52	15.2
Reservation and transportation ticket agents and travel clerks	16.28	6.1	—	—	—	—
Dispatchers	28.26	7.1	28.26	7.1	—	—
Group II	28.00	8.1	—	—	—	—
Police, fire, and ambulance dispatchers	30.89	3.5	30.89	3.5	—	—
Production, planning, and expediting clerks	28.08	6.2	28.08	6.2	—	—
Group II	28.70	4.3	28.70	4.3	—	—
Shipping, receiving, and traffic clerks	14.30	8.0	14.14	8.7	—	—
Group I	13.65	8.3	13.38	9.1	—	—
Stock clerks and order fillers	14.31	9.5	15.23	6.4	—	—
Group I	12.30	12.5	—	—	—	—
Secretaries and administrative assistants	26.29	2.2	26.50	2.6	21.65	9.8
Group I	20.60	4.2	—	—	—	—
Group II	27.21	2.0	—	—	—	—
Executive secretaries and administrative assistants	26.43	2.8	26.58	3.1	—	—
Group I	19.79	5.0	19.85	5.1	—	—
Group II	27.23	2.9	27.39	3.0	—	—
Secretaries, except legal, medical, and executive	21.86	6.5	22.22	7.2	—	—
Group II	21.11	2.6	21.11	2.6	—	—
Data entry and information processing workers	18.49	9.4	19.68	9.6	14.36	7.9
Group I	17.64	12.8	—	—	—	—
Data entry keyers	14.93	4.2	—	—	—	—
Group I	15.64	3.4	—	—	—	—
Word processors and typists	20.66	9.3	21.13	10.0	—	—
Insurance claims and policy processing clerks	21.85	6.1	21.99	3.7	—	—
Group II	20.81	.3	20.81	.3	—	—
Office clerks, general	17.33	4.3	19.10	4.5	13.96	5.2
Group I	15.55	5.0	16.66	6.6	14.20	6.3
Group II	21.32	2.8	21.32	2.8	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Construction and extraction occupations	\$25.09	0.7	\$25.05	0.7	—	—
Group I	16.27	7.1	—	—	—	—
Group II	27.75	2.2	—	—	—	—
First-line supervisors/managers of construction trades and extraction workers	33.59	1.6	33.59	1.6	—	—
Group II	33.87	1.3	33.87	1.3	—	—
Carpenters						
Group II	25.25	3.8	25.03	3.5	—	—
Cement masons, concrete finishers, and terrazzo workers	23.23	11.7	23.23	11.7	—	—
Cement masons and concrete finishers	23.23	11.7	23.23	11.7	—	—
Construction laborers	17.54	21.7	17.54	21.7	—	—
Group I	17.33	26.1	17.33	26.1	—	—
Electricians	29.06	10.3	28.70	10.1	—	—
Group II	29.32	12.0	28.95	12.1	—	—
Painters and paperhangers	20.19	23.7	20.19	23.7	—	—
Painters, construction and maintenance	20.19	23.7	20.19	23.7	—	—
Pipelayers, plumbers, pipefitters, and steamfitters						
Group II	28.28	14.3	—	—	—	—
Plumbers, pipefitters, and steamfitters						
Group II	28.28	14.3	28.28	14.3	—	—
Installation, maintenance, and repair occupations	22.43	6.0	23.15	6.2	\$12.18	11.5
Group I	13.68	5.0	—	—	—	—
Group II	25.51	6.3	—	—	—	—
First-line supervisors/managers of mechanics, installers, and repairers	28.31	11.2	28.31	12.6	—	—
Automotive technicians and repairers	20.71	10.7	20.71	10.7	—	—
Group II	20.58	12.2	—	—	—	—
Automotive service technicians and mechanics	20.71	10.7	20.71	10.7	—	—
Group II	20.58	12.2	20.58	12.2	—	—
Bus and truck mechanics and diesel engine specialists	25.27	8.4	25.27	8.4	—	—
Group II	26.34	7.0	26.34	7.0	—	—
Industrial machinery installation, repair, and maintenance workers	21.42	7.5	21.75	7.6	—	—
Group II	24.10	5.3	—	—	—	—
Industrial machinery mechanics	25.71	10.2	25.71	10.2	—	—
Group II	26.17	10.5	26.17	10.5	—	—
Maintenance and repair workers, general	21.74	6.4	22.32	5.3	—	—
Group II	23.25	6.0	23.25	6.0	—	—
Miscellaneous installation, maintenance, and repair workers	15.99	8.2	17.20	5.4	—	—
Group I	13.37	9.2	—	—	—	—
Group II	22.03	12.8	—	—	—	—
Helpers--installation, maintenance, and repair workers	11.45	10.1	—	—	—	—
Group I	11.45	10.1	—	—	—	—
Production occupations	15.81	7.6	16.21	6.7	12.52	20.3
Group I	13.26	8.6	—	—	—	—
Group II	22.12	5.5	—	—	—	—
First-line supervisors/managers of production and operating workers	29.10	11.7	29.10	11.7	—	—
Electrical, electronics, and electromechanical assemblers	13.09	11.9	13.08	12.2	—	—
Miscellaneous assemblers and fabricators	18.16	1.7	18.40	1.3	—	—
Group I	18.42	3.5	—	—	—	—
Machinists	27.28	2.7	27.28	2.7	—	—
Group II	27.28	2.7	27.28	2.7	—	—
Welding, soldering, and brazing workers	18.93	9.1	18.93	9.1	—	—
Welders, cutters, solderers, and brazers	18.93	9.1	18.93	9.1	—	—
Stationary engineers and boiler operators	36.74	2.3	37.22	1.8	—	—
Inspectors, testers, sorters, samplers, and weighers	16.41	20.8	16.41	20.8	—	—
Painting workers	24.82	9.7	—	—	—	—
Miscellaneous production workers	13.98	5.1	14.03	5.3	12.49	6.5
Group I	12.96	7.4	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations	\$16.05	5.4	\$16.85	6.2	\$10.70	5.4
Group I	14.62	5.0	—	—	—	—
Group II	18.42	9.6	—	—	—	—
Bus drivers	17.35	5.4	17.88	2.9	—	—
Group I	16.39	10.9	—	—	—	—
Bus drivers, transit and intercity	17.41	5.8	17.99	3.1	—	—
Driver/sales workers and truck drivers	17.79	3.5	17.84	3.6	—	—
Group I	17.79	5.0	—	—	—	—
Truck drivers, heavy and tractor-trailer	18.26	5.0	18.26	5.0	—	—
Group I	20.33	4.9	20.33	4.9	—	—
Truck drivers, light or delivery services	17.48	6.0	17.56	6.3	—	—
Group I	16.96	5.6	17.03	5.9	—	—
Industrial truck and tractor operators	15.31	1.9	15.31	1.9	—	—
Group I	15.28	1.5	15.28	1.5	—	—
Laborers and material movers, hand	12.48	8.3	13.17	8.0	9.83	4.0
Group I	12.32	9.0	—	—	—	—
Cleaners of vehicles and equipment	12.00	16.9	12.80	16.8	—	—
Group I	11.12	18.4	11.83	18.0	—	—
Laborers and freight, stock, and material movers, hand	12.87	8.4	13.62	9.2	10.48	3.5
Group I	13.13	8.9	14.25	9.4	10.48	3.5
Packers and packagers, hand	12.43	6.5	12.87	6.8	—	—
Group I	12.43	6.5	12.87	6.8	—	—

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

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$9.84	\$13.52	\$21.23	\$34.48	\$51.02
Management occupations	24.29	36.80	52.45	62.69	81.23
General and operations managers	24.21	45.23	52.45	62.69	94.23
Marketing and sales managers	33.84	46.92	59.41	88.26	236.09
Marketing managers	46.92	56.04	60.10	71.35	236.09
Computer and information systems managers	36.36	47.56	55.55	68.27	127.98
Financial managers	28.85	36.80	49.98	63.94	70.66
Human resources managers	30.22	45.79	47.16	51.56	58.74
Industrial production managers	27.27	36.35	43.35	55.62	69.75
Education administrators	31.70	42.93	48.08	57.34	63.57
Education administrators, elementary and secondary school	31.70	45.27	48.08	57.34	62.94
Engineering managers	52.11	56.73	60.06	66.21	73.85
Medical and health services managers	22.23	30.78	52.65	63.59	67.82
Social and community service managers	14.42	22.30	24.23	26.38	52.35
Business and financial operations occupations	20.77	25.47	32.09	43.27	57.20
Buyers and purchasing agents	24.94	28.28	30.77	32.44	39.87
Claims adjusters, appraisers, examiners, and investigators	18.80	22.11	29.08	34.82	41.83
Claims adjusters, examiners, and investigators	18.80	22.11	29.08	34.82	41.83
Human resources, training, and labor relations specialists	20.77	22.62	27.55	39.61	54.71
Employment, recruitment, and placement specialists ..	18.15	40.87	51.92	54.71	54.71
Management analysts	24.42	31.41	40.08	45.65	84.71
Accountants and auditors	22.49	28.18	33.00	45.00	54.33
Financial analysts and advisors	27.88	31.25	36.06	47.23	55.66
Financial analysts	31.25	32.21	38.46	47.23	58.22
Computer and mathematical science occupations	22.11	34.42	43.24	51.87	65.54
Computer programmers	25.15	31.27	36.58	41.79	43.57
Computer software engineers	37.57	43.24	48.68	56.99	69.71
Computer software engineers, applications	40.10	41.51	46.47	52.89	57.69
Computer software engineers, systems software	37.57	43.24	50.30	60.97	71.65
Computer support specialists	21.39	23.28	32.03	42.31	51.92
Computer systems analysts	29.09	37.80	43.74	74.02	78.10
Network and computer systems administrators	21.11	21.38	29.12	40.90	50.45
Architecture and engineering occupations	25.50	30.20	40.00	49.22	57.46
Engineers	29.29	35.00	43.79	51.81	62.26
Civil engineers	34.15	37.50	42.28	48.20	57.35
Computer hardware engineers	26.52	28.85	45.82	51.79	65.74
Electrical and electronics engineers	34.97	36.96	44.47	61.90	66.82
Electrical engineers	30.83	42.21	52.00	64.99	103.87
Electronics engineers, except computer	34.97	36.96	42.45	49.20	66.82
Industrial engineers, including health and safety	30.20	30.21	40.59	47.53	57.46
Industrial engineers	30.20	30.20	35.97	45.67	57.46
Mechanical engineers	29.81	30.89	42.29	49.82	50.64
Drafters	20.48	25.36	30.00	31.50	34.13
Engineering technicians, except drafters	18.57	23.12	27.69	34.36	39.88
Electrical and electronic engineering technicians	18.43	22.00	29.08	37.20	39.88
Life, physical, and social science occupations	20.50	26.58	35.20	45.83	54.37
Life scientists	26.58	33.65	39.50	51.87	60.61
Biological scientists	26.58	32.63	39.18	42.79	58.27
Biochemists and biophysicists	27.51	35.79	39.28	51.87	60.10
Physical scientists	22.00	27.50	31.67	37.00	49.09
Chemists and materials scientists	22.00	22.00	27.93	37.00	43.79
Chemists	22.00	22.00	27.93	37.00	43.79
Market and survey researchers	17.78	36.70	45.60	51.78	68.72
Market research analysts	17.78	36.70	45.60	51.78	68.72
Biological technicians	18.92	19.02	23.96	29.84	32.24
Community and social services occupations	12.17	16.00	21.15	27.76	40.00
Counselors	17.29	20.90	23.57	33.65	39.44
Educational, vocational, and school counselors	17.28	19.23	21.40	23.36	25.44
Social workers	18.36	18.82	26.93	36.46	40.57

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2007**
 — Continued

Occupation ²	10	25	Median 50	75	90
Miscellaneous community and social service specialists	\$11.68	\$14.90	\$16.50	\$22.84	\$35.69
Social and human service assistants	9.25	12.17	15.45	16.50	22.31
Legal occupations	20.90	29.74	36.81	71.80	96.15
Lawyers	55.56	64.90	74.52	93.75	110.58
Miscellaneous legal support workers	19.35	20.09	23.66	32.45	48.94
Education, training, and library occupations	12.90	20.23	36.27	50.82	67.15
Postsecondary teachers	27.32	34.47	48.91	76.89	97.08
Business teachers, postsecondary	40.00	42.06	51.91	56.37	57.95
Social sciences teachers, postsecondary	17.81	34.47	76.89	96.73	103.27
Health teachers, postsecondary	47.20	68.07	79.51	97.52	104.90
Arts, communications, and humanities teachers, postsecondary	26.30	40.00	47.01	53.04	66.79
Art, drama, and music teachers, postsecondary	44.02	47.01	48.91	57.48	65.64
Miscellaneous postsecondary teachers	27.04	27.32	27.87	39.32	46.67
Primary, secondary, and special education school teachers	14.25	31.04	40.88	52.38	60.07
Preschool and kindergarten teachers	12.00	13.00	14.25	23.08	36.70
Preschool teachers, except special education	12.00	13.00	14.25	17.00	29.85
Elementary and middle school teachers	28.89	35.74	43.25	53.50	59.99
Elementary school teachers, except special education	23.15	34.90	41.96	53.07	59.81
Middle school teachers, except special and vocational education	35.45	38.70	46.80	56.46	60.82
Secondary school teachers	34.20	38.35	46.46	55.87	65.13
Secondary school teachers, except special and vocational education	34.86	38.35	45.83	55.36	67.42
Special education teachers	22.91	34.78	42.47	50.37	62.35
Special education teachers, preschool, kindergarten, and elementary school	22.91	29.14	42.28	54.88	62.53
Other teachers and instructors	16.15	18.94	39.07	39.07	53.18
Librarians	24.04	24.04	27.53	37.48	37.65
Library technicians	16.70	20.23	24.80	27.72	31.43
Teacher assistants	9.78	10.55	12.65	17.83	20.46
Arts, design, entertainment, sports, and media occupations	19.03	20.83	25.48	33.05	44.95
Designers	18.50	20.00	23.95	33.05	44.95
Writers and editors	26.73	26.73	27.22	42.00	49.19
Healthcare practitioner and technical occupations	17.79	26.56	39.00	50.00	56.34
Physicians and surgeons	10.77	11.19	12.04	22.80	81.73
Registered nurses	39.00	46.53	49.39	53.47	57.64
Therapists	26.62	29.86	36.00	58.97	77.62
Clinical laboratory technologists and technicians	16.75	18.91	21.12	39.39	44.10
Medical and clinical laboratory technologists	36.48	40.88	42.22	45.78	48.32
Medical and clinical laboratory technicians	16.47	17.55	19.85	21.65	23.84
Health diagnosing and treating practitioner support technicians	15.62	17.54	23.37	23.84	26.68
Pharmacy technicians	17.54	17.54	23.37	23.37	23.84
Licensed practical and licensed vocational nurses	25.00	26.56	28.05	29.87	42.00
Healthcare support occupations	12.87	15.89	19.04	20.85	22.00
Nursing, psychiatric, and home health aides	11.20	12.71	15.97	19.97	20.85
Nursing aides, orderlies, and attendants	11.20	12.71	14.05	20.05	20.85
Miscellaneous healthcare support occupations	13.00	16.19	19.73	20.95	22.00
Dental assistants	8.62	18.00	20.00	22.00	25.00
Medical assistants	13.00	16.19	19.16	20.30	21.00
Protective service occupations	10.50	12.00	20.02	34.72	43.39
Fire fighters	26.08	28.71	30.38	34.18	36.61
Police officers	30.55	35.44	39.01	43.39	45.51
Police and sheriff's patrol officers	30.55	35.44	39.01	43.39	45.51
Security guards and gaming surveillance officers	10.00	10.50	12.00	14.90	19.80
Security guards	10.00	10.50	12.00	14.90	19.80
Miscellaneous protective service workers	8.42	14.37	23.40	26.63	26.63

