



San Jose—San Francisco— Oakland, CA National Compensation Survey April 2008

U.S. Department of Labor
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January 2009

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 NCSinfo@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 2007 and October 2008; the average reference month is April 2008. 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 (NCS) 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 NCS is in its second year of a six-year transition from a sample of areas based on the U.S. Office of Management and Budget (OMB) December 1993 area definitions to a new sample of areas based on the December 2003 area definitions. The NCS is phasing in new metropolitan and micropolitan areas as defined by OMB and county clusters defined specifically by BLS; at the same time, some areas under the December 1993 OMB definitions are being phased out of the sample.

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 2008

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	\$28.12	2.2	35.6	\$27.28	2.6	35.6	\$34.20	1.5	35.8
Worker characteristics^{4,5}									
Management, professional, and related	42.36	1.8	37.7	42.73	2.1	38.2	40.54	2.2	35.2
Management, business, and financial	44.09	2.3	40.4	44.02	2.6	40.6	44.64	4.0	39.1
Professional and related	41.47	2.4	36.4	41.98	2.9	37.0	39.46	2.4	34.3
Service	15.59	3.8	31.4	13.02	2.4	30.7	30.05	2.7	36.5
Sales and office	21.44	3.7	35.1	21.35	4.0	35.1	22.56	2.9	35.1
Sales and related	23.11	9.1	32.8	23.12	9.2	32.8	—	—	—
Office and administrative support	20.52	1.4	36.5	20.23	1.5	36.7	22.59	2.9	35.0
Natural resources, construction, and maintenance	24.42	1.8	37.7	24.11	1.9	37.5	28.29	7.2	39.9
Construction and extraction	25.30	1.1	38.7	25.15	1.0	38.6	29.57	11.0	40.0
Installation, maintenance, and repair	23.38	3.7	36.5	22.75	4.1	36.1	28.14	8.0	39.9
Production, transportation, and material moving	17.48	3.8	35.8	16.95	3.9	35.6	29.28	8.0	38.6
Production	18.01	5.3	37.7	17.52	5.0	37.7	35.24	6.8	35.9
Transportation and material moving	16.94	5.0	34.0	16.34	5.6	33.6	26.38	5.4	40.1
Full time	29.37	2.0	39.7	28.54	2.3	39.7	35.40	1.7	39.9
Part time	18.99	8.5	20.3	18.09	10.1	20.3	25.52	4.4	20.6
Union	28.80	3.3	35.1	24.89	5.3	34.5	33.66	1.6	35.8
Nonunion	27.92	2.5	35.8	27.67	2.6	35.7	36.66	6.6	36.2
Time	28.04	2.3	35.5	27.14	2.6	35.5	34.20	1.5	35.8
Incentive	29.47	10.8	37.2	29.47	10.8	37.2	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	25.88	2.7	34.5	(⁶)	(⁶)	(⁶)
1-99 workers	23.01	3.3	34.6	22.97	3.3	34.6	30.07	6.2	38.1
100-499 workers	27.33	3.4	35.7	26.94	3.7	35.8	31.16	4.1	34.5
500 workers or more	37.40	2.1	37.3	38.60	2.9	38.0	35.06	2.0	36.1

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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 Estimates for goods-producing and service-providing industries are published for 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 2008**

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	\$28.12	2.2	\$29.37	2.0	\$18.99	8.5
Management occupations	52.48	2.6	52.82	2.6	24.42	16.9
Level 9	34.98	6.3	35.30	6.5	—	—
Level 10	41.83	4.3	41.83	4.3	—	—
Level 11	46.03	3.7	46.03	3.7	—	—
Level 12	61.35	2.7	61.35	2.7	—	—
Level 13	70.46	2.6	70.46	2.6	—	—
Not able to be leveled	58.55	6.5	59.26	6.5	—	—
General and operations managers	53.68	13.0	53.68	13.0	—	—
Level 9	37.00	16.6	37.00	16.6	—	—
Marketing and sales managers	63.34	7.1	63.34	7.1	—	—
Not able to be leveled	75.20	8.9	75.20	8.9	—	—
Marketing managers	61.07	5.8	61.07	5.8	—	—
Administrative services managers	38.16	11.9	38.16	11.9	—	—
Computer and information systems managers	67.97	12.8	67.97	12.8	—	—
Not able to be leveled	76.81	25.8	76.81	25.8	—	—
Financial managers	56.03	9.3	56.03	9.3	—	—
Not able to be leveled	62.28	25.2	62.28	25.2	—	—
Human resources managers	53.19	3.7	53.19	3.7	—	—
Industrial production managers	52.78	11.6	52.78	11.6	—	—
Construction managers	47.97	4.4	47.97	4.4	—	—
Education administrators	50.10	7.1	51.44	6.4	—	—
Level 11	51.20	14.6	51.20	14.6	—	—
Not able to be leveled	53.36	5.9	—	—	—	—
Education administrators, elementary and secondary school	53.37	8.8	53.56	9.3	—	—
Not able to be leveled	55.24	5.1	—	—	—	—
Engineering managers	64.91	7.2	64.91	7.2	—	—
Medical and health services managers	50.18	14.2	55.23	11.0	—	—
Social and community service managers	30.27	11.9	30.27	11.9	—	—
Business and financial operations occupations	36.64	4.0	36.64	4.0	36.70	13.2
Level 6	27.51	7.0	27.51	7.0	—	—
Level 7	24.57	4.1	24.75	4.4	—	—
Level 8	28.89	4.1	28.91	4.2	—	—
Level 9	33.06	4.2	33.05	4.3	—	—
Level 10	32.75	5.7	32.75	5.7	—	—
Level 11	45.22	3.8	44.96	3.8	—	—
Level 12	59.25	6.8	59.25	6.8	—	—
Not able to be leveled	41.69	13.5	42.06	14.1	—	—
Buyers and purchasing agents	33.19	4.4	33.19	4.4	—	—
Purchasing agents, except wholesale, retail, and farm products	32.25	4.8	32.25	4.8	—	—
Claims adjusters, appraisers, examiners, and investigators	31.49	6.1	31.49	6.1	—	—
Claims adjusters, examiners, and investigators	31.49	6.1	31.49	6.1	—	—
Human resources, training, and labor relations specialists	29.62	8.6	29.79	8.6	—	—
Level 9	29.86	14.3	29.86	14.3	—	—
Employment, recruitment, and placement specialists ..	30.16	19.9	30.91	20.5	—	—
Management analysts	45.39	13.9	45.66	14.1	—	—
Level 9	34.22	3.3	34.22	3.3	—	—
Not able to be leveled	56.07	14.3	—	—	—	—
Accountants and auditors	39.13	8.0	38.78	7.9	—	—
Level 8	34.14	6.0	34.14	6.0	—	—
Level 9	35.45	4.9	35.45	4.9	—	—
Level 11	47.70	3.4	—	—	—	—
Financial analysts and advisors	42.65	8.0	42.83	8.2	—	—
Level 11	48.86	8.5	48.86	8.5	—	—
Not able to be leveled	50.98	5.1	52.60	3.8	—	—
Financial analysts	48.37	14.2	48.37	14.2	—	—
Insurance underwriters	31.57	3.9	—	—	—	—
Computer and mathematical science occupations	46.97	5.5	45.86	3.1	—	—
Level 6	26.35	6.3	26.15	7.5	—	—
Level 7	25.36	3.8	25.63	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 2008** — 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 8	\$37.40	3.5	\$37.40	3.5	–	–
Level 9	42.84	6.0	42.84	6.0	–	–
Level 10	47.23	2.6	47.23	2.6	–	–
Level 11	46.48	4.0	46.48	4.0	–	–
Level 12	61.74	7.9	56.83	2.7	–	–
Level 13	67.11	8.2	67.11	8.2	–	–
Not able to be leveled	47.77	5.7	47.77	5.7	–	–
Computer programmers	39.42	5.7	40.52	6.8	–	–
Computer software engineers	53.50	2.2	53.50	2.2	–	–
Level 9	38.67	4.5	38.67	4.5	–	–
Level 11	48.69	5.9	48.69	5.9	–	–
Level 12	57.26	3.0	57.26	3.0	–	–
Not able to be leveled	52.15	2.8	52.15	2.8	–	–
Computer software engineers, applications	51.78	3.1	51.78	3.1	–	–
Level 11	50.28	8.9	50.28	8.9	–	–
Level 12	54.14	5.1	54.14	5.1	–	–
Not able to be leveled	53.06	3.0	53.06	3.0	–	–
Computer software engineers, systems software	54.74	4.4	54.74	4.4	–	–
Level 11	46.16	.5	46.16	.5	–	–
Level 12	58.74	3.9	58.74	3.9	–	–
Not able to be leveled	50.97	2.7	50.97	2.7	–	–
Computer support specialists	35.55	11.1	35.55	11.1	–	–
Level 6	26.55	8.6	26.55	8.6	–	–
Computer systems analysts	53.01	16.7	42.64	4.0	–	–
Not able to be leveled	44.69	3.1	44.69	3.1	–	–
Database administrators	48.73	12.8	48.73	12.8	–	–
Network and computer systems administrators	38.55	10.6	39.85	11.0	–	–
Network systems and data communications analysts	43.54	3.5	43.54	3.5	–	–
Architecture and engineering occupations	43.98	7.5	43.99	7.5	–	–
Level 5	26.72	7.7	26.72	7.7	–	–
Level 6	27.39	10.5	27.39	10.5	–	–
Level 7	32.46	5.2	32.46	5.2	–	–
Level 8	39.85	12.9	39.85	12.9	–	–
Level 9	40.63	5.8	40.63	5.8	–	–
Level 11	47.59	2.1	47.60	2.1	–	–
Level 12	59.18	8.4	59.18	8.4	–	–
Not able to be leveled	42.82	6.9	42.84	6.7	–	–
Engineers	48.71	6.2	48.75	6.2	–	–
Level 9	41.57	5.1	41.57	5.1	–	–
Level 11	46.88	2.8	46.89	2.8	–	–
Level 12	59.18	8.4	59.18	8.4	–	–
Not able to be leveled	53.33	8.7	53.77	8.6	–	–
Civil engineers	44.47	3.8	44.47	3.8	–	–
Computer hardware engineers	47.66	13.1	47.66	13.1	–	–
Level 11	47.74	.7	47.74	.7	–	–
Electrical and electronics engineers	58.80	10.2	58.57	10.1	–	–
Level 9	46.54	9.1	46.54	9.1	–	–
Level 12	69.24	11.5	69.24	11.5	–	–
Electrical engineers	62.39	9.1	62.39	9.1	–	–
Electronics engineers, except computer	57.43	13.8	57.11	13.8	–	–
Industrial engineers, including health and safety	43.47	4.3	43.47	4.3	–	–
Level 9	38.17	7.2	38.17	7.2	–	–
Level 11	40.83	9.8	40.82	9.9	–	–
Industrial engineers	42.77	5.5	42.77	5.5	–	–
Level 9	37.57	7.5	37.57	7.5	–	–
Mechanical engineers	45.82	8.0	45.82	8.0	–	–
Engineering technicians, except drafters	28.31	5.4	28.31	5.4	–	–
Level 5	24.24	2.3	24.24	2.3	–	–
Not able to be leveled	27.30	8.4	27.30	8.4	–	–
Electrical and electronic engineering technicians	28.01	6.3	28.01	6.3	–	–
Not able to be leveled	27.38	9.2	27.38	9.2	–	–
Life, physical, and social science occupations	39.99	7.7	39.87	7.9	–	–

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 2008** — 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)
Life, physical, and social science occupations —Continued						
Level 7	\$23.94	5.7	\$23.98	5.9	—	—
Level 9	37.98	4.1	37.60	3.7	—	—
Level 11	42.04	6.4	42.04	6.4	—	—
Level 13	58.07	13.1	58.07	13.1	—	—
Not able to be leveled	41.87	4.7	40.31	4.8	—	—
Life scientists	45.13	7.6	44.70	8.0	—	—
Level 9	38.81	3.0	—	—	—	—
Biological scientists	40.44	8.8	40.44	8.8	—	—
Biochemists and biophysicists	41.85	8.9	41.85	8.9	—	—
Medical scientists	60.71	14.4	—	—	—	—
Physical scientists	34.63	6.4	34.63	6.4	—	—
Chemists and materials scientists	31.77	7.5	31.77	7.5	—	—
Chemists	31.77	7.5	31.77	7.5	—	—
Market and survey researchers	56.22	11.1	56.22	11.1	—	—
Level 13	58.07	13.1	58.07	13.1	—	—
Market research analysts	56.22	11.1	56.22	11.1	—	—
Level 13	58.07	13.1	58.07	13.1	—	—
Biological technicians	25.39	5.5	25.34	5.8	—	—
Community and social services occupations	24.76	4.0	24.55	4.1	—	—
Level 7	22.11	6.2	22.11	6.2	—	—
Level 8	27.79	5.9	27.99	9.5	—	—
Level 9	28.07	8.0	27.98	7.7	—	—
Counselors	28.10	8.4	28.52	8.1	—	—
Social workers	31.64	10.5	31.50	11.9	—	—
Miscellaneous community and social service specialists	21.66	6.7	21.66	6.7	—	—
Social and human service assistants	17.75	5.7	17.75	5.7	—	—
Legal occupations	51.29	5.3	51.16	5.5	—	—
Not able to be leveled	58.66	13.8	57.99	13.7	—	—
Lawyers	64.27	2.4	64.17	2.3	—	—
Education, training, and library occupations	39.44	3.9	43.84	6.1	\$24.78	7.8
Level 3	12.97	8.7	—	—	12.97	8.7
Level 4	16.81	6.4	—	—	15.64	11.1
Level 6	18.24	4.2	—	—	17.40	5.2
Level 7	23.06	14.0	—	—	26.78	4.3
Level 8	30.73	10.6	—	—	—	—
Level 9	46.99	3.9	46.76	3.9	51.98	14.7
Level 10	42.98	12.9	49.82	6.9	25.38	15.0
Level 11	78.27	7.2	80.52	6.8	57.52	10.8
Not able to be leveled	31.83	10.6	32.56	13.7	29.56	8.5
Postsecondary teachers	55.27	10.9	62.09	11.0	33.17	15.5
Level 10	41.42	15.0	49.09	8.9	25.38	15.0
Level 11	79.27	7.7	—	—	62.78	9.0
Not able to be leveled	49.85	7.8	48.63	6.9	56.35	12.1
Social sciences teachers, postsecondary	67.79	21.3	—	—	—	—
Arts, communications, and humanities teachers, postsecondary	52.30	16.9	—	—	—	—
Miscellaneous postsecondary teachers	34.31	11.2	38.11	7.5	31.55	18.6
Not able to be leveled	42.27	6.9	37.71	9.0	—	—
Primary, secondary, and special education school teachers	42.09	6.8	43.22	7.6	31.82	9.1
Level 6	17.10	9.2	—	—	17.08	11.0
Level 9	48.90	2.0	48.81	1.5	—	—
Not able to be leveled	31.98	18.4	32.01	21.7	—	—
Preschool and kindergarten teachers	21.80	23.7	20.44	26.0	—	—
Preschool teachers, except special education	18.36	17.7	16.10	12.4	—	—
Elementary and middle school teachers	44.94	2.3	47.03	3.3	25.45	12.8
Level 9	48.73	4.4	48.89	4.2	—	—
Not able to be leveled	40.56	2.4	42.88	1.2	—	—
Elementary school teachers, except special education	44.09	2.1	46.49	3.2	—	—
Level 9	48.80	4.1	48.80	4.1	—	—