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2007**
 — Continued

Occupation ²	10	25	Median 50	75	90
Food preparation and serving related occupations	\$7.50	\$7.50	\$9.34	\$12.61	\$16.00
First-line supervisors/managers, food preparation and serving workers	12.61	14.73	16.15	18.79	19.00
Cooks	8.00	9.42	11.50	13.85	17.25
Cooks, institution and cafeteria	11.28	13.00	16.88	19.42	23.92
Cooks, restaurant	8.00	9.14	11.00	12.59	14.00
Food preparation workers	7.50	7.50	9.50	13.46	13.70
Food service, tipped	6.75	7.50	7.50	8.88	12.03
Bartenders	7.50	9.14	10.00	10.00	13.55
Waiters and waitresses	6.75	6.81	7.50	7.50	9.14
Dining room and cafeteria attendants and bartender helpers	7.50	7.50	8.42	11.00	13.46
Fast food and counter workers	7.50	8.00	9.25	11.50	13.46
Combined food preparation and serving workers, including fast food	7.50	8.00	9.08	11.50	11.50
Counter attendants, cafeteria, food concession, and coffee shop	7.07	8.00	9.75	13.46	14.94
Food servers, nonrestaurant	7.50	7.50	9.51	11.30	15.27
Dishwashers	7.19	7.50	8.80	10.00	11.77
Building and grounds cleaning and maintenance occupations	8.00	9.92	11.20	16.55	21.27
Building cleaning workers	7.91	9.47	10.78	13.56	18.47
Janitors and cleaners, except maids and housekeeping cleaners	8.43	9.92	10.91	13.56	19.19
Maids and housekeeping cleaners	7.50	7.50	9.00	16.09	16.75
Grounds maintenance workers	13.75	14.00	16.00	21.00	23.88
Landscaping and groundskeeping workers	13.50	14.00	15.00	21.00	23.88
Personal care and service occupations	8.00	9.14	10.33	14.49	19.55
Child care workers	9.52	9.99	11.69	14.41	17.72
Recreation and fitness workers	8.25	11.25	15.60	29.41	35.00
Recreation workers	8.25	10.00	15.18	22.31	29.41
Sales and related occupations	8.94	10.00	15.40	25.00	44.29
First-line supervisors/managers, sales workers	16.15	18.80	20.65	41.81	61.90
First-line supervisors/managers of retail sales workers	14.40	17.10	18.97	20.40	25.36
Retail sales workers	8.82	9.30	11.50	15.55	20.00
Cashiers, all workers	8.00	9.00	9.84	12.80	18.10
Cashiers	8.00	9.00	9.84	12.80	18.10
Counter and rental clerks and parts salespersons	11.50	11.50	11.50	15.55	21.32
Retail salespersons	8.82	9.50	11.96	16.83	23.08
Securities, commodities, and financial services sales agents	20.27	26.98	62.73	75.72	179.00
Sales representatives, wholesale and manufacturing	15.58	17.25	26.92	43.40	46.54
Sales representatives, wholesale and manufacturing, technical and scientific products	18.08	26.44	41.89	43.40	60.82
Sales representatives, wholesale and manufacturing, except technical and scientific products	15.58	17.00	17.25	31.64	46.32
Office and administrative support occupations	12.36	15.21	18.99	23.58	29.61
First-line supervisors/managers of office and administrative support workers	14.25	18.60	24.04	29.36	32.76
Financial clerks	12.50	15.74	17.96	20.19	24.66
Bill and account collectors	15.25	15.25	16.75	21.26	22.05
Bookkeeping, accounting, and auditing clerks	12.50	16.79	18.38	20.19	25.00
Tellers	12.00	13.00	14.68	16.35	17.01
Customer service representatives	14.40	15.71	17.39	21.00	27.29
Library assistants, clerical	9.00	15.21	17.29	19.33	22.90
Order clerks	12.00	13.50	14.50	17.00	18.00
Receptionists and information clerks	12.18	13.94	17.00	19.00	23.17
Reservation and transportation ticket agents and travel clerks	10.18	13.81	17.54	17.54	20.67
Dispatchers	23.49	23.49	29.75	33.47	33.52
Police, fire, and ambulance dispatchers	25.76	29.75	30.40	33.51	35.77
Production, planning, and expediting clerks	21.15	24.93	29.74	30.82	30.82
Shipping, receiving, and traffic clerks	10.25	10.87	12.50	16.32	22.84

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2007**
— Continued

Occupation ²	10	25	Median 50	75	90
Stock clerks and order fillers	\$8.50	\$10.79	\$10.79	\$19.17	\$28.50
Secretaries and administrative assistants	19.23	21.34	25.00	31.06	35.69
Executive secretaries and administrative assistants	19.23	22.36	26.60	31.06	33.65
Secretaries, except legal, medical, and executive	16.00	19.91	20.79	23.71	26.69
Data entry and information processing workers	14.02	15.34	16.37	22.89	24.52
Data entry keyers	12.00	14.02	15.34	15.52	15.86
Word processors and typists	16.37	16.37	20.61	24.20	24.81
Insurance claims and policy processing clerks	16.62	17.86	20.75	22.86	35.10
Office clerks, general	12.18	12.91	17.00	20.43	24.10
Construction and extraction occupations	12.72	17.00	24.00	30.00	42.92
First-line supervisors/managers of construction trades and extraction workers	25.00	30.00	33.00	36.68	44.16
Cement masons, concrete finishers, and terrazzo workers	14.66	22.00	23.00	26.68	28.88
Cement masons and concrete finishers	14.66	22.00	23.00	26.68	28.88
Construction laborers	11.92	11.92	15.36	23.89	24.99
Electricians	13.52	22.00	27.74	35.00	49.53
Painters and paperhangers	10.68	13.50	21.00	23.00	23.00
Painters, construction and maintenance	10.68	13.50	21.00	23.00	23.00
Installation, maintenance, and repair occupations	12.01	15.00	22.00	28.09	31.90
First-line supervisors/managers of mechanics, installers, and repairers	15.06	25.46	25.46	29.22	44.78
Automotive technicians and repairers	13.01	15.00	20.37	25.00	25.06
Automotive service technicians and mechanics	13.01	15.00	20.37	25.00	25.06
Bus and truck mechanics and diesel engine specialists ...	20.08	20.08	27.33	28.95	31.61
Industrial machinery installation, repair, and maintenance workers	12.04	14.39	20.53	25.12	31.85
Industrial machinery mechanics	19.50	20.53	23.40	32.34	33.77
Maintenance and repair workers, general	14.39	19.56	21.86	25.12	29.92
Miscellaneous installation, maintenance, and repair workers	7.75	11.00	15.00	19.00	26.44
Helpers--installation, maintenance, and repair workers	7.21	7.75	10.62	12.93	18.00
Production occupations	9.14	10.48	13.03	19.39	27.97
First-line supervisors/managers of production and operating workers	20.41	24.04	28.21	32.21	37.23
Electrical, electronics, and electromechanical assemblers	11.22	11.55	11.55	12.03	19.60
Miscellaneous assemblers and fabricators	9.99	12.35	18.05	27.94	27.97
Machinists	21.58	23.57	28.49	28.58	34.66
Welding, soldering, and brazing workers	10.48	16.75	20.21	21.83	25.28
Welders, cutters, solderers, and brazers	10.48	16.75	20.21	21.83	25.28
Stationary engineers and boiler operators	33.33	34.29	36.76	36.76	41.61
Inspectors, testers, sorters, samplers, and weighers	7.66	7.66	13.60	26.02	29.39
Painting workers	19.38	25.00	27.97	27.97	27.97
Miscellaneous production workers	8.00	9.31	13.25	19.36	21.00
Transportation and material moving occupations	8.82	11.06	14.50	18.40	23.20
Bus drivers	12.68	14.25	16.00	17.20	24.87
Bus drivers, transit and intercity	12.68	14.25	16.00	17.20	24.87
Driver/sales workers and truck drivers	12.54	14.00	17.00	20.18	25.29
Truck drivers, heavy and tractor-trailer	12.75	14.20	18.50	20.27	25.05
Truck drivers, light or delivery services	11.54	13.85	16.50	20.12	27.00
Industrial truck and tractor operators	12.00	12.95	15.74	17.85	19.17
Laborers and material movers, hand	7.50	8.82	12.00	15.96	20.00
Cleaners of vehicles and equipment	7.26	8.75	10.69	16.02	21.23
Laborers and freight, stock, and material movers, hand	8.00	9.97	12.00	15.63	20.76
Packers and packagers, hand	8.50	9.00	11.42	15.96	16.75

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$9.35	\$12.71	\$20.17	\$32.45	\$50.31
Management occupations	24.29	36.80	52.45	63.59	86.54
General and operations managers	24.21	45.23	52.45	62.69	94.23
Marketing and sales managers	33.84	46.92	59.41	88.26	236.09
Marketing managers	46.92	56.04	60.10	71.35	236.09
Computer and information systems managers	33.91	47.56	55.55	69.35	127.98
Financial managers	27.88	36.80	49.98	64.90	70.66
Human resources managers	30.22	45.79	46.15	47.16	58.74
Industrial production managers	27.27	36.35	43.35	55.62	69.75
Education administrators	31.70	31.70	48.08	48.08	51.53
Engineering managers	51.23	56.73	60.06	66.21	74.53
Business and financial operations occupations	20.50	25.21	31.73	45.00	57.81
Buyers and purchasing agents	20.50	25.24	30.77	32.44	43.37
Claims adjusters, appraisers, examiners, and investigators	18.80	18.80	29.81	34.86	43.27
Claims adjusters, examiners, and investigators	18.80	18.80	29.81	34.86	43.27
Human resources, training, and labor relations specialists	20.77	21.85	27.27	42.79	54.71
Employment, recruitment, and placement specialists ..	18.15	40.87	51.92	54.71	54.71
Management analysts	24.42	31.48	42.31	50.48	84.71
Accountants and auditors	22.49	28.18	33.00	45.00	55.29
Financial analysts and advisors	27.88	31.25	36.06	47.23	55.66
Financial analysts	31.25	32.21	38.46	47.23	58.22
Computer and mathematical science occupations	22.11	35.85	43.74	52.89	67.35
Computer programmers	31.27	35.06	40.18	42.93	50.25
Computer software engineers	38.27	43.24	49.33	56.99	70.22
Computer software engineers, applications	39.75	41.51	46.47	52.89	57.69
Computer software engineers, systems software	37.57	43.76	51.85	61.70	71.65
Computer support specialists	22.11	25.57	32.03	42.31	51.92
Computer systems analysts	29.81	39.13	45.12	78.10	78.10
Network and computer systems administrators	21.11	21.38	25.00	40.90	50.45
Architecture and engineering occupations	25.59	30.20	40.00	49.52	57.46
Engineers	28.85	34.97	43.83	52.65	63.60
Civil engineers	35.58	37.80	44.05	48.20	55.40
Computer hardware engineers	26.52	28.85	45.82	51.79	65.74
Electrical and electronics engineers	34.97	36.96	45.69	63.60	66.82
Electrical engineers	30.83	42.21	52.00	64.99	103.87
Electronics engineers, except computer	34.97	36.96	42.45	55.23	66.82
Industrial engineers, including health and safety	30.20	30.21	40.20	46.76	57.46
Industrial engineers	30.20	30.20	35.97	45.67	57.46
Mechanical engineers	29.81	30.89	42.29	49.82	50.64
Engineering technicians, except drafters	18.57	19.98	26.06	31.30	38.57
Electrical and electronic engineering technicians	17.00	18.57	27.21	33.43	39.88
Life, physical, and social science occupations	20.50	27.50	36.06	46.13	56.90
Life scientists	26.58	33.94	40.39	51.87	60.61
Biological scientists	26.58	32.33	39.28	44.71	58.27
Biochemists and biophysicists	27.51	35.79	39.28	51.87	60.10
Physical scientists	22.00	27.50	31.25	37.00	49.09
Chemists and materials scientists	21.27	22.00	27.50	37.00	37.00
Chemists	21.27	22.00	27.50	37.00	37.00
Market and survey researchers	17.78	36.70	45.60	51.78	68.72
Market research analysts	17.78	36.70	45.60	51.78	68.72
Biological technicians	18.92	20.19	25.87	30.08	34.46
Community and social services occupations	11.84	14.90	18.36	23.95	40.75
Miscellaneous community and social service specialists	9.25	12.68	16.00	21.15	23.95
Social and human service assistants	9.25	11.86	14.90	16.00	19.97
Legal occupations	24.00	32.46	37.04	74.52	101.03
Lawyers	55.56	64.90	74.52	97.44	110.58
Education, training, and library occupations	10.50	13.00	24.04	39.07	70.39
Postsecondary teachers	27.32	27.32	44.91	81.08	100.77

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Primary, secondary, and special education school teachers	\$12.00	\$13.00	\$14.25	\$17.00	\$26.64
Arts, design, entertainment, sports, and media occupations	19.03	20.83	25.48	31.14	44.95
Designers	18.50	20.00	23.95	33.05	44.95
Writers and editors	26.73	26.73	27.22	42.00	49.19
Healthcare practitioner and technical occupations	22.80	28.35	40.76	50.00	56.08
Registered nurses	39.01	46.53	49.39	52.57	55.00
Therapists	26.62	29.86	36.00	73.00	77.62
Clinical laboratory technologists and technicians	16.55	18.80	21.58	40.22	44.67
Medical and clinical laboratory technologists	36.48	40.88	42.22	45.78	48.32
Health diagnosing and treating practitioner support technicians	17.54	17.79	23.37	23.37	23.84
Pharmacy technicians	17.54	17.54	23.37	23.37	23.84
Licensed practical and licensed vocational nurses	26.00	27.50	28.67	29.92	42.00
Healthcare support occupations	12.87	15.32	18.99	20.85	21.91
Nursing, psychiatric, and home health aides	10.75	12.67	14.00	19.52	20.85
Nursing aides, orderlies, and attendants	10.75	12.67	14.00	19.52	20.85
Miscellaneous healthcare support occupations	13.00	16.00	19.44	20.90	22.00
Medical assistants	13.00	16.00	18.67	20.30	20.95
Protective service occupations	10.00	10.50	12.00	15.00	19.00
Security guards and gaming surveillance officers	10.00	10.50	12.00	14.50	19.02
Security guards	10.00	10.50	12.00	14.50	19.02
Food preparation and serving related occupations	7.50	7.50	9.14	12.00	16.00
First-line supervisors/managers, food preparation and serving workers	12.61	14.73	16.15	17.00	19.00
Cooks	8.00	9.42	11.28	13.33	16.88
Cooks, restaurant	8.00	9.14	11.00	12.59	14.00
Food preparation workers	7.50	7.50	8.08	13.00	13.70
Food service, tipped	6.75	7.50	7.50	9.10	12.03
Bartenders	7.50	9.14	10.00	10.00	13.55
Waiters and waitresses	6.75	6.81	7.50	7.50	9.14
Dining room and cafeteria attendants and bartender helpers	7.50	7.50	8.42	12.03	13.46
Fast food and counter workers	7.50	8.00	9.00	11.50	11.50
Combined food preparation and serving workers, including fast food	7.50	8.00	9.00	11.24	11.50
Counter attendants, cafeteria, food concession, and coffee shop	7.07	7.07	8.50	13.46	13.46
Food servers, nonrestaurant	7.50	7.50	9.51	11.30	15.27
Dishwashers	7.19	7.50	8.80	10.00	11.77
Building and grounds cleaning and maintenance occupations	7.91	9.79	10.91	15.00	21.06
Building cleaning workers	7.50	9.00	10.54	12.79	16.55
Janitors and cleaners, except maids and housekeeping cleaners	8.43	9.92	10.54	12.10	16.55
Maids and housekeeping cleaners	7.50	7.50	9.00	16.09	16.75
Grounds maintenance workers	13.94	14.00	15.00	21.00	21.00
Landscaping and groundskeeping workers	13.94	14.00	15.00	21.00	21.00
Personal care and service occupations	8.00	9.14	10.29	13.98	19.55
Child care workers	9.52	9.99	11.28	13.94	15.25
Sales and related occupations	8.94	10.00	15.19	25.00	44.55
First-line supervisors/managers, sales workers	16.00	18.73	20.83	41.81	61.90
First-line supervisors/managers of retail sales workers	14.40	17.10	18.97	20.40	25.36
Retail sales workers	8.82	9.30	11.50	15.55	20.00
Cashiers, all workers	8.00	9.00	9.84	12.09	18.10
Cashiers	8.00	9.00	9.84	12.09	18.10
Counter and rental clerks and parts salespersons	11.50	11.50	11.50	15.55	21.32
Retail salespersons	8.82	9.50	11.96	16.83	23.08