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 2008** — 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)
Education, training, and library occupations —Continued						
Elementary school teachers, except special education —Continued						
Not able to be leveled	\$39.65	2.7	—	—	—	—
Middle school teachers, except special and vocational education	48.72	5.5	\$49.40	4.7	—	—
Level 9	48.51	5.3	49.22	4.7	—	—
Secondary school teachers	50.56	4.6	50.36	5.8	—	—
Level 9	50.96	3.8	50.36	5.8	—	—
Secondary school teachers, except special and vocational education	50.46	4.7	50.19	5.7	—	—
Level 9	50.46	4.7	50.19	5.7	—	—
Special education teachers	45.37	9.7	45.30	10.2	—	—
Level 9	44.61	9.4	44.61	9.4	—	—
Special education teachers, preschool, kindergarten, and elementary school	42.44	11.2	42.04	11.8	—	—
Level 9	41.82	12.9	41.82	12.9	—	—
Other teachers and instructors	31.10	25.7	—	—	\$29.83	28.6
Librarians	32.10	6.0	32.10	6.0	—	—
Library technicians	25.29	4.6	25.87	4.2	—	—
Teacher assistants	14.64	7.3	14.81	10.4	14.52	9.7
Level 3	12.97	8.7	—	—	12.97	8.7
Level 4	16.79	6.8	—	—	15.48	12.4
Not able to be leveled	15.96	13.4	—	—	18.02	3.6
Arts, design, entertainment, sports, and media occupations						
Not able to be leveled	28.25	6.6	28.84	7.2	22.48	9.0
Designers	30.58	15.2	32.09	16.2	24.03	19.2
Writers and editors	28.21	20.9	29.63	20.8	—	—
Writers and editors	35.37	11.8	35.09	12.7	—	—
Healthcare practitioner and technical occupations						
Level 4	40.63	4.8	38.37	3.4	46.24	6.8
Level 5	21.80	13.8	—	—	—	—
Level 6	22.55	4.0	—	—	—	—
Level 7	27.48	4.3	26.49	5.2	—	—
Level 8	31.25	13.9	29.78	14.6	—	—
Level 9	50.23	6.0	—	—	—	—
Level 10	46.87	4.8	46.60	2.4	47.19	10.6
Level 11	31.16	13.6	21.66	28.3	56.67	4.5
Not able to be leveled	54.69	4.5	—	—	—	—
Physicians and surgeons	53.23	7.4	57.31	10.3	43.00	15.2
Registered nurses	36.04	20.5	29.69	30.5	—	—
Level 9	52.26	2.2	51.65	3.8	53.26	1.7
Level 10	50.92	1.5	49.59	2.3	52.24	1.4
Not able to be leveled	57.66	1.5	—	—	—	—
Therapists	55.33	11.5	55.61	13.2	—	—
Level 9	44.99	27.0	49.90	19.4	39.90	33.3
Clinical laboratory technologists and technicians	36.66	13.2	—	—	—	—
Medical and clinical laboratory technicians	26.61	7.1	27.39	7.5	—	—
Health diagnosing and treating practitioner support technicians	21.69	8.8	22.11	9.2	—	—
Level 6	22.65	5.8	22.68	5.9	—	—
Psychiatric technicians	21.63	8.2	—	—	—	—
Licensed practical and licensed vocational nurses	24.63	7.5	24.85	7.4	—	—
Level 6	30.06	2.4	28.66	4.1	31.40	2.9
Level 6	30.40	2.8	28.66	4.1	—	—
Healthcare support occupations						
Level 3	18.91	2.2	18.86	3.5	19.04	3.9
Level 4	16.47	6.2	16.24	9.3	16.66	10.4
Level 5	20.39	4.8	20.66	6.1	20.02	5.4
Nursing, psychiatric, and home health aides	19.97	7.1	20.01	7.1	—	—
Level 3	16.78	6.6	14.26	5.3	21.09	1.3
Nursing aides, orderlies, and attendants	17.59	10.3	—	—	—	—
Miscellaneous healthcare support occupations	16.09	6.7	13.20	1.2	21.43	1.0
Level 4	19.52	2.2	20.32	5.0	17.27	7.0
Level 4	21.09	4.6	22.31	1.9	—	—

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 2008** — 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 —Continued						
Miscellaneous healthcare support occupations						
—Continued						
Level 5	\$19.97	7.1	\$20.01	7.1	—	—
Dental assistants	21.85	7.4	23.11	10.4	—	—
Medical assistants	19.18	1.5	20.00	2.4	—	—
Level 4	20.44	1.5	21.18	2.8	—	—
Level 5	—	—	19.24	2.0	—	—
Protective service occupations						
Level 3	26.96	4.6	28.60	8.0	\$12.31	17.1
Level 4	14.56	8.9	—	—	—	—
Level 5	14.11	14.0	14.04	15.0	—	—
Level 7	26.39	5.2	26.79	5.7	—	—
Level 8	37.14	6.7	37.14	6.7	—	—
Level 9	42.10	5.1	42.10	5.1	—	—
Level 9	41.45	7.8	42.05	6.8	—	—
Not able to be leveled	29.09	20.6	29.67	19.6	—	—
Fire fighters	32.91	5.1	33.52	2.1	—	—
Police officers	40.20	2.5	40.20	2.5	—	—
Level 7	39.38	4.6	39.38	4.6	—	—
Police and sheriff's patrol officers	40.20	2.5	40.20	2.5	—	—
Level 7	39.38	4.6	39.38	4.6	—	—
Security guards and gaming surveillance officers	14.34	6.9	15.21	4.8	—	—
Level 3	13.17	13.1	—	—	—	—
Level 4	14.04	15.0	14.04	15.0	—	—
Security guards	14.34	6.9	15.21	4.8	—	—
Level 3	13.17	13.1	—	—	—	—
Level 4	14.04	15.0	14.04	15.0	—	—
Miscellaneous protective service workers	21.10	17.5	—	—	—	—
Food preparation and serving related occupations						
Level 1	10.93	1.3	11.76	2.6	9.60	1.1
Level 2	8.84	4.0	9.16	4.1	8.40	2.3
Level 3	9.36	.7	9.49	7.1	9.25	6.2
Level 4	9.76	3.6	9.88	5.4	9.60	7.0
Level 5	12.95	11.2	13.72	19.1	10.67	11.9
Level 5	15.79	8.7	15.73	9.7	—	—
Not able to be leveled	13.17	4.4	13.49	4.7	12.67	7.1
First-line supervisors/managers, food preparation and serving workers	19.54	1.9	19.68	2.6	—	—
First-line supervisors/managers of food preparation and serving workers	19.93	.5	20.13	.6	—	—
Cooks	12.40	5.0	12.77	7.3	11.18	6.8
Level 3	9.92	3.8	10.14	5.7	—	—
Level 4	13.10	13.3	13.49	18.4	—	—
Cooks, institution and cafeteria	15.49	11.2	16.23	10.2	—	—
Cooks, restaurant	11.63	3.7	11.80	6.2	—	—
Level 3	9.77	4.0	—	—	—	—
Level 4	11.76	6.4	12.07	10.3	—	—
Food preparation workers	10.06	12.3	10.11	15.3	9.96	8.1
Food service, tipped	8.64	1.4	8.46	8.1	8.77	3.7
Level 1	8.34	.4	8.39	.7	—	—
Level 2	8.75	12.4	10.34	8.3	7.96	1.3
Level 3	8.11	1.4	—	—	8.45	4.2
Level 4	8.97	3.0	—	—	—	—
Bartenders	9.16	1.1	—	—	—	—
Waiters and waitresses	8.45	2.6	8.35	11.1	8.51	2.8
Level 2	8.68	16.3	—	—	—	—
Level 3	8.09	1.4	—	—	8.43	4.1
Dining room and cafeteria attendants and bartender helpers	9.21	1.9	8.94	3.3	9.54	3.2
Level 1	8.64	.0	—	—	—	—
Fast food and counter workers	9.93	2.2	10.04	7.1	9.82	5.4
Level 2	9.69	5.1	—	—	9.79	6.8
Level 3	10.79	6.8	10.86	15.2	10.68	6.7
Combined food preparation and serving workers, including fast food	9.84	2.4	10.12	8.0	9.65	5.3

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 2008** — 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						
Combined food preparation and serving workers, including fast food -Continued						
Level 2	\$9.52	2.5	-	-	\$9.36	6.5
Level 3	12.26	6.9	-	-	-	-
Counter attendants, cafeteria, food concession, and coffee shop						
	10.13	5.9	-	-	10.51	10.7
Food servers, nonrestaurant						
	11.41	6.8	-	-	-	-
Dishwashers						
	9.57	10.1	\$10.14	9.4	-	-
Level 1	9.57	10.1	10.14	9.4	-	-
Building and grounds cleaning and maintenance occupations						
	14.32	4.7	14.53	5.5	12.51	11.5
Level 1	10.38	11.7	10.48	14.1	-	-
Level 2	13.13	5.0	13.26	5.3	-	-
Level 3	14.88	7.6	15.56	6.5	-	-
Not able to be leveled	17.46	12.5	17.46	12.5	-	-
Building cleaning workers						
	13.04	3.7	13.33	5.3	10.81	6.1
Level 1	9.84	8.3	9.84	10.4	-	-
Level 2	13.21	6.2	13.37	6.9	-	-
Level 3	14.89	8.5	15.67	7.6	-	-
Not able to be leveled	16.65	19.0	16.65	19.0	-	-
Janitors and cleaners, except maids and housekeeping cleaners						
	13.38	4.1	13.78	5.7	10.77	7.0
Level 1	10.96	7.6	11.38	9.9	-	-
Level 2	12.84	2.7	12.91	3.5	-	-
Level 3	14.46	9.0	15.24	8.1	-	-
Not able to be leveled	16.65	19.0	16.65	19.0	-	-
Maids and housekeeping cleaners						
	11.77	4.7	11.81	5.2	-	-
Level 2	14.73	16.1	15.22	13.8	-	-
Grounds maintenance workers						
	16.54	7.6	16.54	7.6	-	-
Landscaping and groundskeeping workers						
	16.13	9.5	16.13	9.5	-	-
Personal care and service occupations						
	13.54	7.6	13.35	7.1	14.36	11.3
Level 1	9.50	3.2	-	-	8.70	5.4
Level 2	10.26	10.2	-	-	10.25	10.5
Level 3	10.71	5.5	-	-	10.74	13.5
Level 4	19.27	6.3	-	-	-	-
Not able to be leveled	14.08	5.6	13.04	2.3	-	-
Child care workers						
	13.06	8.3	-	-	11.77	12.7
Recreation and fitness workers						
	19.26	9.9	-	-	18.42	17.0
Recreation workers	15.01	17.9	-	-	13.14	15.3
Sales and related occupations						
	23.11	9.1	26.59	10.3	11.60	6.3
Level 1	-	-	-	-	10.05	7.2
Level 2	10.27	4.9	10.47	7.8	9.92	.3
Level 3	12.77	7.9	13.82	4.6	11.65	12.5
Level 4	16.72	10.1	17.56	11.2	14.04	2.5
Level 5	28.97	27.8	28.97	27.8	-	-
Level 6	22.73	11.4	22.18	13.7	-	-
Level 7	32.19	13.8	32.19	13.8	-	-
Level 8	34.50	15.0	34.50	15.0	-	-
Level 9	45.73	9.5	45.73	9.5	-	-
Not able to be leveled	47.17	23.0	47.60	23.4	-	-
First-line supervisors/managers, sales workers						
	26.62	14.0	26.62	14.0	-	-
First-line supervisors/managers of retail sales workers						
	21.03	10.3	21.03	10.3	-	-
Retail sales workers						
	14.12	7.6	15.60	8.5	11.02	5.4
Level 1	-	-	-	-	10.05	7.2
Level 2	10.27	4.9	10.47	7.8	9.92	.3
Level 3	12.70	8.3	13.82	4.6	11.23	12.9
Level 4	16.65	10.9	17.52	12.1	13.84	2.2
Level 5	25.39	14.8	25.39	14.8	-	-
Not able to be leveled	20.10	44.6	20.43	47.3	-	-
Cashiers, all workers						
	11.40	3.9	12.31	4.9	10.44	2.6
Level 1	-	-	-	-	10.05	7.2

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 2008** — 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						
Cashiers, all workers —Continued						
Level 2	\$10.22	3.5	\$10.71	6.5	\$9.73	5.2
Level 3	12.82	9.1	—	—	—	—
Cashiers	11.40	3.9	12.31	4.9	10.44	2.6
Level 1	—	—	—	—	10.05	7.2
Level 2	10.22	3.5	10.71	6.5	9.73	5.2
Level 3	12.82	9.1	—	—	—	—
Counter and rental clerks and parts salespersons	14.08	.0	14.08	.0	—	—
Retail salespersons	15.51	9.6	16.93	10.0	11.56	8.2
Level 2	10.33	11.3	10.28	11.1	10.54	13.4
Level 3	12.64	9.1	13.91	5.0	10.94	12.3
Level 4	17.41	8.2	18.84	6.6	13.65	2.6
Level 5	26.05	14.3	26.05	14.3	—	—
Securities, commodities, and financial services sales agents						
	72.76	28.8	72.76	28.8	—	—
Sales representatives, wholesale and manufacturing						
	34.09	15.0	34.56	15.0	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products						
	34.38	15.6	34.38	15.6	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products						
	33.91	27.7	34.67	28.2	—	—
Miscellaneous sales and related workers						
	41.19	47.9	—	—	—	—
Office and administrative support occupations						
	20.52	1.4	21.08	1.6	15.36	4.4
Level 1	10.33	18.5	—	—	8.77	5.6
Level 2	13.75	6.3	14.31	6.3	12.28	8.2
Level 3	14.48	3.8	14.43	4.2	14.83	4.0
Level 4	17.89	3.4	18.18	3.5	15.82	8.2
Level 5	20.65	2.7	20.68	2.8	19.84	4.7
Level 6	24.49	2.8	24.62	2.9	—	—
Level 7	29.97	4.2	30.02	4.1	—	—
Level 8	33.20	4.9	33.20	4.9	—	—
Not able to be leveled	20.54	6.3	21.50	7.4	15.62	8.2
First-line supervisors/managers of office and administrative support workers						
	28.84	10.2	28.84	10.2	—	—
Level 6	25.28	4.5	25.28	4.5	—	—
Financial clerks						
	19.72	3.9	19.99	4.0	14.97	8.9
Level 3	13.63	3.4	13.61	5.1	—	—
Level 4	19.00	4.9	19.30	4.8	—	—
Level 5	20.11	2.5	20.04	2.6	—	—
Level 6	22.95	6.9	22.95	6.9	—	—
Not able to be leveled	21.35	9.9	21.35	9.9	—	—
Bill and account collectors						
	23.39	8.3	23.39	8.3	—	—
Level 5	21.50	3.4	21.50	3.4	—	—
Bookkeeping, accounting, and auditing clerks						
	20.10	5.2	20.12	5.4	—	—
Level 4	19.53	5.2	19.90	5.3	—	—
Level 5	20.30	3.4	20.14	3.3	—	—
Level 6	22.60	8.6	22.60	8.6	—	—
Not able to be leveled	19.47	5.0	19.47	5.0	—	—
Tellers						
	15.10	2.2	15.56	3.0	13.45	10.2
Level 3	14.46	3.4	—	—	—	—
Customer service representatives						
	19.56	6.0	20.17	5.6	—	—
Level 5	18.18	1.8	18.18	1.8	—	—
Level 6	27.41	6.9	27.41	6.9	—	—
File clerks						
	18.45	15.6	—	—	—	—
Library assistants, clerical						
	17.23	13.0	—	—	17.99	4.2
Order clerks						
	16.93	6.4	17.44	8.2	—	—
Receptionists and information clerks						
	17.69	5.1	18.25	5.2	13.27	14.4
Level 2	14.18	10.1	—	—	—	—
Level 3	15.89	1.8	—	—	—	—
Level 4	19.01	3.8	18.99	3.8	—	—
Dispatchers						
	29.03	5.2	29.03	5.2	—	—
Police, fire, and ambulance dispatchers						
	32.30	3.7	32.30	3.7	—	—
Production, planning, and expediting clerks						
	28.05	6.8	28.05	6.8	—	—
Shipping, receiving, and traffic clerks						
	14.60	8.0	14.56	8.0	—	—
Level 3	12.78	9.1	12.96	8.9	—	—

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 2008** — 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)
Office and administrative support occupations						
—Continued						
Stock clerks and order fillers	\$14.67	2.3	\$15.12	3.4	—	—
Secretaries and administrative assistants	26.40	2.2	26.52	2.2	—	—
Level 4	21.95	4.2	21.95	4.2	—	—
Level 5	22.10	5.8	22.10	5.8	—	—
Level 6	26.73	3.5	26.83	3.8	—	—
Level 7	29.34	1.1	29.42	1.1	—	—
Not able to be leveled	26.68	9.6	27.83	8.1	—	—
Executive secretaries and administrative assistants	27.03	2.4	27.06	2.6	—	—
Level 5	23.02	5.7	23.02	5.7	—	—
Level 6	27.55	6.9	27.77	7.1	—	—
Level 7	29.17	1.0	29.24	1.0	—	—
Not able to be leveled	28.59	8.9	28.59	8.9	—	—
Secretaries, except legal, medical, and executive	21.86	4.8	22.37	4.9	—	—
Level 6	22.02	2.8	22.02	2.8	—	—
Data entry and information processing workers	18.98	3.6	19.60	6.6	\$17.99	6.5
Data entry keyers	15.30	1.7	—	—	—	—
Word processors and typists	20.77	4.6	21.41	6.7	—	—
Insurance claims and policy processing clerks	23.25	9.2	23.55	7.1	—	—
Office clerks, general	17.13	3.5	18.24	3.8	13.92	4.0
Level 3	14.23	5.7	—	—	—	—
Level 4	15.37	5.6	16.56	4.1	—	—
Level 5	21.17	4.3	21.17	4.3	—	—
Not able to be leveled	14.46	5.4	—	—	14.63	7.9
Construction and extraction occupations	25.30	1.1	25.25	1.2	—	—
Level 2	15.48	3.2	15.48	3.2	—	—
Level 3	18.40	23.0	18.40	23.0	—	—
Level 4	19.57	5.8	19.52	5.4	—	—
Level 5	22.53	1.8	22.53	1.8	—	—
Level 6	27.60	7.6	27.60	7.6	—	—
Level 7	33.67	12.8	33.51	13.3	—	—
Not able to be leveled	26.11	5.4	26.11	5.4	—	—
First-line supervisors/managers of construction trades and extraction workers	34.20	2.4	34.20	2.4	—	—
Carpenters	24.12	10.2	—	—	—	—
Level 6	30.14	5.2	30.14	5.2	—	—
Level 7	31.89	3.5	31.35	2.5	—	—
Cement masons, concrete finishers, and terrazzo workers	24.10	11.1	24.10	11.1	—	—
Cement masons and concrete finishers	24.10	11.1	24.10	11.1	—	—
Construction laborers	18.73	15.6	18.73	15.6	—	—
Electricians	29.25	16.4	28.85	16.8	—	—
Level 7	29.43	11.4	—	—	—	—
Painters and paperhangers	17.97	10.2	17.97	10.2	—	—
Painters, construction and maintenance	17.97	10.2	17.97	10.2	—	—
Installation, maintenance, and repair occupations	23.38	3.7	24.02	3.9	14.64	15.7
Level 3	13.61	6.5	—	—	—	—
Level 4	16.84	6.8	17.76	9.7	—	—
Level 5	21.78	7.0	21.67	7.1	—	—
Level 6	27.92	4.5	27.81	4.6	—	—
Level 7	30.03	9.7	29.95	9.9	—	—
Not able to be leveled	24.58	9.6	24.58	9.6	—	—
First-line supervisors/managers of mechanics, installers, and repairers	29.83	9.1	29.87	9.9	—	—
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers	20.60	13.6	—	—	—	—
Automotive technicians and repairers	22.80	11.8	22.80	11.8	—	—
Automotive service technicians and mechanics	22.80	11.8	22.80	11.8	—	—
Bus and truck mechanics and diesel engine specialists ...	26.10	8.8	26.10	8.8	—	—
Industrial machinery installation, repair, and maintenance workers	21.72	6.5	22.01	7.1	—	—
Level 7	28.93	7.4	28.93	7.4	—	—
Industrial machinery mechanics	27.03	10.7	27.03	10.7	—	—

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 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations						
-Continued						
Maintenance and repair workers, general	\$21.66	5.9	\$22.14	6.8	-	-
Level 7	27.07	8.3	27.07	8.3	-	-
Precision instrument and equipment repairers	27.09	4.4	-	-	-	-
Miscellaneous installation, maintenance, and repair workers	16.11	11.0	17.32	8.7	-	-
Helpers--installation, maintenance, and repair workers	11.40	10.7	-	-	-	-
Production occupations						
Level 1	18.01	5.3	18.03	5.6	\$17.39	14.4
Level 2	9.52	2.4	-	-	-	-
Level 3	10.84	3.0	10.84	3.0	-	-
Level 4	18.35	3.5	18.48	3.7	-	-
Level 5	18.84	4.8	18.67	5.2	-	-
Level 6	19.67	2.8	19.63	2.8	-	-
Level 7	26.62	.8	26.62	.8	-	-
Level 7	27.92	9.2	28.29	9.1	-	-
Not able to be leveled	16.91	18.8	16.72	19.0	-	-
First-line supervisors/managers of production and operating workers	29.99	5.0	29.99	5.0	-	-
Electrical, electronics, and electromechanical assemblers	13.46	10.7	13.46	10.7	-	-
Miscellaneous assemblers and fabricators	15.33	10.9	15.33	10.9	-	-
Miscellaneous food processing workers	16.58	7.1	-	-	-	-
Stationary engineers and boiler operators	37.22	2.6	37.60	2.4	-	-
Inspectors, testers, sorters, samplers, and weighers	17.93	15.5	17.93	15.5	-	-
Packaging and filling machine operators and tenders	16.26	10.0	16.26	10.0	-	-
Miscellaneous production workers	15.70	8.3	15.72	8.3	-	-
Transportation and material moving occupations						
Level 1	16.94	5.0	18.01	6.0	11.40	9.5
Level 2	9.99	8.7	10.75	12.5	9.21	7.0
Level 3	11.92	6.9	12.17	11.3	11.30	6.3
Level 4	17.07	3.5	17.29	3.3	-	-
Level 5	18.35	4.2	18.42	4.2	-	-
Level 5	19.45	12.3	19.26	12.4	-	-
Not able to be leveled	16.59	19.7	17.34	21.6	-	-
Bus drivers	18.06	6.1	18.64	4.0	-	-
Level 3	16.51	13.4	-	-	-	-
Bus drivers, transit and intercity	18.19	6.5	18.70	4.2	-	-
Driver/sales workers and truck drivers	18.22	5.9	18.28	6.0	-	-
Level 3	17.64	9.0	17.64	9.0	-	-
Level 4	19.39	4.5	19.39	4.5	-	-
Level 5	18.86	20.8	18.86	20.8	-	-
Truck drivers, heavy and tractor-trailer	18.33	8.7	18.33	8.7	-	-
Level 4	18.58	8.1	18.58	8.1	-	-
Truck drivers, light or delivery services	18.09	7.6	18.22	8.1	-	-
Level 3	16.38	7.7	16.38	7.7	-	-
Industrial truck and tractor operators	15.94	2.4	15.94	2.4	-	-
Laborers and material movers, hand	13.32	7.1	14.41	6.7	9.78	6.1
Level 1	9.99	8.7	10.75	12.5	9.21	7.0
Level 2	12.67	6.7	12.87	9.4	-	-
Level 3	17.68	4.8	17.68	4.8	-	-
Not able to be leveled	11.86	14.3	12.03	17.7	-	-
Cleaners of vehicles and equipment	12.97	15.6	14.25	13.9	-	-
Level 1	8.96	19.8	-	-	-	-
Laborers and freight, stock, and material movers, hand	13.70	7.9	14.93	9.0	10.11	7.8
Level 1	10.56	6.9	-	-	9.77	7.4
Level 3	17.92	7.8	17.92	7.8	-	-

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 2008** — 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 —Continued						
Laborers and freight, stock, and material movers, hand —Continued						
Not able to be leveled	\$12.03	17.7	\$12.03	17.7	—	—
Packers and packagers, hand	13.01	6.6	13.47	7.3	—	—
Level 2	11.87	7.9	—	—	—	—