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Securities, commodities, and financial services sales agents	\$20.27	\$26.98	\$62.73	\$75.72	\$179.00
Sales representatives, wholesale and manufacturing	15.58	17.25	26.92	43.40	46.54
Sales representatives, wholesale and manufacturing, technical and scientific products	18.08	26.44	41.89	43.40	60.82
Sales representatives, wholesale and manufacturing, except technical and scientific products	15.58	17.00	17.25	31.64	46.32
Office and administrative support occupations	12.18	14.66	18.50	23.17	29.61
First-line supervisors/managers of office and administrative support workers	14.25	17.31	24.04	29.36	32.76
Financial clerks	12.50	15.25	17.60	19.50	23.75
Bill and account collectors	15.25	15.25	16.75	21.26	22.05
Bookkeeping, accounting, and auditing clerks	12.50	16.59	17.96	19.50	25.00
Tellers	12.00	13.00	14.68	16.35	17.01
Customer service representatives	14.40	15.71	17.39	21.00	27.29
Order clerks	12.00	13.50	14.50	17.00	18.00
Receptionists and information clerks	12.18	13.94	17.00	19.00	23.17
Reservation and transportation ticket agents and travel clerks	10.18	13.81	17.54	17.54	20.67
Production, planning, and expediting clerks	21.15	24.93	29.74	30.82	30.82
Shipping, receiving, and traffic clerks	10.25	10.87	12.50	16.32	21.63
Stock clerks and order fillers	8.50	10.79	10.79	19.17	28.50
Secretaries and administrative assistants	19.23	21.20	25.23	31.22	36.06
Executive secretaries and administrative assistants	19.23	22.27	26.60	31.06	34.15
Secretaries, except legal, medical, and executive	16.00	20.35	20.35	22.47	23.71
Data entry and information processing workers	13.00	15.34	16.37	22.89	24.52
Data entry keyers	12.00	14.02	15.34	15.52	20.18
Insurance claims and policy processing clerks	16.62	17.86	20.75	22.86	35.10
Office clerks, general	12.18	12.62	16.92	20.25	24.10
Construction and extraction occupations	12.72	17.00	24.00	30.00	42.92
First-line supervisors/managers of construction trades and extraction workers	25.00	30.00	33.00	36.68	44.16
Cement masons, concrete finishers, and terrazzo workers	14.66	22.00	23.00	26.68	28.88
Cement masons and concrete finishers	14.66	22.00	23.00	26.68	28.88
Construction laborers	11.92	11.92	12.00	23.89	24.36
Electricians	13.52	22.00	27.74	35.00	49.53
Painters and paperhangers	10.68	13.50	21.00	23.00	23.00
Painters, construction and maintenance	10.68	13.50	21.00	23.00	23.00
Installation, maintenance, and repair occupations	11.50	14.39	21.86	27.81	31.85
Automotive technicians and repairers	13.01	15.00	20.37	25.00	25.06
Automotive service technicians and mechanics	13.01	15.00	20.37	25.00	25.06
Bus and truck mechanics and diesel engine specialists	17.61	20.08	26.08	28.95	31.76
Industrial machinery installation, repair, and maintenance workers	12.04	13.64	21.15	23.97	31.85
Industrial machinery mechanics	19.50	20.53	23.40	30.61	32.34
Maintenance and repair workers, general	11.85	14.39	21.91	23.97	31.85
Miscellaneous installation, maintenance, and repair workers	7.21	10.62	14.00	16.75	19.25
Helpers--installation, maintenance, and repair workers	7.21	7.75	10.62	12.93	18.00
Production occupations	9.14	10.35	12.50	19.02	27.94
First-line supervisors/managers of production and operating workers	20.41	24.04	28.21	32.21	37.23
Electrical, electronics, and electromechanical assemblers	11.22	11.55	11.55	12.03	19.60
Miscellaneous assemblers and fabricators	9.99	12.35	18.05	27.94	27.97
Machinists	21.58	23.57	28.49	28.58	34.66
Welding, soldering, and brazing workers	10.48	16.75	20.21	21.83	25.28
Welders, cutters, solderers, and brazers	10.48	16.75	20.21	21.83	25.28
Inspectors, testers, sorters, samplers, and weighers	7.66	7.66	13.60	26.02	29.39
Painting workers	19.38	25.00	27.97	27.97	27.97
Miscellaneous production workers	8.00	9.31	13.25	19.36	21.00
Transportation and material moving occupations	8.67	11.00	14.25	17.20	21.23

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Driver/sales workers and truck drivers	\$12.54	\$14.00	\$17.00	\$20.12	\$25.05
Truck drivers, heavy and tractor-trailer	12.75	14.20	18.50	20.27	23.20
Truck drivers, light or delivery services	11.54	13.85	16.50	20.12	27.00
Industrial truck and tractor operators	12.00	12.95	15.74	17.85	19.17
Laborers and material movers, hand	7.50	8.82	12.00	15.96	20.00
Cleaners of vehicles and equipment	7.26	8.75	10.69	16.02	21.23
Laborers and freight, stock, and material movers, hand	8.00	9.97	12.00	15.63	20.76
Packers and packagers, hand	8.50	9.00	11.42	15.96	16.75

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$16.52	\$21.14	\$29.80	\$40.52	\$53.38
Management occupations	30.78	42.96	52.11	60.28	71.32
Education administrators	37.10	45.27	57.34	61.34	68.62
Education administrators, elementary and secondary school	40.46	45.27	57.34	60.63	65.18
Business and financial operations occupations	25.52	29.14	33.76	39.61	42.36
Human resources, training, and labor relations specialists	21.02	23.02	37.23	39.61	48.15
Management analysts	24.18	30.60	33.65	38.84	40.08
Computer and mathematical science occupations	23.00	26.89	31.85	37.28	41.59
Architecture and engineering occupations	25.36	31.89	36.06	42.32	49.22
Engineers	32.50	36.00	42.32	46.35	49.81
Engineering technicians, except drafters	30.34	30.82	32.50	37.55	45.76
Life, physical, and social science occupations	19.02	22.87	32.95	42.82	48.28
Community and social services occupations	19.85	22.72	28.48	35.22	38.34
Counselors	18.94	21.06	23.87	37.15	39.75
Social workers	22.72	25.07	28.58	34.84	38.40
Miscellaneous community and social service specialists	19.85	26.23	29.14	35.69	37.02
Legal occupations	18.58	20.90	23.66	42.11	84.94
Education, training, and library occupations	16.99	27.57	39.51	54.23	66.79
Postsecondary teachers	27.87	36.71	54.78	76.57	96.29
Miscellaneous postsecondary teachers	27.04	29.24	34.76	40.26	54.78
Primary, secondary, and special education school teachers	30.32	36.47	44.24	54.23	61.96
Preschool and kindergarten teachers	16.57	24.98	33.79	41.16	58.08
Preschool teachers, except special education	15.78	21.67	26.30	35.96	36.06
Elementary and middle school teachers	30.68	36.47	44.52	54.23	60.70
Elementary school teachers, except special education	28.89	35.57	43.65	53.50	60.63
Middle school teachers, except special and vocational education	35.45	38.70	46.80	56.46	60.82
Secondary school teachers	34.20	38.35	46.46	55.87	65.13
Secondary school teachers, except special and vocational education	34.86	38.35	45.83	55.36	67.42
Special education teachers	33.48	40.66	43.48	54.99	63.55
Special education teachers, preschool, kindergarten, and elementary school	31.52	38.14	42.72	57.55	65.66
Other teachers and instructors	15.39	18.46	27.53	34.61	58.97
Teacher assistants	10.55	12.96	17.25	19.74	22.85
Healthcare practitioner and technical occupations	11.19	13.88	28.22	51.12	62.04
Registered nurses	35.16	44.01	52.14	59.03	62.99
Healthcare support occupations	17.54	19.04	20.51	21.68	22.03
Protective service occupations	23.70	30.38	34.79	41.80	47.16
Fire fighters	26.08	28.71	30.38	34.18	36.61
Police officers	30.55	35.44	39.01	43.39	45.51
Police and sheriff's patrol officers	30.55	35.44	39.01	43.39	45.51
Food preparation and serving related occupations	12.22	13.56	16.15	19.65	21.44
Fast food and counter workers	12.51	13.27	14.23	16.88	16.88
Combined food preparation and serving workers, including fast food	12.51	13.99	14.31	16.88	16.88
Building and grounds cleaning and maintenance occupations	13.02	16.27	19.02	22.16	27.23
Building cleaning workers	13.54	16.27	18.18	22.01	22.24
Janitors and cleaners, except maids and housekeeping cleaners	13.54	16.27	18.18	22.01	22.24

See footnotes at end of table.

Table 8. **State and local government workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Personal care and service occupations	\$8.25	\$10.55	\$15.18	\$18.53	\$22.31
Recreation and fitness workers	8.00	10.00	15.18	20.61	22.31
Recreation workers	8.00	10.00	15.18	20.61	22.31
Office and administrative support occupations	15.18	17.71	21.41	24.76	29.71
Financial clerks	18.92	20.26	23.33	24.66	28.68
Bookkeeping, accounting, and auditing clerks	18.92	20.26	23.33	24.76	28.68
Dispatchers	25.76	29.75	30.40	33.51	35.77
Police, fire, and ambulance dispatchers	25.76	29.75	30.40	33.51	35.77
Secretaries and administrative assistants	18.37	21.48	24.10	27.81	32.11
Executive secretaries and administrative assistants	20.96	23.64	26.66	27.98	29.71
Secretaries, except legal, medical, and executive	16.58	19.28	23.20	26.69	40.52
Data entry and information processing workers	14.48	16.45	17.39	23.63	24.81
Word processors and typists	15.68	16.52	17.39	23.63	24.81
Office clerks, general	13.24	17.46	19.55	21.47	23.14
Construction and extraction occupations	21.36	23.87	26.89	30.01	34.47
Installation, maintenance, and repair occupations	19.56	19.56	26.43	29.80	33.97
Production occupations	27.38	32.08	33.78	36.76	41.61
Transportation and material moving occupations	18.86	24.15	24.87	27.08	34.09
Bus drivers	18.76	24.15	24.87	27.08	27.08

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$10.75	\$15.00	\$22.85	\$36.03	\$51.85
Management occupations	25.48	37.02	52.45	62.69	81.38
General and operations managers	24.21	45.23	52.45	62.69	94.23
Marketing and sales managers	33.84	46.92	59.41	88.26	236.09
Marketing managers	46.92	56.04	60.10	71.35	236.09
Computer and information systems managers	36.36	47.56	55.55	68.27	127.98
Financial managers	28.85	36.80	49.98	63.94	70.66
Human resources managers	30.22	45.79	47.16	51.56	58.74
Industrial production managers	27.27	36.35	43.35	55.62	69.75
Education administrators	31.70	45.27	48.08	57.34	64.30
Education administrators, elementary and secondary school	31.70	45.66	48.08	57.34	62.94
Engineering managers	52.11	56.73	60.06	66.21	73.85
Medical and health services managers	30.78	48.63	57.25	63.59	67.82
Social and community service managers	14.42	22.30	24.23	26.38	52.35
Business and financial operations occupations	20.77	25.47	32.21	43.27	57.20
Buyers and purchasing agents	24.94	28.28	30.77	32.44	39.87
Claims adjusters, appraisers, examiners, and investigators	18.80	22.11	29.08	34.82	41.83
Claims adjusters, examiners, and investigators	18.80	22.11	29.08	34.82	41.83
Human resources, training, and labor relations specialists	20.77	22.62	27.55	39.61	54.71
Management analysts	24.42	31.48	40.08	45.65	84.71
Accountants and auditors	22.49	28.18	33.00	42.31	55.29
Financial analysts and advisors	27.88	31.25	36.06	47.23	55.66
Financial analysts	31.25	32.21	38.46	47.23	58.22
Computer and mathematical science occupations	22.11	33.97	42.93	50.93	59.47
Computer programmers	26.61	32.66	37.84	42.93	45.00
Computer software engineers	37.57	43.24	48.68	56.99	69.71
Computer software engineers, applications	40.10	41.51	46.47	52.89	57.69
Computer software engineers, systems software	37.57	43.24	50.30	60.97	71.65
Computer support specialists	21.39	23.28	32.03	42.31	51.92
Computer systems analysts	25.17	34.29	42.01	49.00	55.29
Network and computer systems administrators	21.11	21.38	31.25	43.27	50.45
Architecture and engineering occupations	25.59	30.20	40.00	49.34	57.46
Engineers	29.29	35.10	43.79	51.85	62.26
Civil engineers	34.15	37.50	42.28	48.20	57.35
Computer hardware engineers	26.52	28.85	45.82	51.79	65.74
Electrical and electronics engineers	34.97	36.96	44.47	61.90	66.82
Electrical engineers	30.83	42.21	52.00	64.99	103.87
Electronics engineers, except computer	34.97	36.96	42.45	49.20	66.82
Industrial engineers, including health and safety	30.20	30.21	40.59	47.53	57.46
Industrial engineers	30.20	30.20	35.97	45.67	57.46
Mechanical engineers	29.81	30.89	42.29	49.82	50.64
Drafters	20.48	25.36	30.00	31.50	34.13
Engineering technicians, except drafters	18.57	22.00	26.64	32.44	38.57
Electrical and electronic engineering technicians	18.43	20.06	28.00	33.43	39.93
Life, physical, and social science occupations	20.50	26.58	35.20	45.60	53.85
Life scientists	26.58	33.16	39.28	49.11	60.61
Biological scientists	26.58	32.63	39.18	42.79	58.27
Biochemists and biophysicists	27.51	35.79	39.28	51.87	60.10
Physical scientists	22.00	27.50	31.67	37.00	49.09
Chemists and materials scientists	22.00	22.00	27.93	37.00	43.79
Chemists	22.00	22.00	27.93	37.00	43.79
Market and survey researchers	17.78	36.70	45.60	51.78	68.72
Market research analysts	17.78	36.70	45.60	51.78	68.72
Biological technicians	18.92	19.01	23.18	29.84	32.24
Community and social services occupations	12.17	16.00	21.06	28.48	40.00
Counselors	19.09	21.06	24.04	35.14	39.74
Educational, vocational, and school counselors	18.12	20.10	21.64	23.57	25.50
Social workers	18.36	18.82	26.93	38.33	41.49