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 2008

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	\$27.28	2.6	\$28.54	2.3	\$18.09	10.1
Management occupations	52.31	2.9	52.54	2.8	—	—
Level 9	34.99	6.8	35.34	6.9	—	—
Level 10	42.56	4.2	42.56	4.2	—	—
Level 11	43.19	5.2	43.19	5.2	—	—
Level 12	61.51	2.7	61.51	2.7	—	—
Level 13	69.95	2.8	69.95	2.8	—	—
Not able to be leveled	59.92	7.4	60.19	7.4	—	—
General and operations managers	52.94	13.9	52.94	13.9	—	—
Level 9	37.00	16.6	37.00	16.6	—	—
Marketing and sales managers	63.34	7.1	63.34	7.1	—	—
Not able to be leveled	75.20	8.9	75.20	8.9	—	—
Marketing managers	61.07	5.8	61.07	5.8	—	—
Administrative services managers	38.16	11.9	38.16	11.9	—	—
Computer and information systems managers	69.12	13.5	69.12	13.5	—	—
Not able to be leveled	81.05	29.1	81.05	29.1	—	—
Financial managers	56.17	9.6	56.17	9.6	—	—
Not able to be leveled	63.50	28.1	63.50	28.1	—	—
Human resources managers	53.14	4.5	53.14	4.5	—	—
Industrial production managers	52.78	11.6	52.78	11.6	—	—
Construction managers	48.29	5.0	48.29	5.0	—	—
Education administrators	41.88	15.0	43.81	13.1	—	—
Engineering managers	64.84	8.2	64.84	8.2	—	—
Social and community service managers	27.60	13.6	27.60	13.6	—	—
Business and financial operations occupations	36.75	4.4	36.74	4.4	—	—
Level 6	28.46	7.2	28.46	7.2	—	—
Level 7	24.45	4.3	24.62	4.6	—	—
Level 8	28.91	4.4	28.91	4.4	—	—
Level 9	32.88	5.0	32.87	5.0	—	—
Level 10	30.34	4.5	30.34	4.5	—	—
Level 11	45.86	4.1	45.61	4.2	—	—
Level 12	59.25	6.8	59.25	6.8	—	—
Not able to be leveled	41.80	14.2	42.16	14.8	—	—
Buyers and purchasing agents	33.73	5.4	33.73	5.4	—	—
Purchasing agents, except wholesale, retail, and farm products	32.61	6.7	32.61	6.7	—	—
Claims adjusters, appraisers, examiners, and investigators	31.49	6.9	31.49	6.9	—	—
Claims adjusters, examiners, and investigators	31.49	6.9	31.49	6.9	—	—
Human resources, training, and labor relations specialists	28.38	10.1	28.57	10.2	—	—
Level 9	29.86	14.3	29.86	14.3	—	—
Employment, recruitment, and placement specialists ..	30.16	19.9	30.91	20.5	—	—
Management analysts	47.55	15.5	47.55	15.5	—	—
Accountants and auditors	39.23	8.1	38.88	8.0	—	—
Level 8	34.14	6.0	34.14	6.0	—	—
Level 9	35.62	4.8	35.62	4.8	—	—
Financial analysts and advisors	42.65	8.0	42.83	8.2	—	—
Level 11	48.86	8.5	48.86	8.5	—	—
Not able to be leveled	50.98	5.1	52.60	3.8	—	—
Financial analysts	48.37	14.2	48.37	14.2	—	—
Insurance underwriters	31.57	3.9	—	—	—	—
Computer and mathematical science occupations	47.97	5.8	46.74	3.4	—	—
Level 7	24.88	3.7	25.12	4.2	—	—
Level 9	43.98	6.1	43.98	6.1	—	—
Level 10	47.63	2.5	47.63	2.5	—	—
Level 11	46.48	4.0	46.48	4.0	—	—
Level 12	61.74	7.9	56.83	2.7	—	—
Level 13	67.11	8.2	67.11	8.2	—	—
Not able to be leveled	48.29	5.6	48.29	5.6	—	—
Computer programmers	44.42	4.0	44.42	4.0	—	—
Computer software engineers	53.88	2.3	53.88	2.3	—	—
Level 11	48.69	5.9	48.69	5.9	—	—
Level 12	57.26	3.0	57.26	3.0	—	—

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 2008 — 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						
Computer software engineers -Continued						
Not able to be leveled	\$52.15	2.8	\$52.15	2.8	-	-
Computer software engineers, applications	51.92	3.1	51.92	3.1	-	-
Level 11	50.28	8.9	50.28	8.9	-	-
Level 12	54.14	5.1	54.14	5.1	-	-
Not able to be leveled	53.06	3.0	53.06	3.0	-	-
Computer software engineers, systems software	55.31	4.5	55.31	4.5	-	-
Level 11	46.16	.5	46.16	.5	-	-
Level 12	58.74	3.9	58.74	3.9	-	-
Not able to be leveled	50.97	2.7	50.97	2.7	-	-
Computer support specialists	36.74	11.7	36.74	11.7	-	-
Computer systems analysts	54.01	16.8	43.21	4.2	-	-
Not able to be leveled	44.69	3.1	44.69	3.1	-	-
Database administrators	48.73	12.8	48.73	12.8	-	-
Network and computer systems administrators	38.60	12.2	40.11	12.8	-	-
Network systems and data communications analysts	44.42	2.5	44.42	2.5	-	-
Architecture and engineering occupations						
Level 5	26.72	7.7	26.72	7.7	-	-
Level 6	25.84	13.6	25.84	13.6	-	-
Level 7	32.81	4.8	32.81	4.8	-	-
Level 8	40.24	13.1	40.24	13.1	-	-
Level 9	40.03	7.3	40.03	7.3	-	-
Level 11	47.50	2.1	47.51	2.1	-	-
Level 12	59.11	8.6	59.11	8.6	-	-
Not able to be leveled	43.05	7.2	42.71	6.9	-	-
Engineers	48.94	6.5	48.88	6.4	-	-
Level 9	41.05	6.1	41.05	6.1	-	-
Level 11	46.76	2.9	46.77	2.9	-	-
Level 12	59.11	8.6	59.11	8.6	-	-
Not able to be leveled	54.24	8.6	53.77	8.6	-	-
Civil engineers	44.50	3.4	44.50	3.4	-	-
Computer hardware engineers	47.66	13.1	47.66	13.1	-	-
Level 11	47.74	.7	47.74	.7	-	-
Electrical and electronics engineers	59.28	10.3	59.05	10.2	-	-
Level 12	69.24	11.5	69.24	11.5	-	-
Electrical engineers	62.39	9.1	62.39	9.1	-	-
Electronics engineers, except computer	58.03	14.1	57.69	14.2	-	-
Industrial engineers, including health and safety	43.10	4.7	43.10	4.8	-	-
Level 9	37.57	7.5	37.57	7.5	-	-
Level 11	39.69	9.1	-	-	-	-
Industrial engineers	42.77	5.5	42.77	5.5	-	-
Level 9	37.57	7.5	37.57	7.5	-	-
Mechanical engineers	45.82	8.0	45.82	8.0	-	-
Engineering technicians, except drafters	26.43	7.2	26.43	7.2	-	-
Level 5	24.24	2.3	24.24	2.3	-	-
Not able to be leveled	25.65	7.7	25.65	7.7	-	-
Electrical and electronic engineering technicians	24.92	6.9	24.92	6.9	-	-
Life, physical, and social science occupations						
Level 7	24.47	6.5	-	-	-	-
Level 9	37.32	3.8	37.34	3.8	-	-
Level 11	42.48	6.6	42.48	6.6	-	-
Level 13	58.07	13.1	58.07	13.1	-	-
Not able to be leveled	41.12	6.0	39.24	6.6	-	-
Life scientists	45.33	7.6	44.90	8.1	-	-
Level 9	38.81	3.0	-	-	-	-
Biological scientists	40.58	8.9	40.58	8.9	-	-
Biochemists and biophysicists	41.85	8.9	41.85	8.9	-	-
Medical scientists	60.71	14.4	-	-	-	-
Physical scientists	33.91	5.7	33.91	5.7	-	-
Chemists and materials scientists	29.89	5.8	29.89	5.8	-	-
Chemists	29.89	5.8	29.89	5.8	-	-
Market and survey researchers	56.22	11.1	56.22	11.1	-	-

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 2008 — 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)
Life, physical, and social science occupations						
—Continued						
Market and survey researchers —Continued						
Level 13	\$58.07	13.1	\$58.07	13.1	—	—
Market research analysts	56.22	11.1	56.22	11.1	—	—
Level 13	58.07	13.1	58.07	13.1	—	—
Biological technicians	25.98	5.6	25.98	5.6	—	—
Community and social services occupations	22.84	5.0	22.57	5.2	—	—
Level 9	25.61	7.8	25.31	7.5	—	—
Social workers	31.73	14.9	31.07	15.9	—	—
Miscellaneous community and social service specialists	20.18	8.5	20.18	8.5	—	—
Social and human service assistants	16.73	4.4	16.73	4.4	—	—
Legal occupations	52.60	4.7	52.60	4.7	—	—
Lawyers	64.16	1.6	64.16	1.6	—	—
Education, training, and library occupations	30.86	9.4	33.46	16.7	\$22.37	17.2
Postsecondary teachers	49.15	18.8	58.21	20.5	27.43	19.5
Primary, secondary, and special education school teachers	21.42	24.1	20.34	28.0	—	—
Teacher assistants	11.50	1.9	—	—	—	—
Arts, design, entertainment, sports, and media occupations	28.08	6.9	28.63	7.6	22.73	9.4
Not able to be leveled	31.46	17.0	—	—	25.01	20.7
Designers	28.21	20.9	29.63	20.8	—	—
Writers and editors	35.37	11.8	35.09	12.7	—	—
Healthcare practitioner and technical occupations	41.57	5.3	39.74	3.8	45.34	7.9
Level 4	21.80	13.8	—	—	—	—
Level 6	29.13	5.3	28.24	6.1	—	—
Level 9	47.01	5.7	47.11	2.2	46.91	11.3
Level 11	54.69	4.5	—	—	—	—
Not able to be leveled	48.70	10.8	51.09	13.2	42.65	16.5
Registered nurses	51.01	1.7	49.80	2.4	52.67	1.6
Level 9	51.48	.8	50.32	.7	52.27	1.6
Therapists	44.81	27.8	49.90	19.4	39.27	35.1
Level 9	36.66	13.2	—	—	—	—
Clinical laboratory technologists and technicians	27.06	8.4	28.06	8.8	—	—
Medical and clinical laboratory technicians	21.78	9.7	—	—	—	—
Health diagnosing and treating practitioner support technicians	22.21	4.3	22.24	4.4	—	—
Licensed practical and licensed vocational nurses	30.55	2.5	—	—	31.83	3.0
Level 6	30.92	2.6	—	—	—	—
Healthcare support occupations	18.71	2.4	18.66	3.9	18.83	4.0
Level 3	16.16	6.4	—	—	—	—
Level 4	20.28	5.8	20.68	7.6	19.82	6.0
Level 5	19.79	7.9	19.81	8.1	—	—
Nursing, psychiatric, and home health aides	16.02	10.1	13.28	1.8	—	—
Nursing aides, orderlies, and attendants	15.43	9.1	13.03	.2	—	—
Miscellaneous healthcare support occupations	19.37	2.4	20.20	5.5	17.27	7.0
Level 4	20.99	4.9	22.27	2.1	—	—
Level 5	19.79	7.9	19.81	8.1	—	—
Dental assistants	21.83	8.3	—	—	—	—
Medical assistants	18.99	2.0	19.80	2.2	—	—
Level 4	20.20	.9	20.94	3.0	—	—
Protective service occupations	14.75	6.4	15.72	7.0	10.34	4.8
Level 3	13.13	13.2	—	—	—	—
Security guards and gaming surveillance officers	14.02	7.6	14.86	4.8	—	—
Level 3	13.17	13.1	—	—	—	—
Security guards	14.02	7.6	14.86	4.8	—	—
Level 3	13.17	13.1	—	—	—	—

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 2008 — 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	\$10.72	0.9	\$11.55	2.2	\$9.39	1.3
Level 1	8.83	4.0	9.16	4.1	8.36	2.2
Level 2	9.29	.7	9.53	7.2	9.09	6.2
Level 3	9.56	3.7	9.58	5.7	9.53	7.0
Level 4	12.75	11.4	13.57	19.3	10.14	12.6
Level 5	15.08	7.7	15.03	8.6	—	—
Not able to be leveled	12.83	5.4	—	—	12.52	8.2
First-line supervisors/managers, food preparation and serving workers	19.47	1.9	19.61	2.6	—	—
First-line supervisors/managers of food preparation and serving workers	19.84	.1	20.05	.6	—	—
Cooks	12.04	4.3	12.37	6.8	10.93	7.5
Level 3	9.89	3.9	10.09	5.8	—	—
Level 4	13.01	13.6	13.49	18.4	—	—
Cooks, institution and cafeteria	13.68	9.7	—	—	—	—
Cooks, restaurant	11.63	3.7	11.80	6.2	—	—
Level 3	9.77	4.0	—	—	—	—
Level 4	11.76	6.4	12.07	10.3	—	—
Food preparation workers	9.63	11.6	9.79	14.9	9.31	3.1
Food service, tipped	8.65	1.4	8.47	8.4	8.77	3.7
Level 1	8.34	.4	8.39	.7	—	—
Level 2	8.78	13.2	—	—	7.96	1.3
Level 3	8.11	1.4	—	—	8.45	4.2
Level 4	8.97	3.0	—	—	—	—
Bartenders	9.16	1.1	—	—	—	—
Waiters and waitresses	8.45	2.6	8.35	11.1	8.51	2.8
Level 2	8.68	16.3	—	—	—	—
Level 3	8.09	1.4	—	—	8.43	4.1
Dining room and cafeteria attendants and bartender helpers	9.30	1.3	—	—	9.54	3.2
Level 1	8.64	.0	—	—	—	—
Fast food and counter workers	9.47	1.1	9.51	6.6	9.43	6.3
Level 2	9.48	4.8	—	—	9.47	8.1
Level 3	10.09	6.3	—	—	—	—
Combined food preparation and serving workers, including fast food	9.41	2.0	9.45	6.8	9.39	6.3
Level 2	9.52	2.5	—	—	9.36	6.5
Counter attendants, cafeteria, food concession, and coffee shop	9.60	7.3	—	—	—	—
Food servers, nonrestaurant	11.41	6.8	—	—	—	—
Dishwashers	9.57	10.1	10.14	9.4	—	—
Level 1	9.57	10.1	10.14	9.4	—	—
Building and grounds cleaning and maintenance occupations	13.53	3.9	13.67	4.7	12.51	11.5
Level 1	9.33	5.3	9.23	6.1	—	—
Level 2	13.01	4.8	13.13	5.1	—	—
Level 3	13.85	11.6	14.87	10.0	—	—
Not able to be leveled	17.10	14.5	17.10	14.5	—	—
Building cleaning workers	12.35	3.6	12.58	4.4	10.81	6.1
Level 1	9.31	5.4	9.19	6.2	—	—
Level 2	13.09	5.9	13.23	6.6	—	—
Level 3	13.65	12.3	14.79	11.6	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.53	4.5	12.84	5.2	10.77	7.0
Level 1	10.12	2.4	10.23	4.0	—	—
Level 2	12.67	1.3	12.72	1.6	—	—
Maids and housekeeping cleaners	11.77	4.7	11.81	5.2	—	—
Level 2	14.73	16.1	15.22	13.8	—	—
Grounds maintenance workers	14.96	10.2	14.96	10.2	—	—
Landscaping and groundskeeping workers	14.96	10.2	14.96	10.2	—	—
Personal care and service occupations	13.43	8.1	13.19	7.4	14.78	13.6
Level 3	10.80	5.2	—	—	11.17	14.9
Level 4	19.40	8.2	—	—	—	—
Not able to be leveled	14.19	5.5	13.04	2.3	—	—

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 2008 — 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)
Personal care and service occupations –Continued						
Child care workers	\$12.77	8.7	–	–	\$11.78	14.5
Sales and related occupations						
Level 1	23.12	9.2	\$26.62	10.4	11.60	6.3
Level 2	–	–	–	–	10.05	7.2
Level 3	10.27	4.9	10.47	7.8	9.92	.3
Level 4	12.77	7.9	13.82	4.6	11.65	12.5
Level 5	16.72	10.1	17.56	11.2	14.04	2.5
Level 6	29.08	28.2	29.09	28.2	–	–
Level 7	22.73	11.4	22.18	13.7	–	–
Level 8	32.19	13.8	32.19	13.8	–	–
Level 9	34.50	15.0	34.50	15.0	–	–
Level 9	45.73	9.5	45.73	9.5	–	–
Not able to be leveled	47.73	23.4	48.18	23.7	–	–
First-line supervisors/managers, sales workers	26.80	14.2	26.80	14.2	–	–
First-line supervisors/managers of retail sales workers	21.04	10.7	21.04	10.7	–	–
Retail sales workers	14.10	7.6	15.58	8.6	11.02	5.4
Level 1	–	–	–	–	10.05	7.2
Level 2	10.27	4.9	10.47	7.8	9.92	.3
Level 3	12.70	8.3	13.82	4.6	11.23	12.9
Level 4	16.65	10.9	17.52	12.1	13.84	2.2
Level 5	25.39	14.8	25.39	14.8	–	–
Not able to be leveled	20.07	48.5	–	–	–	–
Cashiers, all workers	11.30	3.9	12.14	5.0	10.44	2.6
Level 1	–	–	–	–	10.05	7.2
Level 2	10.22	3.5	10.71	6.5	9.73	5.2
Level 3	12.82	9.1	–	–	–	–
Cashiers	11.30	3.9	12.14	5.0	10.44	2.6
Level 1	–	–	–	–	10.05	7.2
Level 2	10.22	3.5	10.71	6.5	9.73	5.2
Level 3	12.82	9.1	–	–	–	–
Counter and rental clerks and parts salespersons	14.08	.0	14.08	.0	–	–
Retail salespersons	15.51	9.6	16.93	10.0	11.56	8.2
Level 2	10.33	11.3	10.28	11.1	10.54	13.4
Level 3	12.64	9.1	13.91	5.0	10.94	12.3
Level 4	17.41	8.2	18.84	6.6	13.65	2.6
Level 5	26.05	14.3	26.05	14.3	–	–
Securities, commodities, and financial services sales agents	72.76	28.8	72.76	28.8	–	–
Sales representatives, wholesale and manufacturing	34.09	15.0	34.56	15.0	–	–
Sales representatives, wholesale and manufacturing, technical and scientific products	34.38	15.6	34.38	15.6	–	–
Sales representatives, wholesale and manufacturing, except technical and scientific products	33.91	27.7	34.67	28.2	–	–
Miscellaneous sales and related workers	41.19	47.9	–	–	–	–
Office and administrative support occupations						
Level 2	20.23	1.5	20.76	1.7	14.96	5.6
Level 3	13.83	6.5	14.31	6.3	12.41	9.2
Level 4	14.37	4.0	14.37	4.3	14.37	5.4
Level 5	17.81	3.6	18.10	3.7	15.74	8.6
Level 6	20.37	2.9	20.36	2.9	–	–
Level 7	24.56	3.4	24.58	3.5	–	–
Level 8	29.94	4.5	29.99	4.5	–	–
Level 8	32.80	5.2	32.80	5.2	–	–
Not able to be leveled	20.03	7.6	20.97	9.2	15.61	9.3
First-line supervisors/managers of office and administrative support workers	29.62	11.1	29.62	11.1	–	–
Financial clerks	19.22	4.1	19.52	4.2	14.29	8.7
Level 3	13.63	3.4	13.61	5.1	–	–
Level 4	18.99	5.2	19.30	5.1	–	–
Level 5	19.93	2.8	19.90	2.8	–	–
Level 6	22.37	8.4	22.37	8.4	–	–
Not able to be leveled	21.04	11.9	21.04	11.9	–	–
Bill and account collectors	23.39	8.3	23.39	8.3	–	–
Level 5	21.50	3.4	21.50	3.4	–	–
Bookkeeping, accounting, and auditing clerks	19.47	5.5	19.51	5.7	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2008 — 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)
Office and administrative support occupations						
—Continued						
Bookkeeping, accounting, and auditing clerks						
—Continued						
Level 4	\$19.55	5.4	\$19.93	5.7	—	—
Level 5	20.21	3.8	20.09	3.6	—	—
Level 6	21.75	11.3	21.75	11.3	—	—
Tellers	15.10	2.2	15.56	3.0	\$13.45	10.2
Level 3	14.46	3.4	—	—	—	—
Customer service representatives	19.56	6.0	20.17	5.6	—	—
Level 5	18.18	1.8	18.18	1.8	—	—
Level 6	27.41	6.9	27.41	6.9	—	—
File clerks	18.67	15.6	—	—	—	—
Order clerks	16.93	6.4	17.44	8.2	—	—
Receptionists and information clerks	17.51	5.0	18.06	5.1	13.26	14.5
Level 2	14.18	10.1	—	—	—	—
Level 3	15.89	1.8	—	—	—	—
Level 4	19.06	4.0	19.03	4.0	—	—
Production, planning, and expediting clerks	28.05	6.8	28.05	6.8	—	—
Shipping, receiving, and traffic clerks	14.31	8.0	14.25	8.1	—	—
Level 3	12.78	9.1	12.96	8.9	—	—
Stock clerks and order fillers	14.67	2.3	15.12	3.4	—	—
Secretaries and administrative assistants	26.52	2.4	26.67	2.4	—	—
Level 4	22.16	4.1	22.16	4.1	—	—
Level 5	21.64	6.7	21.64	6.7	—	—
Level 6	27.11	4.0	27.24	4.4	—	—
Level 7	29.14	1.0	29.21	1.1	—	—
Not able to be leveled	26.57	11.8	28.05	9.4	—	—
Executive secretaries and administrative assistants	27.02	2.6	27.05	2.7	—	—
Level 5	22.69	6.2	22.69	6.2	—	—
Level 6	27.63	7.1	27.86	7.4	—	—
Level 7	29.14	1.0	29.21	1.1	—	—
Data entry and information processing workers	18.72	3.7	19.07	8.7	—	—
Insurance claims and policy processing clerks	23.25	9.2	23.55	7.1	—	—
Office clerks, general	16.79	4.0	17.85	4.4	13.80	4.2
Level 3	13.17	4.7	—	—	—	—
Level 4	15.27	5.6	16.56	4.1	—	—
Level 5	21.33	6.1	21.33	6.1	—	—
Not able to be leveled	14.43	5.6	—	—	14.57	8.4
Construction and extraction occupations	25.15	1.0	25.09	1.1	—	—
Level 4	19.04	5.8	18.96	5.1	—	—
Level 6	27.67	7.9	27.67	7.9	—	—
Level 7	33.81	13.5	33.65	14.1	—	—
Not able to be leveled	25.28	.4	25.28	.4	—	—
First-line supervisors/managers of construction trades and extraction workers	34.20	2.4	34.20	2.4	—	—
Carpenters						
Level 6	30.14	5.2	30.14	5.2	—	—
Level 7	32.17	4.6	31.56	3.2	—	—
Cement masons, concrete finishers, and terrazzo workers	24.10	11.1	24.10	11.1	—	—
Cement masons and concrete finishers	24.10	11.1	24.10	11.1	—	—
Construction laborers	18.13	17.2	18.13	17.2	—	—
Electricians	29.25	16.4	28.85	16.8	—	—
Level 7	29.43	11.4	—	—	—	—
Painters and paperhangers	17.97	10.2	17.97	10.2	—	—
Painters, construction and maintenance	17.97	10.2	17.97	10.2	—	—
Installation, maintenance, and repair occupations	22.75	4.1	23.43	4.4	14.64	15.7
Level 3	13.09	5.4	—	—	—	—
Level 5	21.35	9.0	21.18	9.2	—	—
Level 6	27.68	5.1	27.56	5.2	—	—
Level 7	29.53	10.6	29.43	10.8	—	—
Not able to be leveled	23.11	5.0	23.11	5.0	—	—

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 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations						
—Continued						
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers	\$20.60	13.6	—	—	—	—
Automotive technicians and repairers	22.81	12.2	\$22.81	12.2	—	—
Automotive service technicians and mechanics	22.81	12.2	22.81	12.2	—	—
Bus and truck mechanics and diesel engine specialists ...	25.80	9.9	25.80	9.9	—	—
Industrial machinery installation, repair, and maintenance workers	20.93	7.5	21.28	8.7	—	—
Level 7	28.47	8.1	28.47	8.1	—	—
Industrial machinery mechanics	25.96	12.5	25.96	12.5	—	—
Maintenance and repair workers, general	21.06	9.2	21.76	10.2	—	—
Precision instrument and equipment repairers	27.09	4.4	—	—	—	—
Miscellaneous installation, maintenance, and repair workers	14.17	10.8	14.81	6.7	—	—
Helpers--installation, maintenance, and repair workers	11.40	10.7	—	—	—	—
Production occupations	17.52	5.0	17.58	5.3	\$15.74	14.8
Level 1	9.52	2.4	—	—	—	—
Level 2	10.84	3.0	10.84	3.0	—	—
Level 3	18.35	3.5	18.48	3.7	—	—
Level 4	18.84	4.8	18.67	5.2	—	—
Level 5	19.64	2.8	19.60	2.8	—	—
Level 6	26.62	.8	26.62	.8	—	—
Level 7	27.66	9.8	28.04	9.7	—	—
Not able to be leveled	15.19	19.0	15.19	19.0	—	—
First-line supervisors/managers of production and operating workers	29.99	5.0	29.99	5.0	—	—
Electrical, electronics, and electromechanical assemblers	13.46	10.7	13.46	10.7	—	—
Miscellaneous assemblers and fabricators	15.33	10.9	15.33	10.9	—	—
Miscellaneous food processing workers	16.58	7.1	—	—	—	—
Inspectors, testers, sorters, samplers, and weighers	17.93	15.5	17.93	15.5	—	—
Packaging and filling machine operators and tenders	16.26	10.0	16.26	10.0	—	—
Miscellaneous production workers	15.69	8.3	15.72	8.3	—	—

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 2008 — 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	\$16.34	5.6	\$17.40	6.6	\$11.21	10.2
Level 1	9.99	8.7	10.75	12.5	9.21	7.0
Level 2	11.92	6.9	12.17	11.3	11.30	6.3
Level 3	16.72	3.1	16.90	2.8	—	—
Level 4	18.21	4.3	18.28	4.4	—	—
Level 5	18.29	12.7	18.19	12.7	—	—
Not able to be leveled	13.66	17.6	14.08	21.4	—	—
Driver/sales workers and truck drivers	17.98	5.7	18.04	5.9	—	—
Level 3	17.64	9.0	17.64	9.0	—	—
Level 4	19.39	4.5	19.39	4.5	—	—
Truck drivers, heavy and tractor-trailer	17.87	7.9	17.87	7.9	—	—
Level 4	18.58	8.1	18.58	8.1	—	—
Truck drivers, light or delivery services	18.09	7.6	18.22	8.1	—	—
Level 3	16.38	7.7	16.38	7.7	—	—
Industrial truck and tractor operators	15.94	2.4	15.94	2.4	—	—
Laborers and material movers, hand	13.32	7.1	14.41	6.7	9.78	6.1
Level 1	9.99	8.7	10.75	12.5	9.21	7.0
Level 2	12.67	6.7	12.87	9.4	—	—
Level 3	17.68	4.8	17.68	4.8	—	—
Not able to be leveled	11.86	14.3	12.03	17.7	—	—
Cleaners of vehicles and equipment	12.97	15.6	14.25	13.9	—	—
Level 1	8.96	19.8	—	—	—	—
Laborers and freight, stock, and material movers, hand	13.70	7.9	14.93	9.0	10.11	7.8
Level 1	10.56	6.9	—	—	9.77	7.4
Level 3	17.92	7.8	17.92	7.8	—	—
Not able to be leveled	12.03	17.7	12.03	17.7	—	—
Packers and packagers, hand	13.01	6.6	13.47	7.3	—	—
Level 2	11.87	7.9	—	—	—	—