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Miscellaneous community and social service specialists	\$11.68	\$14.90	\$16.50	\$22.84	\$35.69
Social and human service assistants	9.25	12.17	15.45	16.50	22.31
Legal occupations	20.90	29.74	36.81	74.52	97.44
Lawyers	55.56	64.90	74.52	96.15	110.58
Miscellaneous legal support workers	19.35	20.09	23.66	32.45	48.94
Education, training, and library occupations	14.25	25.85	39.22	54.23	72.04
Postsecondary teachers	34.76	40.26	63.08	87.00	100.77
Health teachers, postsecondary	47.20	68.18	81.18	97.52	104.90
Arts, communications, and humanities teachers, postsecondary	41.67	45.84	49.49	63.08	67.32
Miscellaneous postsecondary teachers	27.37	31.02	34.76	39.94	45.96
Primary, secondary, and special education school teachers	14.25	32.66	42.03	53.16	60.63
Preschool and kindergarten teachers	12.00	13.00	14.24	16.75	36.71
Preschool teachers, except special education	11.26	12.50	14.00	15.70	17.00
Elementary and middle school teachers	32.30	37.07	45.25	54.59	61.18
Elementary school teachers, except special education	31.60	36.47	44.83	54.23	61.13
Middle school teachers, except special and vocational education	35.09	39.27	48.43	57.04	61.59
Secondary school teachers	34.86	38.45	45.83	54.84	64.15
Secondary school teachers, except special and vocational education	34.86	38.31	45.39	54.84	65.13
Special education teachers	22.91	34.34	42.47	50.59	62.53
Special education teachers, preschool, kindergarten, and elementary school	22.91	27.26	41.70	55.72	63.55
Librarians	24.04	24.04	27.53	37.48	37.65
Library technicians	15.36	21.86	25.23	28.50	31.74
Teacher assistants	10.00	10.50	11.80	18.57	22.84
Arts, design, entertainment, sports, and media occupations	19.45	20.83	25.48	33.05	44.95
Designers	18.50	21.65	26.44	33.05	44.95
Writers and editors	26.73	26.73	27.22	41.91	49.25
Healthcare practitioner and technical occupations	16.26	23.37	33.54	49.39	56.34
Physicians and surgeons	10.77	11.19	12.04	22.80	86.57
Registered nurses	39.00	44.50	49.39	53.47	57.64
Clinical laboratory technologists and technicians	16.75	19.17	21.65	36.48	42.22
Health diagnosing and treating practitioner support technicians	15.29	17.54	23.37	23.84	27.28
Licensed practical and licensed vocational nurses	24.00	26.50	28.00	29.87	29.87
Healthcare support occupations	12.75	16.00	19.44	20.89	22.00
Nursing, psychiatric, and home health aides	10.75	12.25	13.00	14.65	19.04
Miscellaneous healthcare support occupations	16.00	18.06	20.08	20.95	22.00
Medical assistants	16.24	17.64	20.08	20.45	21.28
Protective service occupations	11.50	14.50	26.63	36.03	44.51
Fire fighters	27.34	28.71	30.38	34.46	38.45
Police officers	30.55	35.44	39.01	43.39	45.51
Police and sheriff's patrol officers	30.55	35.44	39.01	43.39	45.51
Security guards and gaming surveillance officers	10.00	11.55	13.50	18.00	20.02
Security guards	10.00	11.55	13.50	18.00	20.02
Food preparation and serving related occupations	7.07	8.00	10.75	13.46	17.00
First-line supervisors/managers, food preparation and serving workers	12.61	14.73	16.15	18.79	19.00
Cooks	8.25	9.50	12.00	14.00	17.25
Cooks, institution and cafeteria	11.28	12.99	16.88	17.90	23.92
Cooks, restaurant	7.57	9.75	12.00	13.00	14.00
Food service, tipped	6.75	6.75	7.50	8.42	10.00
Waiters and waitresses	6.75	6.75	6.81	7.50	7.50
Fast food and counter workers	7.50	8.25	10.26	11.50	13.46

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Combined food preparation and serving workers, including fast food	\$7.50	\$8.25	\$10.50	\$11.50	\$11.50
Counter attendants, cafeteria, food concession, and coffee shop	7.07	7.07	8.25	13.46	13.46
Food servers, nonrestaurant	7.50	7.50	9.51	11.30	15.27
Dishwashers	8.00	8.00	8.80	10.12	11.77
Building and grounds cleaning and maintenance occupations	8.00	9.92	11.42	16.55	21.27
Building cleaning workers	7.50	9.49	10.89	13.90	18.47
Janitors and cleaners, except maids and housekeeping cleaners	8.77	9.92	10.92	13.56	20.81
Maids and housekeeping cleaners	7.50	7.50	8.00	16.09	16.75
Grounds maintenance workers	13.75	14.00	16.00	21.00	23.88
Landscaping and groundskeeping workers	13.50	14.00	15.00	21.00	23.88
Personal care and service occupations	9.00	9.35	10.29	14.49	19.55
Sales and related occupations	8.94	11.50	17.25	29.46	49.06
First-line supervisors/managers, sales workers	16.15	18.80	20.65	41.81	61.90
First-line supervisors/managers of retail sales workers	14.40	17.10	18.97	20.40	25.36
Retail sales workers	8.89	9.99	12.05	16.83	22.47
Cashiers, all workers	8.82	9.30	11.24	13.45	19.33
Cashiers	8.82	9.30	11.24	13.45	19.33
Counter and rental clerks and parts salespersons	11.50	11.50	11.50	15.55	21.32
Retail salespersons	8.94	9.70	13.00	17.56	24.83
Securities, commodities, and financial services sales agents	20.27	26.98	62.73	75.72	179.00
Sales representatives, wholesale and manufacturing	15.58	17.25	26.92	43.40	46.54
Sales representatives, wholesale and manufacturing, technical and scientific products	18.08	26.44	41.89	43.40	60.82
Sales representatives, wholesale and manufacturing, except technical and scientific products	15.58	17.00	17.25	31.64	46.32
Office and administrative support occupations	12.62	15.99	19.50	24.04	29.75
First-line supervisors/managers of office and administrative support workers	14.25	18.60	24.04	29.36	32.76
Financial clerks	12.98	15.77	18.21	20.36	24.81
Bill and account collectors	15.25	15.25	16.75	21.26	22.05
Bookkeeping, accounting, and auditing clerks	12.98	16.82	18.38	20.19	25.00
Tellers	12.00	13.70	15.74	16.83	17.31
Customer service representatives	14.50	16.00	17.39	21.59	27.29
Library assistants, clerical	9.00	9.00	15.87	21.47	24.86
Order clerks	13.50	14.00	14.75	18.00	18.00
Receptionists and information clerks	12.25	14.25	18.50	20.50	23.17
Dispatchers	23.49	23.49	29.75	33.47	33.52
Police, fire, and ambulance dispatchers	25.76	29.75	30.40	33.51	35.77
Production, planning, and expediting clerks	21.15	24.93	29.74	30.82	30.82
Shipping, receiving, and traffic clerks	10.25	10.87	12.50	16.32	22.84
Stock clerks and order fillers	10.79	10.79	10.79	19.17	28.50
Secretaries and administrative assistants	19.23	21.70	25.23	31.22	36.06
Executive secretaries and administrative assistants	19.23	22.45	27.00	31.06	33.65
Secretaries, except legal, medical, and executive	17.02	20.35	20.95	23.71	26.69
Data entry and information processing workers	15.34	15.52	16.58	24.20	24.81
Word processors and typists	16.37	16.37	22.89	24.20	26.88
Insurance claims and policy processing clerks	17.84	19.26	20.75	22.86	35.10
Office clerks, general	12.62	15.73	19.21	22.15	24.52
Construction and extraction occupations	12.72	17.00	24.00	30.00	42.92
First-line supervisors/managers of construction trades and extraction workers	25.00	30.00	33.00	36.68	44.16
Cement masons, concrete finishers, and terrazzo workers	14.66	22.00	23.00	26.68	28.88
Cement masons and concrete finishers	14.66	22.00	23.00	26.68	28.88
Construction laborers	11.92	11.92	15.36	23.89	24.99
Electricians	13.52	21.00	27.74	32.30	49.53

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Painters and paperhangers	\$10.68	\$13.50	\$21.00	\$23.00	\$23.00
Painters, construction and maintenance	10.68	13.50	21.00	23.00	23.00
Installation, maintenance, and repair occupations	13.01	16.75	22.57	28.57	32.01
First-line supervisors/managers of mechanics, installers, and repairers	15.06	25.46	25.46	29.55	46.33
Automotive technicians and repairers	13.01	15.00	20.37	25.00	25.06
Automotive service technicians and mechanics	13.01	15.00	20.37	25.00	25.06
Bus and truck mechanics and diesel engine specialists ...	20.08	20.08	27.33	28.95	31.61
Industrial machinery installation, repair, and maintenance workers	13.64	19.00	21.86	25.12	31.85
Industrial machinery mechanics	19.50	20.53	23.40	32.34	33.77
Maintenance and repair workers, general	14.39	19.56	21.86	25.12	29.95
Miscellaneous installation, maintenance, and repair workers	11.00	13.50	15.25	19.00	26.44
Production occupations	9.14	11.20	13.99	19.88	27.97
First-line supervisors/managers of production and operating workers	20.41	24.04	28.21	32.21	37.23
Electrical, electronics, and electromechanical assemblers	11.22	11.55	11.55	12.03	19.77
Miscellaneous assemblers and fabricators	9.99	12.35	18.27	27.94	27.97
Machinists	21.58	23.57	28.49	28.58	34.66
Welding, soldering, and brazing workers	10.48	16.75	20.21	21.83	25.28
Welders, cutters, solderers, and brazers	10.48	16.75	20.21	21.83	25.28
Stationary engineers and boiler operators	33.78	35.48	36.76	40.30	41.61
Inspectors, testers, sorters, samplers, and weighers	7.66	7.66	13.60	26.02	29.39
Miscellaneous production workers	8.00	9.31	14.00	19.36	21.00
Transportation and material moving occupations	9.14	12.03	15.50	18.81	23.20
Bus drivers	14.25	15.06	16.25	17.75	24.87
Bus drivers, transit and intercity	14.25	15.06	17.00	18.12	24.87
Driver/sales workers and truck drivers	12.54	14.00	17.02	20.18	25.29
Truck drivers, heavy and tractor-trailer	12.75	14.20	18.50	20.27	25.05
Truck drivers, light or delivery services	11.54	13.85	16.73	20.12	27.00
Industrial truck and tractor operators	12.00	12.95	15.74	17.85	19.17
Laborers and material movers, hand	8.00	9.48	12.20	16.02	20.76
Cleaners of vehicles and equipment	7.26	8.82	12.20	16.02	21.23
Laborers and freight, stock, and material movers, hand	8.75	10.50	12.00	16.38	20.97
Packers and packagers, hand	8.50	9.00	12.59	15.96	18.89

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$7.50	\$9.14	\$12.00	\$19.37	\$41.38
Education, training, and library occupations	10.59	14.52	20.00	29.21	42.28
Postsecondary teachers	19.58	27.32	27.32	39.06	51.54
Arts, communications, and humanities teachers, postsecondary	26.30	26.30	26.30	40.00	48.63
Miscellaneous postsecondary teachers	19.72	27.32	27.32	27.32	53.33
Primary, secondary, and special education school teachers	13.43	17.00	29.85	38.18	50.31
Elementary and middle school teachers	12.67	16.67	20.34	35.75	38.18
Other teachers and instructors	15.39	16.15	18.94	32.63	61.57
Teacher assistants	9.33	10.55	12.79	17.63	20.30
Arts, design, entertainment, sports, and media occupations	10.78	20.00	20.00	27.57	42.00
Healthcare practitioner and technical occupations	26.56	30.40	46.88	52.94	58.90
Registered nurses	43.11	47.40	49.76	53.87	57.64
Therapists	24.58	27.65	30.40	43.70	77.62
Licensed practical and licensed vocational nurses	26.56	26.56	29.64	42.00	50.00
Healthcare support occupations	13.00	15.51	18.82	20.85	21.11
Nursing, psychiatric, and home health aides	18.56	19.42	20.51	20.85	21.68
Nursing aides, orderlies, and attendants	18.56	19.42	20.51	20.85	21.68
Miscellaneous healthcare support occupations	13.00	13.00	16.00	18.99	21.00
Protective service occupations	10.48	10.50	10.50	10.55	15.03
Security guards and gaming surveillance officers	10.48	10.50	10.50	10.50	11.98
Security guards	10.48	10.50	10.50	10.50	11.98
Food preparation and serving related occupations	7.50	7.50	8.00	10.00	13.56
Cooks	7.50	8.50	10.50	12.93	14.82
Food service, tipped	7.00	7.50	7.50	9.14	13.55
Waiters and waitresses	6.75	7.50	7.50	7.50	14.65
Fast food and counter workers	7.50	8.00	8.25	10.00	11.40
Combined food preparation and serving workers, including fast food	7.50	8.00	8.00	9.54	11.24
Counter attendants, cafeteria, food concession, and coffee shop	8.00	8.75	11.00	13.27	15.20
Building and grounds cleaning and maintenance occupations	7.98	10.00	10.11	15.90	27.00
Building cleaning workers	7.98	8.24	10.00	10.78	15.90
Personal care and service occupations	8.00	8.82	10.55	14.50	21.80
Child care workers	9.00	9.52	11.65	13.70	14.68
Recreation and fitness workers	8.00	10.00	15.18	20.61	35.00
Recreation workers	8.00	8.75	14.20	15.18	20.61
Sales and related occupations	8.00	8.90	9.84	12.00	16.05
Retail sales workers	8.00	8.84	9.60	12.00	16.00
Cashiers, all workers	7.75	8.82	9.30	9.85	13.59
Cashiers	7.75	8.82	9.30	9.85	13.59
Retail salespersons	8.00	9.00	10.30	13.00	17.57
Office and administrative support occupations	10.00	12.00	14.00	17.00	20.33
Financial clerks	11.00	12.00	13.54	15.98	16.40
Tellers	11.00	12.00	13.54	14.44	16.40
Receptionists and information clerks	8.35	12.18	12.18	17.00	17.00
Secretaries and administrative assistants	15.00	16.50	23.71	26.60	26.60
Data entry and information processing workers	12.00	13.00	14.02	17.39	17.39
Office clerks, general	10.00	12.00	12.63	15.55	18.35
Installation, maintenance, and repair occupations	7.21	7.21	10.50	12.01	28.27
Production occupations	9.14	9.14	9.14	14.50	19.38
Miscellaneous production workers	10.00	11.50	11.84	13.20	13.20

See footnotes at end of table.

Table 10. **Part-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
Transportation and material moving occupations	\$7.25	\$8.40	\$10.25	\$12.68	\$14.30
Laborers and material movers, hand	7.25	7.65	8.50	10.69	14.00
Laborers and freight, stock, and material movers, hand	7.25	8.40	8.52	13.41	15.00

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$28.18	\$22.85	\$1,123	\$904	39.8	\$57,629	\$46,559	2,045
Management occupations	55.26	52.45	2,282	2,159	41.3	118,007	111,600	2,135
General and operations managers	57.72	52.45	2,412	2,164	41.8	125,441	112,540	2,173
Marketing and sales managers	82.43	59.41	3,539	2,644	42.9	184,008	137,500	2,232
Marketing managers	92.66	60.10	3,966	2,802	42.8	206,241	145,712	2,226
Computer and information systems managers	64.50	55.55	2,635	2,546	40.8	137,017	132,392	2,124
Financial managers	53.53	49.98	2,202	2,124	41.1	114,480	110,465	2,139
Human resources managers	48.45	47.16	2,027	2,062	41.8	105,398	107,245	2,176
Industrial production managers	47.49	43.35	1,897	1,827	40.0	98,663	94,999	2,077
Education administrators	49.75	48.08	1,982	1,923	39.8	95,156	99,857	1,913
Education administrators, elementary and secondary school	50.34	48.08	2,003	1,923	39.8	95,247	99,857	1,892
Engineering managers	61.23	60.06	2,453	2,402	40.1	127,568	124,923	2,083
Medical and health services managers	53.82	57.25	2,153	2,290	40.0	111,938	119,080	2,080
Social and community service managers	26.17	24.23	1,103	1,162	42.1	57,363	60,424	2,192
Business and financial operations occupations	38.29	32.21	1,553	1,290	40.6	80,759	67,070	2,109
Buyers and purchasing agents	30.68	30.77	1,270	1,166	41.4	66,036	60,611	2,153
Claims adjusters, appraisers, examiners, and investigators	29.59	29.08	1,178	1,166	39.8	61,265	60,640	2,071
Claims adjusters, examiners, and investigators	29.59	29.08	1,178	1,166	39.8	61,265	60,640	2,071
Human resources, training, and labor relations specialists	32.22	27.55	1,303	1,102	40.4	67,774	57,304	2,103
Management analysts	44.12	40.08	1,774	1,606	40.2	92,262	83,512	2,091
Accountants and auditors	36.59	33.00	1,475	1,320	40.3	76,678	68,640	2,095
Financial analysts and advisors	39.96	36.06	1,594	1,497	39.9	82,894	77,865	2,074
Financial analysts	41.81	38.46	1,675	1,538	40.1	87,115	80,001	2,084
Computer and mathematical science occupations	42.50	42.93	1,740	1,750	40.9	90,469	90,979	2,129
Computer programmers	37.30	37.84	1,501	1,500	40.2	78,029	78,000	2,092
Computer software engineers	50.93	48.68	2,136	2,111	41.9	111,085	109,747	2,181
Computer software engineers, applications	47.74	46.47	1,990	2,019	41.7	103,487	105,000	2,168
Computer software engineers, systems software	52.70	50.30	2,218	2,163	42.1	115,336	112,488	2,188
Computer support specialists	33.70	32.03	1,333	1,281	39.5	69,110	66,629	2,050
Computer systems analysts	40.97	42.01	1,660	1,704	40.5	86,326	88,620	2,107
Network and computer systems administrators	32.86	31.25	1,314	1,250	40.0	68,344	65,000	2,080
Architecture and engineering occupations	40.97	40.00	1,684	1,635	41.1	86,776	84,460	2,118
Engineers	44.83	43.79	1,871	1,827	41.7	97,274	95,000	2,170
Civil engineers	43.87	42.28	1,755	1,691	40.0	91,253	87,932	2,080
Computer hardware engineers	45.19	45.82	1,966	1,913	43.5	102,220	99,464	2,262
Electrical and electronics engineers	51.26	44.47	2,229	2,033	43.5	115,933	105,700	2,262
Electrical engineers	59.06	52.00	2,362	2,080	40.0	122,842	108,160	2,080
Electronics engineers, except computer	46.30	42.45	2,132	2,033	46.1	110,876	105,700	2,395
Industrial engineers, including health and safety	40.72	40.59	1,705	1,624	41.9	88,646	84,460	2,177
Industrial engineers	39.77	35.97	1,654	1,439	41.6	86,024	74,822	2,163
Mechanical engineers	41.08	42.29	1,699	1,776	41.4	88,352	92,360	2,151
Drafters	29.15	30.00	1,166	1,200	40.0	60,634	62,400	2,080
Engineering technicians, except drafters	28.45	26.64	1,138	1,065	40.0	56,000	55,016	1,968