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 2008

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	\$34.20	1.5	\$35.40	1.7	\$25.52	4.4
Management occupations	53.85	6.3	55.20	5.0	—	—
Level 11	60.08	5.2	60.08	5.2	—	—
Not able to be leveled	50.46	10.7	53.23	7.4	—	—
Education administrators	57.39	6.4	57.81	7.1	—	—
Not able to be leveled	53.79	10.3	—	—	—	—
Education administrators, elementary and secondary school	57.93	9.3	58.46	10.3	—	—
Business and financial operations occupations	35.59	4.4	35.69	4.5	—	—
Level 9	34.11	3.7	34.11	3.7	—	—
Level 10	41.07	6.0	41.07	6.0	—	—
Human resources, training, and labor relations specialists	35.08	11.1	35.08	11.1	—	—
Management analysts	34.18	4.9	—	—	—	—
Computer and mathematical science occupations	33.54	5.0	33.90	5.6	—	—
Level 9	35.07	4.9	35.07	4.9	—	—
Architecture and engineering occupations	39.38	6.4	39.98	6.0	—	—
Level 9	42.71	4.6	42.71	4.6	—	—
Engineers	44.64	9.6	46.31	7.9	—	—
Level 9	43.60	7.2	43.60	7.2	—	—
Engineering technicians, except drafters	36.07	4.7	36.07	4.7	—	—
Life, physical, and social science occupations	34.59	7.7	34.13	9.2	—	—
Community and social services occupations	30.52	3.7	30.75	3.6	—	—
Level 7	26.96	8.7	26.96	8.7	—	—
Level 8	28.80	5.9	—	—	—	—
Counselors	29.85	7.6	29.85	7.6	—	—
Social workers	31.40	8.4	—	—	—	—
Miscellaneous community and social service specialists	30.54	8.4	30.54	8.4	—	—
Legal occupations	38.47	.0	—	—	—	—
Education, training, and library occupations	43.33	2.4	48.51	2.3	25.90	7.3
Level 3	12.97	8.7	—	—	12.97	8.7
Level 4	17.99	1.7	—	—	17.32	6.6
Level 6	18.32	4.5	—	—	17.40	5.2
Level 7	27.42	5.5	—	—	25.90	4.6
Level 8	30.13	3.0	—	—	—	—
Level 9	49.33	1.8	49.18	1.1	52.61	14.8
Level 10	47.76	13.7	—	—	—	—
Level 11	79.43	7.3	—	—	52.26	7.1
Not able to be leveled	37.30	4.8	40.76	5.7	28.80	11.1
Postsecondary teachers	61.54	8.9	65.50	10.1	43.01	9.4
Level 10	46.18	19.4	—	—	—	—
Level 11	80.68	7.9	—	—	—	—
Not able to be leveled	49.85	7.8	48.63	6.9	56.35	12.1
Miscellaneous postsecondary teachers	40.78	4.9	38.11	7.5	46.97	19.9
Not able to be leveled	42.27	6.9	37.71	9.0	—	—
Primary, secondary, and special education school teachers	46.59	1.3	48.38	1.7	31.32	10.8
Level 6	17.08	11.0	—	—	17.08	11.0
Level 9	49.48	1.7	49.40	1.1	—	—
Not able to be leveled	40.10	7.9	41.93	7.2	—	—
Preschool and kindergarten teachers	35.87	3.5	—	—	—	—
Preschool teachers, except special education	29.13	4.2	—	—	—	—
Elementary and middle school teachers	45.94	2.6	48.01	3.4	22.17	13.0
Level 9	48.73	4.4	48.89	4.2	—	—
Not able to be leveled	41.63	1.4	42.88	1.2	—	—
Elementary school teachers, except special education	45.23	2.2	47.66	3.2	16.88	15.3
Level 9	48.80	4.1	48.80	4.1	—	—
Not able to be leveled	40.62	1.6	—	—	—	—

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 2008** — 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)
Education, training, and library occupations —Continued						
Middle school teachers, except special and vocational education	\$48.72	5.5	\$49.40	4.7	—	—
Level 9	48.51	5.3	49.22	4.7	—	—
Secondary school teachers	50.56	4.6	50.36	5.8	—	—
Level 9	50.96	3.8	50.36	5.8	—	—
Secondary school teachers, except special and vocational education	50.46	4.7	50.19	5.7	—	—
Level 9	50.46	4.7	50.19	5.7	—	—
Special education teachers	48.78	5.8	48.95	6.4	—	—
Level 9	49.20	1.8	49.20	1.8	—	—
Special education teachers, preschool, kindergarten, and elementary school	47.09	5.7	47.16	6.4	—	—
Other teachers and instructors	31.47	29.5	—	—	\$30.02	34.5
Library technicians	24.43	6.7	—	—	—	—
Teacher assistants	16.96	5.8	19.64	3.9	15.89	8.0
Level 3	12.97	8.7	—	—	12.97	8.7
Level 4	18.07	1.7	—	—	17.36	7.8
Not able to be leveled	18.71	3.8	—	—	18.02	3.6
Arts, design, entertainment, sports, and media occupations	30.65	10.0	—	—	—	—
Healthcare practitioner and technical occupations	37.44	6.2	34.62	7.2	52.53	7.7
Level 9	46.19	6.6	45.23	6.5	—	—
Level 10	25.13	11.7	—	—	—	—
Not able to be leveled	72.77	4.1	—	—	—	—
Registered nurses	55.89	4.5	55.86	7.3	55.97	3.1
Level 9	48.92	5.6	48.30	5.9	—	—
Healthcare support occupations	20.62	2.5	20.31	2.9	—	—
Protective service occupations	36.88	2.0	37.52	2.6	20.17	10.4
Level 3	26.01	9.2	—	—	—	—
Level 7	37.14	6.7	37.14	6.7	—	—
Level 8	43.20	4.9	43.20	4.9	—	—
Level 9	41.45	7.8	42.05	6.8	—	—
Not able to be leveled	41.56	2.0	41.56	2.0	—	—
Fire fighters	32.91	5.1	33.52	2.1	—	—
Police officers	40.20	2.5	40.20	2.5	—	—
Level 7	39.38	4.6	39.38	4.6	—	—
Police and sheriff's patrol officers	40.20	2.5	40.20	2.5	—	—
Level 7	39.38	4.6	39.38	4.6	—	—
Food preparation and serving related occupations	16.74	7.5	17.69	11.4	15.24	2.5
Fast food and counter workers	15.24	3.6	—	—	14.73	1.8
Combined food preparation and serving workers, including fast food	15.48	5.9	—	—	—	—
Building and grounds cleaning and maintenance occupations	20.29	3.7	20.29	3.7	—	—
Level 3	16.44	7.0	16.44	7.0	—	—
Building cleaning workers	19.03	6.0	19.03	6.0	—	—
Level 3	16.76	7.3	16.76	7.3	—	—
Janitors and cleaners, except maids and housekeeping cleaners	19.03	6.0	19.03	6.0	—	—
Level 3	16.76	7.3	16.76	7.3	—	—
Personal care and service occupations	15.11	11.9	—	—	12.94	13.6
Level 2	15.15	11.8	—	—	—	—
Child care workers	15.36	9.4	—	—	—	—
Recreation and fitness workers	15.01	17.9	—	—	13.14	15.3
Recreation workers	15.01	17.9	—	—	13.14	15.3
Office and administrative support occupations	22.59	2.9	23.57	2.7	17.12	4.2
Level 3	16.92	5.7	—	—	—	—

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 2008 — 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)
Office and administrative support occupations —Continued						
Level 4	\$19.29	4.3	\$19.59	4.6	—	—
Level 5	21.74	5.2	22.10	5.8	\$19.59	4.5
Level 6	24.17	3.7	24.83	3.0	—	—
Level 7	30.33	2.1	30.33	2.1	—	—
Not able to be leveled	23.08	7.2	23.88	7.9	—	—
Financial clerks	24.54	4.9	24.61	5.1	—	—
Level 5	21.75	3.6	—	—	—	—
Bookkeeping, accounting, and auditing clerks	25.01	5.2	25.12	5.3	—	—
Library assistants, clerical	16.60	16.3	—	—	—	—
Dispatchers	32.30	3.7	32.30	3.7	—	—
Police, fire, and ambulance dispatchers	32.30	3.7	32.30	3.7	—	—
Secretaries and administrative assistants	25.47	4.1	25.47	4.1	—	—
Level 6	23.71	5.6	23.71	5.6	—	—
Executive secretaries and administrative assistants	27.20	3.0	27.20	3.0	—	—
Secretaries, except legal, medical, and executive	23.36	8.5	23.36	8.5	—	—
Data entry and information processing workers	19.72	8.1	—	—	—	—
Word processors and typists	20.05	8.3	—	—	—	—
Office clerks, general	19.60	3.9	20.92	3.5	—	—
Level 5	20.85	3.5	20.85	3.5	—	—
Construction and extraction occupations	29.57	11.0	29.57	11.0	—	—
Installation, maintenance, and repair occupations	28.14	8.0	28.14	8.0	—	—
Level 5	23.06	11.1	23.06	11.1	—	—
Level 6	30.10	3.7	30.10	3.7	—	—
Industrial machinery installation, repair, and maintenance workers	24.27	9.8	24.27	9.8	—	—
Maintenance and repair workers, general	22.82	7.4	22.82	7.4	—	—
Production occupations	35.24	6.8	35.55	7.4	—	—
Not able to be leveled	35.97	7.0	—	—	—	—
Transportation and material moving occupations	26.38	5.4	26.41	5.5	—	—
Bus drivers	24.42	3.0	—	—	—	—

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

² 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 2008

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	\$28.12	2.2	\$29.37	2.0	\$18.99	8.5
Management occupations	52.48	2.6	52.82	2.6	24.42	16.9
Group II	23.84	9.3	—	—	—	—
Group III	45.56	2.6	—	—	—	—
Group IV	74.00	3.4	—	—	—	—
General and operations managers	53.68	13.0	53.68	13.0	—	—
Group III	39.99	12.8	39.99	12.8	—	—
Marketing and sales managers	63.34	7.1	63.34	7.1	—	—
Marketing managers	61.07	5.8	61.07	5.8	—	—
Administrative services managers	38.16	11.9	38.16	11.9	—	—
Group III	38.16	11.9	38.16	11.9	—	—
Computer and information systems managers	67.97	12.8	67.97	12.8	—	—
Financial managers	56.03	9.3	56.03	9.3	—	—
Group III	43.08	10.6	43.08	10.6	—	—
Human resources managers	53.19	3.7	53.19	3.7	—	—
Industrial production managers	52.78	11.6	52.78	11.6	—	—
Construction managers	47.97	4.4	47.97	4.4	—	—
Education administrators	50.10	7.1	51.44	6.4	—	—
Group III	47.06	11.3	—	—	—	—
Education administrators, elementary and secondary school	53.37	8.8	53.56	9.3	—	—
Group III	51.28	13.9	51.28	13.9	—	—
Engineering managers	64.91	7.2	64.91	7.2	—	—
Group III	60.68	11.3	60.68	11.3	—	—
Medical and health services managers	50.18	14.2	55.23	11.0	—	—
Group III	50.03	10.5	52.58	10.3	—	—
Social and community service managers	30.27	11.9	30.27	11.9	—	—
Business and financial operations occupations	36.64	4.0	36.64	4.0	36.70	13.2
Group II	26.99	3.8	—	—	—	—
Group III	37.94	4.1	—	—	—	—
Buyers and purchasing agents	33.19	4.4	33.19	4.4	—	—
Group III	32.92	5.0	—	—	—	—
Purchasing agents, except wholesale, retail, and farm products	32.25	4.8	32.25	4.8	—	—
Claims adjusters, appraisers, examiners, and investigators	31.49	6.1	31.49	6.1	—	—
Group II	29.29	1.3	—	—	—	—
Claims adjusters, examiners, and investigators	31.49	6.1	31.49	6.1	—	—
Group II	29.29	1.3	29.29	1.3	—	—
Human resources, training, and labor relations specialists	29.62	8.6	29.79	8.6	—	—
Group II	22.07	3.5	—	—	—	—
Group III	31.72	10.4	—	—	—	—
Employment, recruitment, and placement specialists ..	30.16	19.9	30.91	20.5	—	—
Management analysts	45.39	13.9	45.66	14.1	—	—
Group III	39.91	4.1	39.91	4.1	—	—
Accountants and auditors	39.13	8.0	38.78	7.9	—	—
Group II	29.86	8.3	29.86	8.3	—	—
Group III	41.87	9.2	41.41	9.2	—	—
Financial analysts and advisors	42.65	8.0	42.83	8.2	—	—
Group III	44.99	10.2	—	—	—	—
Financial analysts	48.37	14.2	48.37	14.2	—	—
Group III	45.08	11.1	45.08	11.1	—	—
Insurance underwriters	31.57	3.9	—	—	—	—
Computer and mathematical science occupations	46.97	5.5	45.86	3.1	—	—
Group II	26.53	6.4	—	—	—	—
Group III	51.45	6.3	—	—	—	—
Group IV	67.11	8.2	—	—	—	—
Computer programmers	39.42	5.7	40.52	6.8	—	—
Computer software engineers	53.50	2.2	53.50	2.2	—	—
Group III	51.85	2.9	—	—	—	—
Computer software engineers, applications	51.78	3.1	51.78	3.1	—	—
Group III	50.56	5.5	50.56	5.5	—	—
Computer software engineers, systems software	54.74	4.4	54.74	4.4	—	—

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 2008 — 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						
Computer software engineers, systems software						
—Continued						
Group III	\$52.80	3.4	\$52.80	3.4	—	—
Computer support specialists	35.55	11.1	35.55	11.1	—	—
Group II	26.66	7.4	26.66	7.4	—	—
Computer systems analysts	53.01	16.7	42.64	4.0	—	—
Group III	57.54	17.8	44.45	6.0	—	—
Database administrators	48.73	12.8	48.73	12.8	—	—
Network and computer systems administrators	38.55	10.6	39.85	11.0	—	—
Group II	26.33	7.2	—	—	—	—
Group III	50.77	3.8	50.77	3.8	—	—
Network systems and data communications analysts	43.54	3.5	43.54	3.5	—	—
Group III	43.54	3.5	43.54	3.5	—	—
Architecture and engineering occupations	43.98	7.5	43.99	7.5	—	—
Group II	32.70	8.1	—	—	—	—
Group III	48.31	6.2	—	—	—	—
Engineers	48.71	6.2	48.75	6.2	—	—
Group II	37.04	9.0	—	—	—	—
Group III	48.79	6.0	—	—	—	—
Civil engineers	44.47	3.8	44.47	3.8	—	—
Group III	45.08	5.0	45.08	5.0	—	—
Computer hardware engineers	47.66	13.1	47.66	13.1	—	—
Group III	48.92	4.1	48.92	4.1	—	—
Electrical and electronics engineers	58.80	10.2	58.57	10.1	—	—
Group III	56.88	13.8	—	—	—	—
Electrical engineers	62.39	9.1	62.39	9.1	—	—
Electronics engineers, except computer	57.43	13.8	57.11	13.8	—	—
Group III	57.53	14.4	57.53	14.4	—	—
Industrial engineers, including health and safety	43.47	4.3	43.47	4.3	—	—
Group III	42.48	5.4	—	—	—	—
Industrial engineers	42.77	5.5	42.77	5.5	—	—
Group III	41.45	7.3	41.45	7.3	—	—
Mechanical engineers	45.82	8.0	45.82	8.0	—	—
Group III	46.26	9.0	46.26	9.0	—	—
Engineering technicians, except drafters	28.31	5.4	28.31	5.4	—	—
Group II	27.76	7.7	—	—	—	—
Electrical and electronic engineering technicians	28.01	6.3	28.01	6.3	—	—
Life, physical, and social science occupations	39.99	7.7	39.87	7.9	—	—
Group II	24.39	3.7	—	—	—	—
Group III	42.28	5.9	—	—	—	—
Group IV	60.59	11.6	—	—	—	—
Life scientists	45.13	7.6	44.70	8.0	—	—
Group III	42.95	6.6	—	—	—	—
Biological scientists	40.44	8.8	40.44	8.8	—	—
Group III	39.84	5.4	—	—	—	—
Biochemists and biophysicists	41.85	8.9	41.85	8.9	—	—
Group III	40.42	5.0	40.42	5.0	—	—
Medical scientists	60.71	14.4	—	—	—	—
Physical scientists	34.63	6.4	34.63	6.4	—	—
Chemists and materials scientists	31.77	7.5	31.77	7.5	—	—
Chemists	31.77	7.5	31.77	7.5	—	—
Market and survey researchers	56.22	11.1	56.22	11.1	—	—
Group IV	58.07	13.1	—	—	—	—
Market research analysts	56.22	11.1	56.22	11.1	—	—
Group IV	58.07	13.1	58.07	13.1	—	—
Biological technicians	25.39	5.5	25.34	5.8	—	—
Community and social services occupations	24.76	4.0	24.55	4.1	—	—
Group II	20.41	6.8	—	—	—	—
Group III	32.20	7.0	—	—	—	—
Counselors	28.10	8.4	28.52	8.1	—	—
Group II	24.56	5.4	—	—	—	—

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 2008 — 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)
Community and social services occupations						
—Continued						
Social workers	\$31.64	10.5	\$31.50	11.9	—	—
Group III	37.06	7.6	—	—	—	—
Miscellaneous community and social service specialists	21.66	6.7	21.66	6.7	—	—
Group II	19.31	9.8	—	—	—	—
Social and human service assistants	17.75	5.7	17.75	5.7	—	—
Group II	16.36	4.9	16.36	4.9	—	—
Legal occupations	51.29	5.3	51.16	5.5	—	—
Group III	55.96	8.1	—	—	—	—
Lawyers	64.27	2.4	64.17	2.3	—	—
Group III	64.36	3.3	64.36	3.3	—	—
Education, training, and library occupations	39.44	3.9	43.84	6.1	\$24.78	7.8
Group I	13.91	4.7	—	—	—	—
Group II	24.13	8.6	—	—	—	—
Group III	52.61	3.9	—	—	—	—
Postsecondary teachers	55.27	10.9	62.09	11.0	33.17	15.5
Group III	59.65	12.4	—	—	—	—
Social sciences teachers, postsecondary	67.79	21.3	—	—	—	—
Arts, communications, and humanities teachers, postsecondary	52.30	16.9	—	—	—	—
Group III	45.24	27.5	—	—	—	—
Miscellaneous postsecondary teachers	34.31	11.2	38.11	7.5	31.55	18.6
Group III	36.08	10.8	—	—	—	—
Primary, secondary, and special education school teachers	42.09	6.8	43.22	7.6	31.82	9.1
Group II	23.26	20.7	—	—	—	—
Group III	48.89	1.9	—	—	—	—
Preschool and kindergarten teachers	21.80	23.7	20.44	26.0	—	—
Group II	18.70	16.1	—	—	—	—
Preschool teachers, except special education	18.36	17.7	16.10	12.4	—	—
Group II	18.70	16.1	—	—	—	—
Elementary and middle school teachers	44.94	2.3	47.03	3.3	25.45	12.8
Group II	28.40	23.1	—	—	—	—
Group III	48.73	4.4	—	—	—	—
Elementary school teachers, except special education	44.09	2.1	46.49	3.2	—	—
Group II	28.40	23.1	—	—	—	—
Group III	48.80	4.1	48.80	4.1	—	—
Middle school teachers, except special and vocational education	48.72	5.5	49.40	4.7	—	—
Group III	48.51	5.3	49.22	4.7	—	—
Secondary school teachers	50.56	4.6	50.36	5.8	—	—
Group III	50.96	3.8	—	—	—	—
Secondary school teachers, except special and vocational education	50.46	4.7	50.19	5.7	—	—
Group III	50.46	4.7	50.19	5.7	—	—
Special education teachers	45.37	9.7	45.30	10.2	—	—
Group III	44.66	9.1	—	—	—	—
Special education teachers, preschool, kindergarten, and elementary school	42.44	11.2	42.04	11.8	—	—
Group III	42.03	12.4	41.82	12.9	—	—
Other teachers and instructors	31.10	25.7	—	—	29.83	28.6
Group II	24.04	9.3	—	—	—	—
Librarians	32.10	6.0	32.10	6.0	—	—
Library technicians	25.29	4.6	25.87	4.2	—	—
Teacher assistants	14.64	7.3	14.81	10.4	14.52	9.7
Group I	13.82	4.9	—	—	13.15	8.4
Arts, design, entertainment, sports, and media occupations	28.25	6.6	28.84	7.2	22.48	9.0
Group II	24.75	6.0	—	—	—	—
Group III	34.30	8.6	—	—	—	—
Designers	28.21	20.9	29.63	20.8	—	—

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 2008 — 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)
Arts, design, entertainment, sports, and media occupations —Continued						
Writers and editors	\$35.37	11.8	\$35.09	12.7	—	—
Healthcare practitioner and technical occupations						
Group I	40.63	4.8	38.37	3.4	\$46.24	6.8
Group II	21.56	11.6	—	—	—	—
Group III	32.26	8.9	—	—	—	—
Physicians and surgeons	44.93	4.6	—	—	—	—
Group III	36.04	20.5	29.69	30.5	—	—
Registered nurses	24.87	28.0	—	—	—	—
Group III	52.26	2.2	51.65	3.8	53.26	1.7
Therapists	51.96	1.5	50.47	2.4	53.29	2.1
Group III	44.99	27.0	49.90	19.4	39.90	33.3
Clinical laboratory technologists and technicians	37.71	11.3	—	—	—	—
Group I	26.61	7.1	27.39	7.5	—	—
Medical and clinical laboratory technicians	22.40	13.0	—	—	—	—
Group I	21.69	8.8	22.11	9.2	—	—
Health diagnosing and treating practitioner support technicians	22.40	13.0	—	—	—	—
Group II	22.65	5.8	22.68	5.9	—	—
Psychiatric technicians	23.36	5.9	—	—	—	—
Group II	24.63	7.5	24.85	7.4	—	—
Licensed practical and licensed vocational nurses	24.63	7.5	24.85	7.4	—	—
Group II	30.06	2.4	28.66	4.1	31.40	2.9
Group II	30.30	2.7	28.66	4.1	—	—
Healthcare support occupations						
Group I	18.91	2.2	18.86	3.5	19.04	3.9
Group II	18.18	2.6	—	—	—	—
Nursing, psychiatric, and home health aides	20.20	6.2	—	—	—	—
Group I	16.78	6.6	14.26	5.3	21.09	1.3
Nursing aides, orderlies, and attendants	17.05	6.3	—	—	—	—
Group I	16.09	6.7	13.20	1.2	21.43	1.0
Miscellaneous healthcare support occupations	16.38	6.5	13.31	1.5	21.43	1.0
Group I	19.52	2.2	20.32	5.0	17.27	7.0
Group II	19.03	3.8	—	—	—	—
Dental assistants	19.95	5.4	—	—	—	—
Medical assistants	21.85	7.4	23.11	10.4	—	—
Group I	19.18	1.5	20.00	2.4	—	—
Group II	18.91	6.3	20.85	3.0	—	—
Group II	19.42	4.0	19.54	3.9	—	—
Protective service occupations						
Group I	26.96	4.6	28.60	8.0	12.31	17.1
Group II	14.45	7.7	—	—	—	—
Group III	34.66	3.0	—	—	—	—
Fire fighters	43.84	6.5	—	—	—	—
Group II	32.91	5.1	33.52	2.1	—	—
Police officers	32.91	5.1	33.52	2.1	—	—
Group II	40.20	2.5	40.20	2.5	—	—
Police and sheriff's patrol officers	39.25	2.3	—	—	—	—
Group II	40.20	2.5	40.20	2.5	—	—
Security guards and gaming surveillance officers	39.25	2.3	39.25	2.3	—	—
Group I	14.34	6.9	15.21	4.8	—	—
Security guards	13.30	10.2	—	—	—	—
Group I	14.34	6.9	15.21	4.8	—	—
Group I	13.30	10.2	—	—	—	—
Miscellaneous protective service workers	21.10	17.5	—	—	—	—
Food preparation and serving related occupations						
Group I	10.93	1.3	11.76	2.6	9.60	1.1
Group II	9.85	2.3	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	17.24	7.0	—	—	—	—
Group II	19.54	1.9	19.68	2.6	—	—
First-line supervisors/managers of food preparation and serving workers	19.62	3.2	—	—	—	—
Group II	19.93	.5	20.13	.6	—	—
Group II	20.18	1.3	20.47	2.6	—	—