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Electrical and electronic engineering technicians	\$28.88	\$28.00	\$1,155	\$1,120	40.0	\$60,070	\$58,240	2,080
Life, physical, and social science occupations	37.37	35.20	1,532	1,408	41.0	79,514	73,216	2,127
Life scientists	42.47	39.28	1,685	1,520	39.7	87,598	79,039	2,063
Biological scientists	40.56	39.18	1,607	1,473	39.6	83,579	76,600	2,060
Biochemists and biophysicists	42.47	39.28	1,672	1,520	39.4	86,941	79,039	2,047
Physical scientists	33.84	31.67	1,360	1,267	40.2	70,743	65,882	2,091
Chemists and materials scientists ..	30.86	27.93	1,246	1,129	40.4	64,817	58,700	2,100
Chemists	30.86	27.93	1,246	1,129	40.4	64,817	58,700	2,100
Market and survey researchers	46.34	45.60	2,105	2,166	45.4	109,470	112,630	2,363
Market research analysts	46.34	45.60	2,105	2,166	45.4	109,470	112,630	2,363
Biological technicians	25.37	23.18	997	938	39.3	51,832	48,797	2,043
Community and social services occupations	23.24	21.06	937	846	40.3	48,289	43,992	2,077
Counselors	27.74	24.04	1,093	965	39.4	53,857	48,716	1,942
Educational, vocational, and school counselors	22.06	21.64	882	865	40.0	43,865	43,801	1,989
Social workers	29.10	26.93	1,186	1,077	40.8	61,271	56,012	2,105
Miscellaneous community and social service specialists	20.21	16.50	807	660	39.9	41,833	34,320	2,070
Social and human service assistants	15.62	15.45	624	618	39.9	32,295	32,136	2,068
Legal occupations	51.43	36.81	1,959	1,298	38.1	101,881	67,490	1,981
Lawyers	79.68	74.52	3,057	2,981	38.4	158,989	155,000	1,995
Miscellaneous legal support workers ..	27.91	23.66	1,105	946	39.6	57,484	49,213	2,060
Education, training, and library occupations	42.52	39.22	1,581	1,499	37.2	65,556	59,109	1,542
Postsecondary teachers	65.44	63.08	2,550	2,358	39.0	111,606	94,581	1,706
Health teachers, postsecondary	82.34	81.18	3,292	3,247	40.0	160,567	151,615	1,950
Arts, communications, and humanities teachers, postsecondary	52.56	49.49	1,969	1,872	37.5	73,794	70,055	1,404
Miscellaneous postsecondary teachers	35.97	34.76	1,381	1,391	38.4	57,935	56,250	1,611
Primary, secondary, and special education school teachers	41.30	42.03	1,480	1,515	35.8	56,948	57,231	1,379
Preschool and kindergarten teachers	18.81	14.24	731	570	38.9	34,713	29,640	1,845
Preschool teachers, except special education	14.86	14.00	586	560	39.4	28,897	29,120	1,945
Elementary and middle school teachers	46.11	45.25	1,599	1,595	34.7	58,833	58,570	1,276
Elementary school teachers, except special education	45.53	44.83	1,577	1,559	34.6	58,016	57,864	1,274
Middle school teachers, except special and vocational education	48.49	48.43	1,687	1,707	34.8	62,188	62,734	1,282
Secondary school teachers	48.27	45.83	1,765	1,673	36.6	65,992	62,514	1,367
Secondary school teachers, except special and vocational education	48.14	45.39	1,763	1,660	36.6	65,973	61,919	1,371
Special education teachers	44.06	42.47	1,570	1,540	35.6	59,043	57,581	1,340
Special education teachers, preschool, kindergarten, and elementary school	42.03	41.70	1,523	1,430	36.2	57,898	55,460	1,377
Librarians	30.05	27.53	1,207	1,170	40.2	62,768	60,830	2,089
Library technicians	24.71	25.23	979	1,005	39.6	49,951	52,250	2,021
Teacher assistants	14.93	11.80	560	493	37.5	26,294	23,164	1,761

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Arts, design, entertainment, sports, and media occupations	\$28.25	\$25.48	\$1,156	\$1,050	40.9	\$60,119	\$54,611	2,128
Designers	28.43	26.44	1,129	1,058	39.7	58,729	54,995	2,066
Writers and editors	34.28	27.22	1,371	1,089	40.0	71,309	56,626	2,080
Healthcare practitioner and technical occupations	36.90	33.54	1,540	1,440	41.7	80,077	74,880	2,170
Physicians and surgeons	28.60	12.04	1,687	963	59.0	87,747	50,066	3,068
Registered nurses	48.91	49.39	1,921	1,960	39.3	99,867	101,812	2,042
Clinical laboratory technologists and technicians	26.30	21.65	1,052	866	40.0	54,706	45,038	2,080
Health diagnosing and treating practitioner support technicians	21.74	23.37	867	935	39.9	45,080	48,610	2,073
Licensed practical and licensed vocational nurses	27.66	28.00	1,107	1,120	40.0	57,539	58,240	2,080
Healthcare support occupations	18.42	19.44	710	731	38.6	36,794	38,000	1,997
Nursing, psychiatric, and home health aides	13.93	13.00	548	509	39.3	28,487	26,443	2,045
Miscellaneous healthcare support occupations	19.73	20.08	757	749	38.3	39,139	38,834	1,984
Medical assistants	19.27	20.08	731	731	37.9	38,023	38,000	1,973
Protective service occupations	26.99	26.63	1,123	1,065	41.6	57,568	54,922	2,133
Fire fighters	32.43	30.38	1,670	1,610	51.5	86,829	83,730	2,678
Police officers	38.76	39.01	1,550	1,563	40.0	79,575	81,147	2,053
Police and sheriff's patrol officers	38.76	39.01	1,550	1,563	40.0	79,575	81,147	2,053
Security guards and gaming surveillance officers	14.53	13.50	581	540	40.0	29,913	28,080	2,059
Security guards	14.53	13.50	581	540	40.0	29,913	28,080	2,059
Food preparation and serving related occupations	11.37	10.75	442	405	38.9	22,883	21,050	2,013
First-line supervisors/managers, food preparation and serving workers	16.12	16.15	644	646	39.9	33,278	33,598	2,065
Cooks	12.58	12.00	490	480	38.9	25,469	24,960	2,025
Cooks, institution and cafeteria	15.94	16.88	638	675	40.0	33,157	35,115	2,080
Cooks, restaurant	11.65	12.00	454	447	38.9	23,587	23,234	2,024
Food service, tipped	8.00	7.50	303	281	37.8	15,593	14,163	1,948
Waiters and waitresses	7.05	6.81	260	270	36.9	13,515	14,040	1,917
Fast food and counter workers	10.37	10.26	406	410	39.2	21,041	21,339	2,029
Combined food preparation and serving workers, including fast food	10.31	10.50	406	420	39.4	21,138	21,840	2,050
Counter attendants, cafeteria, food concession, and coffee shop	10.50	8.25	406	285	38.6	20,830	14,801	1,983
Food servers, nonrestaurant	10.22	9.51	409	380	40.0	21,258	19,781	2,080
Dishwashers	9.22	8.80	352	352	38.2	18,304	18,298	1,984
Building and grounds cleaning and maintenance occupations	13.36	11.42	524	448	39.3	27,244	23,296	2,040
Building cleaning workers	12.16	10.89	477	428	39.2	24,806	22,277	2,040
Janitors and cleaners, except maids and housekeeping cleaners	12.43	10.92	490	437	39.4	25,489	22,714	2,050
Maids and housekeeping cleaners	11.04	8.00	424	300	38.4	22,023	15,600	1,996
Grounds maintenance workers	17.71	16.00	706	640	39.9	36,736	33,280	2,074
Landscaping and groundskeeping workers	17.54	15.00	700	600	39.9	36,376	31,202	2,074
Personal care and service occupations	12.75	10.29	455	411	35.7	23,310	21,397	1,828

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations	\$24.96	\$17.25	\$983	\$680	39.4	\$51,104	\$35,360	2,047
First-line supervisors/managers, sales workers	29.19	20.65	1,174	905	40.2	61,051	47,070	2,091
First-line supervisors/managers of retail sales workers	19.06	18.97	769	781	40.4	39,990	40,622	2,098
Retail sales workers	14.72	12.05	565	480	38.4	29,372	24,960	1,995
Cashiers, all workers	12.23	11.24	478	436	39.1	24,830	22,666	2,031
Cashiers	12.23	11.24	478	436	39.1	24,830	22,666	2,031
Counter and rental clerks and parts salespersons	14.30	11.50	561	460	39.3	29,195	23,920	2,041
Retail salespersons	15.83	13.00	600	505	37.9	31,207	26,281	1,971
Securities, commodities, and financial services sales agents	75.72	62.73	3,029	2,509	40.0	157,501	130,468	2,080
Sales representatives, wholesale and manufacturing	31.06	26.92	1,280	1,346	41.2	66,572	70,000	2,144
Sales representatives, wholesale and manufacturing, technical and scientific products	38.00	41.89	1,529	1,675	40.2	79,500	87,123	2,092
Sales representatives, wholesale and manufacturing, except technical and scientific products	23.88	17.25	1,010	690	42.3	52,519	35,880	2,199
Office and administrative support occupations	20.55	19.50	815	770	39.7	42,230	39,998	2,055
First-line supervisors/managers of office and administrative support workers	23.82	24.04	963	952	40.4	50,060	49,504	2,101
Financial clerks	18.60	18.21	742	718	39.9	38,537	37,357	2,072
Bill and account collectors	18.29	16.75	731	670	40.0	38,034	34,840	2,080
Bookkeeping, accounting, and auditing clerks	18.89	18.38	753	731	39.9	39,181	38,000	2,074
Tellers	15.18	15.74	607	630	40.0	31,577	32,739	2,080
Customer service representatives	19.27	17.39	765	695	39.7	39,791	36,163	2,065
Library assistants, clerical	15.67	15.87	—	—	—	—	—	—
Order clerks	15.86	14.75	634	590	40.0	32,990	30,680	2,080
Receptionists and information clerks	17.70	18.50	699	740	39.5	36,189	38,480	2,045
Dispatchers	28.26	29.75	1,158	1,190	41.0	60,235	61,880	2,131
Police, fire, and ambulance dispatchers	30.89	30.40	1,283	1,312	41.5	66,703	68,203	2,159
Production, planning, and expediting clerks	28.08	29.74	1,123	1,190	40.0	58,405	61,855	2,080
Shipping, receiving, and traffic clerks	14.14	12.50	565	500	40.0	29,403	26,000	2,080
Stock clerks and order fillers	15.23	10.79	609	432	40.0	31,674	22,443	2,080
Secretaries and administrative assistants	26.50	25.23	1,053	996	39.7	54,616	51,769	2,061
Executive secretaries and administrative assistants	26.58	27.00	1,060	1,022	39.9	55,111	53,136	2,073
Secretaries, except legal, medical, and executive	22.22	20.95	889	838	40.0	45,415	43,011	2,044
Data entry and information processing workers	19.68	16.58	773	655	39.3	40,172	34,039	2,042
Word processors and typists	21.13	22.89	823	881	39.0	42,818	45,828	2,026
Insurance claims and policy processing clerks	21.99	20.75	854	830	38.8	44,412	43,160	2,020
Office clerks, general	19.10	19.21	754	746	39.5	39,226	38,792	2,054
Construction and extraction occupations	25.05	24.00	993	960	39.6	50,408	48,000	2,013
First-line supervisors/managers of construction trades and extraction workers	33.59	33.00	1,344	1,320	40.0	68,463	67,501	2,038

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Cement masons, concrete finishers, and terrazzo workers	\$23.23	\$23.00	\$929	\$920	40.0	\$40,154	\$35,880	1,728
Cement masons and concrete finishers	23.23	23.00	929	920	40.0	40,154	35,880	1,728
Construction laborers	17.54	15.36	702	614	40.0	35,134	30,096	2,003
Electricians	28.70	27.74	1,148	1,110	40.0	59,704	57,699	2,080
Painters and paperhangers	20.19	21.00	763	680	37.8	39,691	35,360	1,966
Painters, construction and maintenance	20.19	21.00	763	680	37.8	39,691	35,360	1,966
Installation, maintenance, and repair occupations	23.15	22.57	925	895	40.0	48,108	46,559	2,078
First-line supervisors/managers of mechanics, installers, and repairers	28.31	25.46	1,194	1,120	42.2	62,073	58,252	2,193
Automotive technicians and repairers	20.71	20.37	812	815	39.2	42,242	42,365	2,040
Automotive service technicians and mechanics	20.71	20.37	812	815	39.2	42,242	42,365	2,040
Bus and truck mechanics and diesel engine specialists	25.27	27.33	1,011	1,093	40.0	52,565	56,846	2,080
Industrial machinery installation, repair, and maintenance workers	21.75	21.86	870	874	40.0	45,211	45,469	2,079
Industrial machinery mechanics	25.71	23.40	1,028	936	40.0	53,479	48,674	2,080
Maintenance and repair workers, general	22.32	21.86	893	874	40.0	46,377	45,469	2,078
Miscellaneous installation, maintenance, and repair workers	17.20	15.25	688	610	40.0	35,784	31,720	2,080
Production occupations	16.21	13.99	636	530	39.2	33,048	27,560	2,039
First-line supervisors/managers of production and operating workers	29.10	28.21	1,195	1,205	41.1	62,120	62,664	2,135
Electrical, electronics, and electromechanical assemblers	13.08	11.55	523	462	40.0	27,201	24,020	2,080
Miscellaneous assemblers and fabricators	18.40	18.27	732	717	39.8	38,062	37,278	2,069
Machinists	27.28	28.49	1,091	1,140	40.0	56,751	59,259	2,080
Welding, soldering, and brazing workers	18.93	20.21	757	808	40.0	39,384	42,037	2,080
Welders, cutters, solderers, and brazers	18.93	20.21	757	808	40.0	39,384	42,037	2,080
Stationary engineers and boiler operators	37.22	36.76	1,399	1,470	37.6	70,384	71,323	1,891
Inspectors, testers, sorters, samplers, and weighers	16.41	13.60	604	453	36.8	31,428	23,566	1,915
Miscellaneous production workers	14.03	14.00	561	560	40.0	29,190	29,120	2,080
Transportation and material moving occupations	16.85	15.50	663	620	39.3	34,248	31,493	2,032
Bus drivers	17.88	16.25	690	640	38.6	35,152	33,280	1,966
Bus drivers, transit and intercity	17.99	17.00	694	650	38.6	36,101	33,800	2,007
Driver/sales workers and truck drivers	17.84	17.02	714	681	40.0	37,112	35,402	2,080
Truck drivers, heavy and tractor-trailer	18.26	18.50	730	740	40.0	37,977	38,480	2,080
Truck drivers, light or delivery services	17.56	16.73	702	669	40.0	36,524	34,798	2,080
Industrial truck and tractor operators	15.31	15.74	613	630	40.0	31,853	32,739	2,080
Laborers and material movers, hand	13.17	12.20	520	480	39.5	26,823	24,960	2,037
Cleaners of vehicles and equipment	12.80	12.20	512	488	40.0	26,615	25,376	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Laborers and freight, stock, and material movers, hand	\$13.62	\$12.00	\$540	\$480	39.6	\$28,076	\$24,960	2,061
Packers and packagers, hand	12.87	12.59	491	412	38.1	24,134	20,202	1,876

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$27.39	\$21.38	\$1,091	\$842	39.8	\$56,523	\$43,680	2,064
Management occupations	55.55	52.45	2,303	2,165	41.5	119,751	112,563	2,156
General and operations managers	57.18	52.45	2,392	2,164	41.8	124,403	112,540	2,176
Marketing and sales managers	82.43	59.41	3,539	2,644	42.9	184,008	137,500	2,232
Marketing managers	92.66	60.10	3,966	2,802	42.8	206,241	145,712	2,226
Computer and information systems managers	65.42	55.55	2,677	2,689	40.9	139,215	139,816	2,128
Financial managers	53.68	49.98	2,210	2,124	41.2	114,918	110,465	2,141
Human resources managers	47.89	46.15	2,020	1,887	42.2	105,051	98,099	2,194
Industrial production managers	47.49	43.35	1,897	1,827	40.0	98,663	94,999	2,077
Education administrators	43.27	48.08	1,731	1,923	40.0	89,992	100,000	2,080
Engineering managers	61.00	60.06	2,445	2,402	40.1	127,119	124,923	2,084
Business and financial operations occupations	38.77	31.73	1,575	1,288	40.6	81,901	67,001	2,112
Buyers and purchasing agents	30.85	30.77	1,298	1,298	42.1	67,516	67,475	2,188
Claims adjusters, appraisers, examiners, and investigators	29.77	29.81	1,184	1,192	39.8	61,593	62,005	2,069
Claims adjusters, examiners, and investigators	29.77	29.81	1,184	1,192	39.8	61,593	62,005	2,069
Human resources, training, and labor relations specialists	31.76	27.27	1,285	1,091	40.5	66,835	56,726	2,104
Management analysts	45.69	42.31	1,839	1,692	40.2	95,611	88,001	2,093
Accountants and auditors	36.64	33.00	1,477	1,320	40.3	76,781	68,640	2,096
Financial analysts and advisors	39.96	36.06	1,594	1,497	39.9	82,894	77,865	2,074
Financial analysts	41.81	38.46	1,675	1,538	40.1	87,115	80,001	2,084
Computer and mathematical science occupations	43.34	43.39	1,778	1,790	41.0	92,479	93,055	2,134
Computer programmers	39.65	40.18	1,601	1,717	40.4	83,227	89,286	2,099
Computer software engineers	51.38	49.33	2,158	2,119	42.0	112,201	110,192	2,184
Computer software engineers, applications	47.90	46.47	1,998	2,038	41.7	103,911	106,001	2,170
Computer software engineers, systems software	53.32	51.85	2,248	2,170	42.2	116,882	112,855	2,192
Computer support specialists	34.82	32.03	1,374	1,281	39.5	71,470	66,629	2,052
Computer systems analysts	41.54	43.27	1,685	1,750	40.6	87,616	90,979	2,109
Network and computer systems administrators	32.07	28.85	1,283	1,154	40.0	66,697	60,000	2,080
Architecture and engineering occupations	41.26	40.39	1,700	1,680	41.2	87,531	86,736	2,122
Engineers	44.95	43.83	1,880	1,854	41.8	97,766	96,408	2,175
Civil engineers	44.56	44.05	1,782	1,762	40.0	92,677	91,624	2,080
Computer hardware engineers	45.19	45.82	1,966	1,913	43.5	102,220	99,464	2,262
Electrical and electronics engineers	51.89	45.69	2,270	2,033	43.7	118,036	105,700	2,275
Electrical engineers	59.06	52.00	2,362	2,080	40.0	122,842	108,160	2,080
Electronics engineers, except computer	46.84	42.45	2,194	2,033	46.8	114,063	105,700	2,435
Industrial engineers, including health and safety	40.36	40.08	1,694	1,624	42.0	88,092	84,460	2,183
Industrial engineers	39.77	35.97	1,654	1,439	41.6	86,024	74,822	2,163
Mechanical engineers	41.08	42.29	1,699	1,776	41.4	88,352	92,360	2,151
Engineering technicians, except drafters	26.83	25.76	1,073	1,030	40.0	52,116	51,453	1,942
Electrical and electronic engineering technicians	26.42	24.96	1,057	998	40.0	54,951	51,917	2,080
Life, physical, and social science occupations	37.93	35.71	1,560	1,473	41.1	81,102	76,600	2,138
Life scientists	42.65	39.28	1,692	1,520	39.7	87,963	79,039	2,062
Biological scientists	40.73	39.28	1,614	1,481	39.6	83,904	77,000	2,060
Biochemists and biophysicists	42.47	39.28	1,672	1,520	39.4	86,941	79,039	2,047

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Physical scientists	\$33.14	\$31.25	\$1,333	\$1,250	40.2	\$69,303	\$65,000	2,091
Chemists and materials scientists ..	29.16	27.50	1,179	1,100	40.4	61,314	57,200	2,103
Chemists	29.16	27.50	1,179	1,100	40.4	61,314	57,200	2,103
Market and survey researchers	46.34	45.60	2,105	2,166	45.4	109,470	112,630	2,363
Market research analysts	46.34	45.60	2,105	2,166	45.4	109,470	112,630	2,363
Biological technicians	26.28	25.87	1,029	1,031	39.2	53,525	53,592	2,037
Community and social services occupations	21.25	18.36	862	734	40.5	44,698	38,193	2,103
Miscellaneous community and social service specialists	18.55	16.00	740	640	39.9	38,367	33,280	2,069
Social and human service assistants	14.50	14.90	579	596	39.9	29,971	30,992	2,067
Legal occupations	54.01	37.04	2,042	1,310	37.8	106,171	68,135	1,966
Lawyers	81.27	74.52	3,107	2,981	38.2	161,541	155,000	1,988
Education, training, and library occupations	32.10	24.04	1,277	962	39.8	62,116	49,999	1,935
Postsecondary teachers	68.87	69.21	2,688	2,768	39.0	119,570	106,371	1,736
Arts, communications, and humanities teachers, postsecondary	44.89	47.01	1,587	1,763	35.4	60,239	63,464	1,342
Primary, secondary, and special education school teachers	15.32	14.00	613	560	40.0	30,053	29,120	1,962
Arts, design, entertainment, sports, and media occupations	28.15	25.48	1,154	1,050	41.0	60,011	54,611	2,132
Designers	28.43	26.44	1,129	1,058	39.7	58,729	54,995	2,066
Writers and editors	34.28	27.22	1,371	1,089	40.0	71,309	56,626	2,080
Healthcare practitioner and technical occupations	38.88	36.63	1,546	1,465	39.8	80,417	76,195	2,068
Registered nurses	47.87	49.39	1,866	1,920	39.0	97,009	99,861	2,027
Clinical laboratory technologists and technicians	26.97	22.79	1,079	912	40.0	56,100	47,403	2,080
Healthcare support occupations	18.23	19.44	699	720	38.3	36,175	36,483	1,985
Miscellaneous healthcare support occupations	19.60	20.00	748	732	38.2	38,675	38,000	1,973
Medical assistants	19.05	20.00	719	731	37.8	37,411	38,000	1,963
Protective service occupations	14.39	13.75	575	550	40.0	29,911	28,600	2,078
Security guards and gaming surveillance officers	14.20	13.25	568	530	40.0	29,516	27,560	2,078
Security guards	14.20	13.25	568	530	40.0	29,516	27,560	2,078
Food preparation and serving related occupations	11.16	10.26	434	400	38.8	22,544	20,800	2,020
First-line supervisors/managers, food preparation and serving workers ..	15.96	16.15	637	646	39.9	33,137	33,598	2,077
Cooks	12.16	12.00	473	480	38.9	24,591	24,960	2,022
Cooks, restaurant	11.65	12.00	454	447	38.9	23,587	23,234	2,024
Food service, tipped	8.00	7.50	303	281	37.8	15,750	14,625	1,968
Waiters and waitresses	7.05	6.81	260	270	36.9	13,515	14,040	1,917
Fast food and counter workers	10.04	10.26	393	410	39.1	20,425	21,339	2,034
Food servers, nonrestaurant	10.22	9.51	409	380	40.0	21,258	19,781	2,080
Dishwashers	9.22	8.80	352	352	38.2	18,304	18,298	1,984
Building and grounds cleaning and maintenance occupations	12.52	10.92	491	437	39.2	25,519	22,714	2,038
Building cleaning workers	11.45	10.54	449	406	39.2	23,322	21,101	2,036
Janitors and cleaners, except maids and housekeeping cleaners	11.57	10.54	456	412	39.4	23,688	21,424	2,048

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Maids and housekeeping cleaners	\$11.04	\$8.00	\$424	\$300	38.4	\$22,023	\$15,600	1,996
Grounds maintenance workers	16.53	15.00	661	600	40.0	34,377	31,202	2,080
Landscaping and groundskeeping workers	16.53	15.00	661	600	40.0	34,377	31,202	2,080
Personal care and service occupations	12.59	10.29	450	411	35.8	23,288	21,397	1,849
Sales and related occupations	24.99	17.25	984	674	39.4	51,157	35,071	2,047
First-line supervisors/managers, sales workers	29.42	20.83	1,183	910	40.2	61,541	47,330	2,092
First-line supervisors/managers of retail sales workers	19.02	18.97	768	771	40.4	39,923	40,073	2,099
Retail sales workers	14.70	12.05	564	480	38.4	29,320	24,960	1,995
Cashiers, all workers	12.08	10.90	472	436	39.0	24,529	22,666	2,030
Cashiers	12.08	10.90	472	436	39.0	24,529	22,666	2,030
Counter and rental clerks and parts salespersons	14.30	11.50	561	460	39.3	29,195	23,920	2,041
Retail salespersons	15.83	13.00	600	505	37.9	31,207	26,281	1,971
Securities, commodities, and financial services sales agents	75.72	62.73	3,029	2,509	40.0	157,501	130,468	2,080
Sales representatives, wholesale and manufacturing	31.06	26.92	1,280	1,346	41.2	66,572	70,000	2,144
Sales representatives, wholesale and manufacturing, technical and scientific products	38.00	41.89	1,529	1,675	40.2	79,500	87,123	2,092
Sales representatives, wholesale and manufacturing, except technical and scientific products	23.88	17.25	1,010	690	42.3	52,519	35,880	2,199
Office and administrative support occupations	20.26	19.10	805	760	39.7	41,875	39,520	2,067
First-line supervisors/managers of office and administrative support workers	23.92	24.04	968	962	40.5	50,354	49,999	2,105
Financial clerks	18.09	17.96	722	718	39.9	37,527	37,357	2,075
Bill and account collectors	18.29	16.75	731	670	40.0	38,034	34,840	2,080
Bookkeeping, accounting, and auditing clerks	18.31	17.96	731	718	39.9	37,991	37,357	2,075
Tellers	15.18	15.74	607	630	40.0	31,577	32,739	2,080
Customer service representatives	19.27	17.39	765	695	39.7	39,791	36,163	2,065
Order clerks	15.86	14.75	634	590	40.0	32,990	30,680	2,080
Receptionists and information clerks ..	17.52	18.50	691	740	39.5	35,952	38,480	2,052
Production, planning, and expediting clerks	28.08	29.74	1,123	1,190	40.0	58,405	61,855	2,080
Shipping, receiving, and traffic clerks	13.80	12.47	552	499	40.0	28,704	25,938	2,080
Stock clerks and order fillers	15.23	10.79	609	432	40.0	31,674	22,443	2,080
Secretaries and administrative assistants	26.72	25.43	1,062	996	39.7	55,211	51,769	2,066
Executive secretaries and administrative assistants	26.63	27.00	1,062	1,020	39.9	55,224	53,028	2,074
Secretaries, except legal, medical, and executive	20.87	20.35	835	814	40.0	43,411	42,328	2,080
Data entry and information processing workers	19.58	16.37	769	655	39.3	39,994	34,039	2,043
Insurance claims and policy processing clerks	21.99	20.75	854	830	38.8	44,412	43,160	2,020
Office clerks, general	18.91	18.35	746	720	39.5	38,803	37,440	2,052
Construction and extraction occupations	24.94	24.00	988	960	39.6	50,144	48,000	2,010

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
First-line supervisors/managers of construction trades and extraction workers	\$33.59	\$33.00	\$1,344	\$1,320	40.0	\$68,463	\$67,501	2,038
Cement masons, concrete finishers, and terrazzo workers	23.23	23.00	929	920	40.0	40,154	35,880	1,728
Cement masons and concrete finishers	23.23	23.00	929	920	40.0	40,154	35,880	1,728
Construction laborers	16.98	12.00	679	480	40.0	33,908	24,960	1,997
Electricians	28.70	27.74	1,148	1,110	40.0	59,704	57,699	2,080
Painters and paperhangers	20.19	21.00	763	680	37.8	39,691	35,360	1,966
Painters, construction and maintenance	20.19	21.00	763	680	37.8	39,691	35,360	1,966
Installation, maintenance, and repair occupations	22.53	22.00	901	880	40.0	46,827	45,760	2,079
Automotive technicians and repairers	20.70	20.37	812	815	39.2	42,211	42,365	2,039
Automotive service technicians and mechanics	20.70	20.37	812	815	39.2	42,211	42,365	2,039
Bus and truck mechanics and diesel engine specialists	25.02	26.08	1,001	1,043	40.0	52,032	54,246	2,080
Industrial machinery installation, repair, and maintenance workers	21.06	21.86	842	874	40.0	43,758	45,469	2,078
Industrial machinery mechanics	24.59	23.40	983	936	40.0	51,138	48,674	2,080
Maintenance and repair workers, general	22.35	22.57	894	903	40.0	46,407	46,946	2,076
Miscellaneous installation, maintenance, and repair workers	15.78	15.00	631	600	40.0	32,826	31,200	2,080
Production occupations	15.74	13.40	618	515	39.2	32,108	26,874	2,040
First-line supervisors/managers of production and operating workers	29.10	28.21	1,195	1,205	41.1	62,120	62,664	2,135
Electrical, electronics, and electromechanical assemblers	13.08	11.55	523	462	40.0	27,201	24,020	2,080
Miscellaneous assemblers and fabricators	18.40	18.27	732	717	39.8	38,062	37,278	2,069
Machinists	27.28	28.49	1,091	1,140	40.0	56,751	59,259	2,080
Welding, soldering, and brazing workers	18.93	20.21	757	808	40.0	39,384	42,037	2,080
Welders, cutters, solderers, and brazers	18.93	20.21	757	808	40.0	39,384	42,037	2,080
Inspectors, testers, sorters, samplers, and weighers	16.41	13.60	604	453	36.8	31,428	23,566	1,915
Miscellaneous production workers	14.03	14.00	561	560	40.0	29,190	29,120	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$16.33	\$15.06	\$641	\$600	39.3	\$33,171	\$30,638	2,031
Driver/sales workers and truck drivers	17.68	17.00	707	680	40.0	36,775	35,360	2,080
Truck drivers, heavy and tractor-trailer	17.86	18.50	714	740	40.0	37,153	38,480	2,080
Truck drivers, light or delivery services	17.56	16.73	702	669	40.0	36,524	34,798	2,080
Industrial truck and tractor operators ..	15.31	15.74	613	630	40.0	31,853	32,739	2,080
Laborers and material movers, hand ..	13.17	12.20	520	480	39.5	26,823	24,960	2,037
Cleaners of vehicles and equipment	12.80	12.20	512	488	40.0	26,615	25,376	2,080
Laborers and freight, stock, and material movers, hand	13.62	12.00	540	480	39.6	28,076	24,960	2,061
Packers and packagers, hand	12.87	12.59	491	412	38.1	24,134	20,202	1,876

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$33.97	\$30.91	\$1,356	\$1,253	39.9	\$65,111	\$60,012	1,917
Management occupations	52.83	52.35	2,108	2,094	39.9	104,338	104,936	1,975
Education administrators	54.67	57.34	2,171	2,294	39.7	98,554	94,164	1,803
Education administrators, elementary and secondary school	55.29	57.34	2,193	2,294	39.7	98,396	94,164	1,780
Business and financial operations occupations	34.28	33.80	1,370	1,359	40.0	71,258	70,662	2,079
Human resources, training, and labor relations specialists	33.89	37.23	1,368	1,489	40.4	71,155	77,438	2,100
Computer and mathematical science occupations	32.50	32.23	1,300	1,289	40.0	67,287	67,045	2,071
Architecture and engineering occupations	37.59	36.06	1,503	1,442	40.0	78,181	75,005	2,080
Engineers	42.73	42.32	1,709	1,693	40.0	88,873	88,034	2,080
Engineering technicians, except drafters	34.92	32.50	1,397	1,300	40.0	72,637	67,600	2,080
Life, physical, and social science occupations	31.56	32.95	1,255	1,318	39.8	63,866	63,113	2,023
Community and social services occupations	29.31	28.58	1,162	1,139	39.6	58,712	57,970	2,003
Counselors	27.81	23.87	1,095	965	39.4	53,820	48,716	1,935
Miscellaneous community and social service specialists	29.39	29.14	1,176	1,166	40.0	61,137	60,611	2,080
Education, training, and library occupations	47.14	44.10	1,703	1,569	36.1	66,670	61,429	1,414
Postsecondary teachers	63.39	62.15	2,467	2,358	38.9	106,974	94,500	1,688
Miscellaneous postsecondary teachers	35.52	34.76	1,374	1,391	38.7	57,730	56,250	1,625
Primary, secondary, and special education school teachers	46.92	45.62	1,645	1,611	35.1	60,792	59,769	1,296
Elementary and middle school teachers	46.76	46.02	1,615	1,611	34.5	59,103	59,659	1,264
Elementary school teachers, except special education	46.32	45.25	1,597	1,595	34.5	58,334	58,110	1,259
Middle school teachers, except special and vocational education	48.49	48.43	1,687	1,707	34.8	62,188	62,734	1,282
Secondary school teachers	48.27	45.83	1,765	1,673	36.6	65,992	62,514	1,367
Secondary school teachers, except special and vocational education	48.14	45.39	1,763	1,660	36.6	65,973	61,919	1,371
Special education teachers	47.63	44.92	1,666	1,582	35.0	61,539	58,546	1,292
Special education teachers, preschool, kindergarten, and elementary school	47.48	44.44	1,675	1,564	35.3	61,885	57,920	1,304
Teacher assistants	20.90	18.57	708	721	33.9	30,477	30,178	1,458
Healthcare practitioner and technical occupations	31.87	26.48	1,521	1,148	47.7	79,046	59,679	2,480
Registered nurses	51.29	53.18	2,052	2,127	40.0	106,581	108,451	2,078
Healthcare support occupations	19.67	19.22	787	769	40.0	40,916	39,986	2,080
Protective service occupations	36.08	35.22	1,548	1,563	42.9	78,453	81,147	2,175
Fire fighters	32.43	30.38	1,670	1,610	51.5	86,829	83,730	2,678
Police officers	38.76	39.01	1,550	1,563	40.0	79,575	81,147	2,053
Police and sheriff's patrol officers ...	38.76	39.01	1,550	1,563	40.0	79,575	81,147	2,053

See footnotes at end of table.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Building and grounds cleaning and maintenance occupations	\$19.39	\$19.02	\$770	\$736	39.7	\$39,829	\$38,272	2,054
Building cleaning workers	18.31	18.18	728	713	39.8	37,867	37,089	2,068
Janitors and cleaners, except maids and housekeeping cleaners	18.31	18.18	728	713	39.8	37,867	37,089	2,068
Office and administrative support occupations	22.64	22.20	887	884	39.2	44,688	44,658	1,974
Financial clerks	23.73	23.33	946	933	39.8	48,585	48,526	2,047
Bookkeeping, accounting, and auditing clerks	24.18	23.35	963	933	39.8	50,063	48,526	2,070
Dispatchers	30.89	30.40	1,283	1,312	41.5	66,703	68,203	2,159
Police, fire, and ambulance dispatchers	30.89	30.40	1,283	1,312	41.5	66,703	68,203	2,159
Secretaries and administrative assistants	25.03	24.10	994	964	39.7	50,798	48,920	2,030
Executive secretaries and administrative assistants	25.83	26.66	1,025	1,025	39.7	53,297	53,274	2,063
Secretaries, except legal, medical, and executive	23.69	23.20	948	928	40.0	47,539	45,427	2,006
Office clerks, general	20.18	20.56	802	782	39.7	41,703	40,664	2,067
Construction and extraction occupations	28.14	26.89	1,126	1,076	40.0	58,532	55,933	2,080
Installation, maintenance, and repair occupations	27.22	26.43	1,087	1,057	39.9	56,503	54,974	2,076
Production occupations	34.78	36.76	1,377	1,470	39.6	69,428	70,262	1,996
Transportation and material moving occupations	25.90	24.87	1,051	995	40.6	53,210	50,232	2,054

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, San Jose-San Francisco-Oakland, CA CSA, April 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$26.13	\$21.78	\$26.34	\$35.58
Management, professional, and related	41.98	37.91	42.23	45.75
Management, business, and financial	46.83	46.66	45.59	48.34
Professional and related	39.13	32.15	39.71	44.63
Service	12.29	11.46	12.27	15.57
Sales and office	20.64	18.85	20.66	26.28
Sales and related	22.15	19.04	22.18	38.18
Office and administrative support	19.67	18.69	19.75	21.95
Natural resources, construction, and maintenance	23.73	22.66	24.77	29.38
Construction and extraction	24.98	25.78	—	—
Installation, maintenance, and repair	21.76	19.25	28.83	30.27
Production, transportation, and material moving	15.44	13.62	16.01	20.62
Production	15.33	13.29	16.21	18.16
Transportation and material moving	15.54	13.85	15.87	31.38
	Relative error ³ (percent)			
All workers	3.4	5.1	4.0	4.2
Management, professional, and related	3.3	8.9	3.1	1.7
Management, business, and financial	7.6	19.0	3.8	4.5
Professional and related	3.4	4.8	5.9	1.9
Service	1.9	3.6	4.1	4.1
Sales and office	3.7	4.3	5.2	10.9
Sales and related	8.5	8.3	12.5	24.3
Office and administrative support	1.8	2.6	4.1	3.6
Natural resources, construction, and maintenance	2.7	7.3	12.9	2.5
Construction and extraction5	13.7	—	—
Installation, maintenance, and repair	6.8	6.8	11.3	2.2
Production, transportation, and material moving	5.1	5.7	4.3	19.4
Production	7.3	10.9	7.6	16.8
Transportation and material moving	6.0	6.0	7.2	26.7

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

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

³ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.36	\$18.00	\$927	\$702	39.7	\$48,097	\$36,469	2,059
Management occupations	51.14	41.61	2,142	1,673	41.9	111,367	86,986	2,178
General and operations managers	50.58	52.45	2,156	1,900	42.6	112,115	98,800	2,216
Financial managers	37.81	36.80	1,555	1,472	41.1	80,842	76,552	2,138
Business and financial operations occupations	41.72	31.25	1,676	1,250	40.2	87,149	65,000	2,089
Accountants and auditors	38.94	39.66	1,558	1,587	40.0	81,002	82,499	2,080
Computer and mathematical science occupations	30.60	23.28	1,220	909	39.9	63,437	47,256	2,073
Architecture and engineering occupations	41.78	40.39	1,771	1,794	42.4	92,083	93,276	2,204
Engineers	45.69	43.83	2,025	1,928	44.3	105,299	100,256	2,305
Civil engineers	44.48	46.55	1,779	1,862	40.0	92,522	96,824	2,080
Life, physical, and social science occupations	27.56	27.50	1,108	1,100	40.2	57,613	57,200	2,091
Physical scientists	30.21	29.22	1,209	1,169	40.0	62,845	60,769	2,080
Community and social services occupations	20.12	17.52	830	734	41.3	43,166	38,193	2,145
Miscellaneous community and social service specialists	18.76	16.00	749	640	39.9	38,927	33,280	2,076
Social and human service assistants	14.55	14.90	581	596	39.9	30,222	30,992	2,077
Legal occupations	46.38	34.62	1,703	1,288	36.7	88,580	67,000	1,910
Education, training, and library occupations	14.76	13.00	590	520	40.0	29,478	27,040	1,997
Primary, secondary, and special education school teachers	15.86	14.25	634	570	40.0	31,986	29,640	2,017
Arts, design, entertainment, sports, and media occupations	25.69	25.48	1,036	1,050	40.3	53,889	54,611	2,097
Healthcare practitioner and technical occupations	39.12	31.16	1,565	1,246	40.0	81,359	64,809	2,080
Healthcare support occupations	19.07	20.00	710	720	37.2	36,619	35,410	1,920
Miscellaneous healthcare support occupations	19.85	20.00	732	731	36.9	37,703	37,669	1,899
Food preparation and serving related occupations	10.82	10.00	421	400	38.9	21,883	20,800	2,023
Cooks	12.14	11.50	467	420	38.5	24,290	21,840	2,002
Cooks, restaurant	11.46	11.50	441	396	38.5	22,917	20,577	2,000
Food service, tipped	8.20	6.81	328	272	40.0	17,054	14,163	2,080
Dishwashers	9.29	9.14	352	366	37.9	18,305	19,011	1,970
Building and grounds cleaning and maintenance occupations	13.32	13.00	512	448	38.4	26,612	23,281	1,998
Building cleaning workers	11.06	10.30	421	412	38.1	21,915	21,424	1,982
Janitors and cleaners, except maids and housekeeping cleaners	13.24	11.19	514	448	38.8	26,732	23,281	2,018
Personal care and service occupations	11.55	9.35	443	374	38.4	22,855	19,440	1,980
Sales and related occupations	21.58	14.52	851	530	39.4	44,252	27,560	2,051
Retail sales workers	13.10	11.50	506	460	38.6	26,287	23,920	2,007
Cashiers, all workers	10.93	10.00	424	372	38.8	22,048	19,344	2,017
Cashiers	10.93	10.00	424	372	38.8	22,048	19,344	2,017
Counter and rental clerks and parts salespersons	14.00	11.50	549	460	39.2	28,573	23,920	2,040
Retail salespersons	13.92	10.50	533	400	38.3	27,703	20,800	1,990
Sales representatives, wholesale and manufacturing	28.51	25.00	1,164	974	40.8	60,524	50,665	2,123

See footnotes at end of table.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales representatives, wholesale and manufacturing, technical and scientific products	\$36.77	\$39.96	\$1,479	\$1,598	40.2	\$76,886	\$83,111	2,091
Office and administrative support occupations	19.28	18.38	764	726	39.6	39,738	37,773	2,061
First-line supervisors/managers of office and administrative support workers	22.34	23.80	909	952	40.7	47,269	49,504	2,116
Financial clerks	17.76	17.96	708	704	39.9	36,837	36,608	2,075
Bookkeeping, accounting, and auditing clerks ...	18.09	17.96	721	718	39.9	37,507	37,357	2,074
Tellers	15.18	15.74	607	630	40.0	31,573	32,739	2,080
Customer service representatives	19.31	17.07	754	683	39.1	39,216	35,499	2,031
Order clerks	15.53	14.50	621	580	40.0	32,294	30,160	2,080
Receptionists and information clerks	16.45	15.82	642	604	39.0	33,398	31,384	2,030
Shipping, receiving, and traffic clerks	12.95	11.50	518	460	40.0	26,934	23,920	2,080
Secretaries and administrative assistants	27.97	27.05	1,109	1,082	39.6	57,650	56,256	2,061
Executive secretaries and administrative assistants	27.65	27.05	1,103	1,082	39.9	57,339	56,256	2,074
Insurance claims and policy processing clerks	22.75	20.75	886	830	39.0	46,076	43,160	2,025
Office clerks, general	18.55	19.47	721	720	38.9	37,477	37,440	2,021
Construction and extraction occupations	25.72	23.00	1,010	880	39.3	51,770	43,680	2,013
First-line supervisors/managers of construction trades and extraction workers	33.11	31.66	1,325	1,267	40.0	66,542	65,859	2,009
Painters and paperhangers	20.19	21.00	763	680	37.8	39,691	35,360	1,966
Painters, construction and maintenance	20.19	21.00	763	680	37.8	39,691	35,360	1,966
Installation, maintenance, and repair occupations	20.08	19.97	803	799	40.0	41,763	41,527	2,079
Automotive technicians and repairers	20.69	20.37	811	815	39.2	42,192	42,365	2,039
Automotive service technicians and mechanics	20.69	20.37	811	815	39.2	42,192	42,365	2,039
Bus and truck mechanics and diesel engine specialists	24.22	22.00	969	880	40.0	50,375	45,760	2,080
Industrial machinery installation, repair, and maintenance workers	16.90	14.39	676	576	40.0	35,152	29,931	2,080
Miscellaneous installation, maintenance, and repair workers	15.43	15.00	617	600	40.0	32,094	31,200	2,080
Production occupations	13.71	11.50	536	460	39.1	27,874	23,920	2,034
Transportation and material moving occupations	14.45	14.25	570	560	39.5	29,497	29,120	2,041
Driver/sales workers and truck drivers	16.18	15.87	647	635	40.0	33,660	33,010	2,080
Truck drivers, heavy and tractor-trailer	17.10	17.00	684	680	40.0	35,561	35,360	2,080
Truck drivers, light or delivery services	15.59	15.00	624	600	40.0	32,435	31,200	2,080
Industrial truck and tractor operators	13.58	13.00	543	520	40.0	28,240	27,040	2,080
Laborers and material movers, hand	12.71	12.00	501	480	39.4	25,720	24,960	2,024
Cleaners of vehicles and equipment	14.06	16.02	562	641	40.0	29,237	33,322	2,080
Laborers and freight, stock, and material movers, hand	11.65	11.50	460	460	39.4	23,904	23,920	2,051

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$31.09	\$25.76	\$1,243	\$1,006	40.0	\$64,306	\$52,000	2,068
Management occupations	58.79	56.74	2,420	2,350	41.2	125,830	122,185	2,140
General and operations managers	73.64	94.23	2,945	3,769	40.0	153,164	196,000	2,080
Marketing and sales managers	59.31	59.41	2,580	2,453	43.5	134,146	127,556	2,262
Marketing managers	58.77	59.41	2,558	2,606	43.5	133,016	135,491	2,263
Computer and information systems managers	68.08	60.92	2,791	2,731	41.0	145,153	142,000	2,132
Financial managers	60.76	59.08	2,503	2,415	41.2	130,149	125,601	2,142
Engineering managers	65.05	60.06	2,612	2,402	40.2	135,835	124,923	2,088
Business and financial operations occupations ...	37.27	32.44	1,523	1,320	40.9	79,194	68,640	2,125
Buyers and purchasing agents	32.36	30.77	1,372	1,298	42.4	71,331	67,475	2,204
Human resources, training, and labor relations specialists	27.20	27.27	1,093	1,091	40.2	56,830	56,726	2,089
Management analysts	43.32	41.11	1,744	1,659	40.3	90,694	86,258	2,094
Accountants and auditors	35.19	32.25	1,425	1,320	40.5	74,105	68,640	2,106
Financial analysts and advisors	39.75	36.06	1,592	1,442	40.0	82,781	75,001	2,082
Financial analysts	41.81	38.46	1,675	1,538	40.1	87,115	80,001	2,084
Loan counselors and officers	27.88	26.44	1,144	1,058	41.0	59,485	54,997	2,133
Loan officers	27.88	26.44	1,144	1,058	41.0	59,485	54,997	2,133
Computer and mathematical science occupations	45.87	44.74	1,893	1,859	41.3	98,440	96,649	2,146
Computer programmers	41.16	40.18	1,693	1,717	41.1	88,027	89,286	2,138
Computer software engineers	51.48	49.33	2,162	2,139	42.0	112,425	111,251	2,184
Computer software engineers, applications	48.07	46.47	2,004	2,051	41.7	104,182	106,633	2,167
Computer software engineers, systems software	53.38	51.85	2,251	2,170	42.2	117,069	112,855	2,193
Computer support specialists	33.87	32.03	1,359	1,281	40.1	70,673	66,629	2,087
Computer systems analysts	41.54	43.27	1,685	1,750	40.6	87,616	90,979	2,109
Architecture and engineering occupations	40.99	40.39	1,666	1,635	40.6	85,337	84,460	2,082
Engineers	44.63	43.79	1,823	1,805	40.8	94,801	93,845	2,124
Computer hardware engineers	41.02	43.85	1,703	1,821	41.5	88,537	94,688	2,158
Electrical and electronics engineers	57.51	47.28	2,309	1,891	40.1	120,054	98,342	2,088
Electrical engineers	61.62	48.08	2,465	1,923	40.0	128,173	100,002	2,080
Electronics engineers, except computer	51.38	47.02	2,074	1,881	40.4	107,855	97,806	2,099
Industrial engineers, including health and safety	41.30	40.59	1,732	1,650	41.9	90,055	85,785	2,180
Industrial engineers	40.79	38.38	1,693	1,624	41.5	88,056	84,460	2,159
Mechanical engineers	39.06	41.79	1,562	1,672	40.0	81,242	86,927	2,080
Engineering technicians, except drafters	27.75	26.06	1,110	1,042	40.0	52,714	51,453	1,899
Electrical and electronic engineering technicians	26.84	24.97	1,074	999	40.0	55,827	51,940	2,080
Life, physical, and social science occupations	40.74	39.50	1,685	1,580	41.4	87,629	82,150	2,151
Life scientists	43.81	40.53	1,737	1,538	39.6	90,305	80,001	2,061
Biological scientists	41.92	39.28	1,659	1,520	39.6	86,285	79,039	2,059
Biochemists and biophysicists	43.99	40.53	1,730	1,532	39.3	89,938	79,660	2,044
Market and survey researchers	46.60	45.60	2,118	2,166	45.5	110,129	112,630	2,363
Market research analysts	46.60	45.60	2,118	2,166	45.5	110,129	112,630	2,363
Biological technicians	27.55	28.25	1,075	1,079	39.0	55,911	56,100	2,029
Community and social services occupations	29.73	36.33	1,067	769	35.9	54,508	40,000	1,834
Legal occupations	68.49	74.52	2,742	2,981	40.0	142,585	155,000	2,082
Education, training, and library occupations	42.04	39.07	1,667	1,563	39.6	79,952	64,688	1,902
Postsecondary teachers	68.87	69.21	2,688	2,768	39.0	119,570	106,371	1,736
Arts, communications, and humanities teachers, postsecondary	44.89	47.01	1,587	1,763	35.4	60,239	63,464	1,342
Arts, design, entertainment, sports, and media occupations	32.19	27.22	1,357	1,089	42.2	70,555	56,626	2,192

See footnotes at end of table.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, San Jose-San Francisco-Oakland, CA CSA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Healthcare practitioner and technical occupations	\$38.80	\$37.56	\$1,540	\$1,502	39.7	\$80,095	\$78,125	2,064
Registered nurses	48.92	49.39	1,890	1,976	38.6	98,286	102,731	2,009
Clinical laboratory technologists and technicians ...	26.97	22.79	1,079	912	40.0	56,100	47,403	2,080
Healthcare support occupations	17.30	17.76	686	710	39.6	35,652	36,941	2,061
Miscellaneous healthcare support occupations	19.27	19.86	771	794	40.0	40,083	41,309	2,080
Protective service occupations	14.48	13.75	579	550	40.0	30,118	28,600	2,080
Security guards and gaming surveillance officers ..	14.28	13.25	571	530	40.0	29,713	27,560	2,080
Security guards	14.28	13.25	571	530	40.0	29,713	27,560	2,080
Food preparation and serving related occupations	11.91	11.00	461	440	38.7	23,962	22,880	2,013
Food service, tipped	7.75	7.50	275	281	35.4	14,278	14,625	1,841
Building and grounds cleaning and maintenance occupations	12.07	10.54	478	406	39.6	24,880	21,101	2,061
Building cleaning workers	11.62	10.54	460	406	39.6	23,941	21,101	2,060
Janitors and cleaners, except maids and housekeeping cleaners	11.06	10.14	438	406	39.6	22,751	21,091	2,057
Maids and housekeeping cleaners	15.00	16.09	600	644	40.0	31,205	33,467	2,080
Personal care and service occupations	14.45	12.24	460	488	31.8	23,932	25,376	1,656
Sales and related occupations	30.44	22.47	1,195	843	39.2	62,118	43,817	2,040
First-line supervisors/managers, sales workers	31.39	20.40	1,265	853	40.3	65,805	44,366	2,097
First-line supervisors/managers of retail sales workers	18.02	19.09	731	807	40.6	38,010	41,954	2,109
Retail sales workers	18.37	16.83	695	580	37.8	36,123	30,160	1,966
Cashiers, all workers	16.54	18.10	662	724	40.0	34,405	37,648	2,080
Cashiers	16.54	18.10	662	724	40.0	34,405	37,648	2,080
Retail salespersons	18.63	16.83	696	568	37.4	36,211	29,528	1,943
Sales representatives, wholesale and manufacturing	38.98	43.40	1,658	1,736	42.5	86,208	90,266	2,211
Office and administrative support occupations	21.27	20.35	848	814	39.9	44,072	42,328	2,072
First-line supervisors/managers of office and administrative support workers	27.67	27.89	1,107	1,115	40.0	57,545	58,001	2,080
Financial clerks	18.88	18.27	754	731	39.9	39,189	38,002	2,075
Bookkeeping, accounting, and auditing clerks ...	19.06	18.27	762	731	40.0	39,613	38,002	2,078
Customer service representatives	19.26	18.00	770	720	40.0	40,052	37,440	2,080
Receptionists and information clerks	18.93	18.72	757	749	40.0	39,369	38,931	2,080
Production, planning, and expediting clerks	28.44	30.82	1,137	1,233	40.0	59,148	64,099	2,080
Shipping, receiving, and traffic clerks	15.25	13.78	610	551	40.0	31,721	28,662	2,080
Secretaries and administrative assistants	25.97	24.57	1,033	983	39.8	53,731	51,106	2,069
Executive secretaries and administrative assistants	25.91	24.89	1,033	996	39.9	53,737	51,769	2,074
Secretaries, except legal, medical, and executive	20.93	20.35	837	814	40.0	43,525	42,328	2,080
Data entry and information processing workers	19.58	16.37	769	655	39.3	39,994	34,039	2,043
Office clerks, general	19.10	18.27	760	731	39.8	39,506	38,002	2,069
Construction and extraction occupations	24.13	24.00	965	960	40.0	48,447	48,000	2,008
Construction laborers	16.57	11.92	663	477	40.0	32,680	23,842	1,972
Electricians	32.49	29.00	1,299	1,160	40.0	67,569	60,320	2,080
Installation, maintenance, and repair occupations	29.43	28.72	1,176	1,149	40.0	61,131	59,738	2,077
Industrial machinery installation, repair, and maintenance workers	27.18	23.97	1,087	959	40.0	56,416	49,858	2,075
Maintenance and repair workers, general	26.32	23.97	1,052	959	40.0	54,566	49,858	2,073

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, San Jose-San Francisco-Oakland, CA CSA, April 2007** — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations	\$17.35	\$15.48	\$683	\$598	39.3	\$35,491	\$31,096	2,045
Miscellaneous assemblers and fabricators	18.95	16.63	758	665	40.0	39,416	34,590	2,080
Inspectors, testers, sorters, samplers, and weighers	16.41	13.60	604	453	36.8	31,428	23,566	1,915
Miscellaneous production workers	16.95	16.36	678	654	40.0	35,256	34,029	2,080
Transportation and material moving occupations	19.96	17.20	777	688	38.9	40,176	35,776	2,013
Driver/sales workers and truck drivers	23.03	25.05	921	1,002	40.0	47,895	52,104	2,080
Truck drivers, heavy and tractor-trailer	20.38	19.39	815	776	40.0	42,398	40,331	2,080
Laborers and material movers, hand	13.98	13.73	554	549	39.6	28,786	28,565	2,060
Laborers and freight, stock, and material movers, hand	17.23	16.38	689	655	40.0	35,840	34,068	2,080

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$27.65	\$24.14	\$32.28	\$26.73	\$26.48	\$35.34
Management, professional, and related	39.01	39.26	38.89	41.96	42.19	38.41
Management, business, and financial	40.10	—	41.64	46.68	46.92	43.35
Professional and related	38.91	39.62	38.55	38.81	39.07	34.05
Service	20.89	13.98	28.90	11.96	11.87	—
Sales and office	19.85	18.32	21.69	20.89	20.89	21.19
Sales and related	14.51	14.38	—	22.87	22.88	—
Office and administrative support	21.08	20.29	21.72	19.62	19.59	21.30
Natural resources, construction, and maintenance	31.27	31.81	28.81	20.34	20.36	—
Construction and extraction	33.46	34.02	28.14	20.82	20.82	—
Installation, maintenance, and repair	28.10	27.46	29.67	19.73	19.73	—
Production, transportation, and material moving	21.55	20.47	29.11	13.72	13.70	—
Production	25.16	23.48	35.30	13.94	13.93	—
Transportation and material moving	20.10	19.29	26.13	13.43	13.40	—
	Relative error ⁴ (percent)					
All workers	3.6	5.9	1.5	3.6	3.7	6.3
Management, professional, and related	2.9	7.0	2.4	3.4	3.6	6.3
Management, business, and financial	6.1	—	5.0	7.1	7.6	6.4
Professional and related	3.1	6.6	2.8	3.7	3.8	12.0
Service	9.8	11.3	3.2	3.0	2.8	—
Sales and office	4.2	6.3	3.3	3.7	3.8	8.2
Sales and related	7.7	7.7	—	8.7	8.7	—
Office and administrative support	3.6	6.5	3.3	2.1	2.1	8.9
Natural resources, construction, and maintenance	8.5	10.4	5.7	1.9	2.0	—
Construction and extraction	13.0	14.6	11.0	1.1	1.1	—
Installation, maintenance, and repair	11.2	16.2	4.3	4.1	4.3	—
Production, transportation, and material moving	4.2	4.5	8.5	5.9	5.9	—
Production	4.7	3.9	6.2	8.5	8.5	—
Transportation and material moving	5.8	6.9	6.2	5.7	5.7	—

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

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$26.43	\$25.48	\$34.66	\$34.66
Management, professional, and related	40.60	41.01	61.59	61.59
Management, business, and financial	43.88	44.04	71.08	71.08
Professional and related	39.04	39.39	—	—
Service	14.70	12.21	18.47	18.47
Sales and office	19.19	18.93	29.89	29.89
Sales and related	17.67	17.66	33.21	33.21
Office and administrative support	19.84	19.55	21.26	21.26
Natural resources, construction, and maintenance	23.87	23.60	26.40	26.40
Construction and extraction	—	24.98	—	—
Installation, maintenance, and repair	21.96	21.11	26.40	26.40
Production, transportation, and material moving	15.91	15.38	16.18	16.18
Production	15.81	15.31	—	—
Transportation and material moving	16.02	15.45	16.22	16.22
	Relative error ⁴ (percent)			
All workers	2.8	3.2	19.4	19.4
Management, professional, and related	1.5	1.7	45.8	45.8
Management, business, and financial	2.2	2.4	47.8	47.8
Professional and related	2.5	3.0	—	—
Service	4.1	1.8	5.5	5.5
Sales and office	3.5	3.8	14.9	14.9
Sales and related	11.7	11.8	20.7	20.7
Office and administrative support	1.8	1.9	4.0	4.0
Natural resources, construction, and maintenance	2.3	2.5	9.6	9.6
Construction and extraction	—	.5	—	—
Installation, maintenance, and repair	5.7	6.6	9.6	9.6
Production, transportation, and material moving	5.3	5.3	10.7	10.7
Production	7.6	7.3	—	—
Transportation and material moving	5.6	6.2	6.1	6.1

¹ Wages of time workers are based solely on hourly rate or salary. Incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, San Jose-San Francisco-Oakland, CA CSA, April 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	-	-	-	-	-	-	\$26.77	-	-
Management, professional, and related	-	-	-	-	-	-	34.60	-	-
Management, business, and financial	-	-	-	-	-	-	30.27	-	-
Professional and related	-	-	-	-	-	-	35.40	-	-
Service	-	-	-	-	-	-	14.85	-	-
Sales and office	-	-	-	-	-	-	21.15	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	-	-	-	21.15	-	-
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	-	-	-	-	-	-	-	-
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-
Relative error ⁴ (percent)									
All workers	-	-	-	-	-	-	4.8	-	-
Management, professional, and related	-	-	-	-	-	-	4.9	-	-
Management, business, and financial	-	-	-	-	-	-	6.7	-	-
Professional and related	-	-	-	-	-	-	5.5	-	-
Service	-	-	-	-	-	-	3.7	-	-
Sales and office	-	-	-	-	-	-	3.0	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	-	-	-	3.0	-	-
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	-	-	-	-	-	-	-	-
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-

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

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The San Jose–San Francisco–Oakland, CA, Combined Statistical Area (CSA) includes:

- Napa, CA, Metropolitan Statistical Area: Napa County, CA
- San Francisco–Oakland–Fremont, CA, Metropolitan Statistical Area: Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties, CA
- San Jose–Sunnyvale–Santa Clara, CA, Metropolitan Statistical Area: San Benito and Santa Clara Counties, CA
- Santa Cruz–Watsonville, CA, Metropolitan Statistical Area: Santa Cruz County, CA

- Santa Rosa–Petaluma, CA, Metropolitan Statistical Area: Sonoma County, CA
- Vallejo–Fairfield, CA, Metropolitan Statistical Area: Solano County, CA

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

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

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

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

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

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely

on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

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

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

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

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

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

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

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

Combined work levels

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

comparable across different occupations. The broad groups and the combined work levels are:

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

Collection period

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

Earnings

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

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

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

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

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried

workers who are exempt from overtime provisions often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member during the initial interview, the weights of responding sample members in the same or similar “cells” were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonre-

spondents equals the mean value of data for the respondents at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group.

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

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

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation’s scheduled hours of work. The sample weight reflects the inverse of each unit’s probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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

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

Percentiles

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of

work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

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

Data reliability

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

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

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

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, San Jose-San Francisco-Oakland, CA CSA, April 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	3,222,900	2,793,200	429,600
Management, professional, and related	1,133,400	891,000	242,400
Management, business, and financial	348,500	308,000	40,400
Professional and related	784,900	582,900	202,000
Service	631,300	544,600	86,700
Sales and office	752,300	686,400	65,900
Sales and related	284,500	283,500	–
Office and administrative support	467,700	402,900	64,800
Natural resources, construction, and maintenance	299,200	279,000	20,200
Construction and extraction	176,700	171,300	5,400
Installation, maintenance, and repair	121,300	107,200	14,100
Production, transportation, and material moving	406,600	392,200	14,400
Production	193,600	188,500	5,100
Transportation and material moving	213,000	203,700	9,400

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

² Workers are classified by occupation using the

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, San Jose-San Francisco-Oakland, CA CSA, April 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	138,295	135,010	3,285
Total in sample	912	804	108
Responding	533	434	99
Refused or unable to provide data	244	236	8
Out of business or not in survey scope	135	134	1

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

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.