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 2008 — 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						
Cooks	\$12.40	5.0	\$12.77	7.3	\$11.18	6.8
Group I	11.27	3.5	—	—	—	—
Group II	15.02	10.7	—	—	—	—
Cooks, institution and cafeteria	15.49	11.2	16.23	10.2	—	—
Group I	12.47	9.2	—	—	—	—
Cooks, restaurant	11.63	3.7	11.80	6.2	—	—
Group I	10.74	3.2	10.92	3.5	—	—
Food preparation workers	10.06	12.3	10.11	15.3	9.96	8.1
Group I	9.86	12.5	10.11	15.3	9.30	3.1
Food service, tipped	8.64	1.4	8.46	8.1	8.77	3.7
Group I	8.42	2.8	—	—	—	—
Bartenders	9.16	1.1	—	—	—	—
Group I	9.16	1.1	—	—	—	—
Waiters and waitresses	8.45	2.6	8.35	11.1	8.51	2.8
Group I	8.25	4.3	8.35	11.1	8.18	.2
Dining room and cafeteria attendants and bartender helpers	9.21	1.9	8.94	3.3	9.54	3.2
Group I	8.81	2.3	8.94	3.3	8.62	1.5
Fast food and counter workers	9.93	2.2	10.04	7.1	9.82	5.4
Group I	9.77	2.4	—	—	—	—
Combined food preparation and serving workers, including fast food	9.84	2.4	10.12	8.0	9.65	5.3
Group I	9.71	2.4	9.91	8.9	9.58	5.6
Counter attendants, cafeteria, food concession, and coffee shop	10.13	5.9	—	—	10.51	10.7
Group I	9.92	5.9	—	—	10.39	10.4
Food servers, nonrestaurant	11.41	6.8	—	—	—	—
Group I	11.55	6.6	—	—	—	—
Dishwashers	9.57	10.1	10.14	9.4	—	—
Group I	9.57	10.1	10.14	9.4	—	—
Building and grounds cleaning and maintenance occupations						
Group I	14.32	4.7	14.53	5.5	12.51	11.5
Group II	12.90	2.0	—	—	—	—
Group II	24.02	9.9	—	—	—	—
Building cleaning workers	13.04	3.7	13.33	5.3	10.81	6.1
Group I	12.57	1.8	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	13.38	4.1	13.78	5.7	10.77	7.0
Group I	12.81	2.1	13.17	3.1	10.77	7.0
Maids and housekeeping cleaners	11.77	4.7	11.81	5.2	—	—
Group I	11.77	4.7	11.81	5.2	—	—
Grounds maintenance workers	16.54	7.6	16.54	7.6	—	—
Group I	15.85	10.3	—	—	—	—
Landscaping and groundskeeping workers	16.13	9.5	16.13	9.5	—	—
Group I	15.02	14.6	15.02	14.6	—	—
Personal care and service occupations						
Group I	13.54	7.6	13.35	7.1	14.36	11.3
Group II	12.22	7.0	—	—	—	—
Group II	18.70	19.7	—	—	—	—
Child care workers	13.06	8.3	—	—	11.77	12.7
Group I	12.12	10.9	—	—	11.77	12.7
Recreation and fitness workers	19.26	9.9	—	—	18.42	17.0
Group I	15.63	18.7	—	—	—	—
Recreation workers	15.01	17.9	—	—	13.14	15.3
Group I	15.63	18.7	—	—	—	—
Sales and related occupations						
Group I	23.11	9.1	26.59	10.3	11.60	6.3
Group II	12.68	6.9	—	—	—	—
Group II	29.69	14.7	—	—	—	—
Group III	48.89	6.1	—	—	—	—
First-line supervisors/managers, sales workers	26.62	14.0	26.62	14.0	—	—
Group II	21.02	11.0	—	—	—	—
First-line supervisors/managers of retail sales workers	21.03	10.3	21.03	10.3	—	—

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 2008 — 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						
First-line supervisors/managers of retail sales workers —Continued						
Group II	\$21.02	11.0	\$21.02	11.0	—	—
Retail sales workers	14.12	7.6	15.60	8.5	\$11.02	5.4
Group I	12.56	7.1	—	—	—	—
Group II	25.13	14.9	—	—	—	—
Cashiers, all workers	11.40	3.9	12.31	4.9	10.44	2.6
Group I	10.99	4.8	—	—	—	—
Cashiers	11.40	3.9	12.31	4.9	10.44	2.6
Group I	10.99	4.8	11.62	6.9	10.40	2.2
Counter and rental clerks and parts salespersons	14.08	.0	14.08	.0	—	—
Retail salespersons	15.51	9.6	16.93	10.0	11.56	8.2
Group I	13.42	8.7	14.29	7.9	11.56	8.2
Group II	26.05	14.3	26.05	14.3	—	—
Securities, commodities, and financial services sales agents	72.76	28.8	72.76	28.8	—	—
Sales representatives, wholesale and manufacturing	34.09	15.0	34.56	15.0	—	—
Group II	27.11	9.3	—	—	—	—
Group III	45.02	9.7	—	—	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	34.38	15.6	34.38	15.6	—	—
Group II	27.16	18.1	27.16	18.1	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	33.91	27.7	34.67	28.2	—	—
Miscellaneous sales and related workers	41.19	47.9	—	—	—	—
Office and administrative support occupations	20.52	1.4	21.08	1.6	15.36	4.4
Group I	16.14	2.3	—	—	—	—
Group II	24.31	1.7	—	—	—	—
First-line supervisors/managers of office and administrative support workers	28.84	10.2	28.84	10.2	—	—
Group II	29.12	11.3	29.12	11.3	—	—
Financial clerks	19.72	3.9	19.99	4.0	14.97	8.9
Group I	16.22	5.0	—	—	—	—
Group II	21.62	3.1	—	—	—	—
Bill and account collectors	23.39	8.3	23.39	8.3	—	—
Group II	22.00	2.3	22.00	2.3	—	—
Bookkeeping, accounting, and auditing clerks	20.10	5.2	20.12	5.4	—	—
Group I	17.22	8.5	17.37	9.0	—	—
Group II	21.80	4.2	21.74	4.3	—	—
Tellers	15.10	2.2	15.56	3.0	13.45	10.2
Group I	14.62	4.1	15.18	5.1	12.81	7.2
Customer service representatives	19.56	6.0	20.17	5.6	—	—
Group I	16.62	6.1	17.15	5.6	—	—
Group II	23.27	7.2	23.27	7.2	—	—
File clerks	18.45	15.6	—	—	—	—
Group I	18.45	15.6	—	—	—	—
Library assistants, clerical	17.23	13.0	—	—	17.99	4.2
Order clerks	16.93	6.4	17.44	8.2	—	—
Group I	15.62	6.0	—	—	—	—
Receptionists and information clerks	17.69	5.1	18.25	5.2	13.27	14.4
Group I	16.85	4.8	17.51	3.4	13.27	14.4
Dispatchers	29.03	5.2	29.03	5.2	—	—
Group II	29.03	5.2	—	—	—	—
Police, fire, and ambulance dispatchers	32.30	3.7	32.30	3.7	—	—
Group II	32.30	3.7	32.30	3.7	—	—
Production, planning, and expediting clerks	28.05	6.8	28.05	6.8	—	—
Group II	28.05	6.8	28.05	6.8	—	—
Shipping, receiving, and traffic clerks	14.60	8.0	14.56	8.0	—	—
Group I	14.16	8.0	14.08	8.1	—	—
Stock clerks and order fillers	14.67	2.3	15.12	3.4	—	—
Group I	13.46	5.2	—	—	—	—
Secretaries and administrative assistants	26.40	2.2	26.52	2.2	—	—
Group I	22.38	5.1	—	—	—	—
Group II	26.97	2.6	—	—	—	—

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 2008 — 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)
Office and administrative support occupations						
-Continued						
Executive secretaries and administrative assistants	\$27.03	2.4	\$27.06	2.6	-	-
Group I	22.20	7.8	22.20	7.8	-	-
Group II	27.44	2.6	27.50	2.7	-	-
Secretaries, except legal, medical, and executive	21.86	4.8	22.37	4.9	-	-
Group II	21.73	2.6	21.73	2.6	-	-
Data entry and information processing workers	18.98	3.6	19.60	6.6	\$17.99	6.5
Group I	18.05	4.2	-	-	-	-
Data entry keyers	15.30	1.7	-	-	-	-
Word processors and typists	20.77	4.6	21.41	6.7	-	-
Insurance claims and policy processing clerks	23.25	9.2	23.55	7.1	-	-
Group II	21.46	.2	21.46	.2	-	-
Office clerks, general	17.13	3.5	18.24	3.8	13.92	4.0
Group I	15.09	3.8	15.81	3.4	13.53	3.7
Group II	21.86	3.7	21.86	3.7	-	-
Construction and extraction occupations	25.30	1.1	25.25	1.2	-	-
Group I	17.44	3.7	-	-	-	-
Group II	28.14	4.7	-	-	-	-
First-line supervisors/managers of construction trades and extraction workers	34.20	2.4	34.20	2.4	-	-
Group II	34.54	2.0	34.54	2.0	-	-
Carpenters	24.12	10.2	-	-	-	-
Group II	26.82	9.1	26.65	9.1	-	-
Cement masons, concrete finishers, and terrazzo workers	24.10	11.1	24.10	11.1	-	-
Cement masons and concrete finishers	24.10	11.1	24.10	11.1	-	-
Construction laborers	18.73	15.6	18.73	15.6	-	-
Group I	18.47	17.4	18.47	17.4	-	-
Electricians	29.25	16.4	28.85	16.8	-	-
Group II	29.58	18.4	29.17	19.1	-	-
Painters and paperhangers	17.97	10.2	17.97	10.2	-	-
Painters, construction and maintenance	17.97	10.2	17.97	10.2	-	-
Installation, maintenance, and repair occupations	23.38	3.7	24.02	3.9	14.64	15.7
Group I	13.91	4.7	-	-	-	-
Group II	26.68	4.1	-	-	-	-
First-line supervisors/managers of mechanics, installers, and repairers	29.83	9.1	29.87	9.9	-	-
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers	20.60	13.6	-	-	-	-
Automotive technicians and repairers	22.80	11.8	22.80	11.8	-	-
Group II	22.78	13.0	-	-	-	-
Automotive service technicians and mechanics	22.80	11.8	22.80	11.8	-	-
Group II	22.78	13.0	22.78	13.0	-	-
Bus and truck mechanics and diesel engine specialists ...	26.10	8.8	26.10	8.8	-	-
Group II	27.83	6.6	27.83	6.6	-	-
Industrial machinery installation, repair, and maintenance workers	21.72	6.5	22.01	7.1	-	-
Group I	14.27	6.7	-	-	-	-
Group II	25.34	5.9	-	-	-	-
Industrial machinery mechanics	27.03	10.7	27.03	10.7	-	-
Group II	27.50	10.7	27.50	10.7	-	-
Maintenance and repair workers, general	21.66	5.9	22.14	6.8	-	-
Group II	24.34	6.9	24.34	6.9	-	-
Precision instrument and equipment repairers	27.09	4.4	-	-	-	-
Group II	27.09	4.4	-	-	-	-
Miscellaneous installation, maintenance, and repair workers	16.11	11.0	17.32	8.7	-	-
Group I	13.20	11.1	-	-	-	-
Group II	24.23	16.7	-	-	-	-
Helpers--installation, maintenance, and repair workers	11.40	10.7	-	-	-	-
Group I	11.40	10.7	-	-	-	-
Production occupations	18.01	5.3	18.03	5.6	17.39	14.4

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 2008 — 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 —Continued						
Group I	\$15.27	4.4	—	—	—	—
Group II	24.36	2.1	—	—	—	—
First-line supervisors/managers of production and operating workers	29.99	5.0	\$29.99	5.0	—	—
Electrical, electronics, and electromechanical assemblers	13.46	10.7	13.46	10.7	—	—
Miscellaneous assemblers and fabricators	15.33	10.9	15.33	10.9	—	—
Group I	14.63	10.5	—	—	—	—
Miscellaneous food processing workers	16.58	7.1	—	—	—	—
Stationary engineers and boiler operators	37.22	2.6	37.60	2.4	—	—
Inspectors, testers, sorters, samplers, and weighers	17.93	15.5	17.93	15.5	—	—
Group II	26.50	5.5	26.50	5.5	—	—
Packaging and filling machine operators and tenders	16.26	10.0	16.26	10.0	—	—
Miscellaneous production workers	15.70	8.3	15.72	8.3	—	—
Group I	14.54	8.4	—	—	—	—
Transportation and material moving occupations	16.94	5.0	18.01	6.0	\$11.40	9.5
Group I	15.12	3.9	—	—	—	—
Group II	20.18	11.1	—	—	—	—
Bus drivers	18.06	6.1	18.64	4.0	—	—
Group I	16.44	8.4	—	—	—	—
Bus drivers, transit and intercity	18.19	6.5	18.70	4.2	—	—
Driver/sales workers and truck drivers	18.22	5.9	18.28	6.0	—	—
Group I	17.89	5.8	—	—	—	—
Group II	18.95	19.5	—	—	—	—
Truck drivers, heavy and tractor-trailer	18.33	8.7	18.33	8.7	—	—
Group I	19.25	6.0	19.25	6.0	—	—
Truck drivers, light or delivery services	18.09	7.6	18.22	8.1	—	—
Group I	16.80	10.5	16.91	11.2	—	—
Industrial truck and tractor operators	15.94	2.4	15.94	2.4	—	—
Group I	15.90	2.6	15.90	2.6	—	—
Laborers and material movers, hand	13.32	7.1	14.41	6.7	9.78	6.1
Group I	13.49	8.0	—	—	—	—
Cleaners of vehicles and equipment	12.97	15.6	14.25	13.9	—	—
Group I	13.14	17.3	14.25	13.9	—	—
Laborers and freight, stock, and material movers, hand	13.70	7.9	14.93	9.0	10.11	7.8
Group I	14.05	7.6	16.12	5.4	10.11	7.8
Packers and packagers, hand	13.01	6.6	13.47	7.3	—	—
Group I	13.01	6.6	13.47	7.3	—	—

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 6. Civilian workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$10.00	\$14.58	\$22.84	\$36.06	\$53.43
Management occupations	26.54	36.39	51.73	63.42	75.03
General and operations managers	24.97	41.69	49.17	60.10	99.04
Marketing and sales managers	36.64	49.20	61.48	72.82	99.52
Marketing managers	40.48	49.20	61.56	72.12	74.52
Administrative services managers	27.21	27.21	33.88	46.16	55.83
Computer and information systems managers	39.08	49.27	58.89	72.12	133.40
Financial managers	30.17	38.39	54.33	65.87	73.08
Human resources managers	47.59	47.76	50.73	53.49	61.90
Industrial production managers	37.57	40.87	44.66	62.19	74.57
Construction managers	33.65	43.46	49.44	56.14	57.69
Education administrators	32.41	34.64	52.89	61.83	64.18
Education administrators, elementary and secondary school	32.41	49.91	52.89	61.86	64.18
Engineering managers	53.95	59.64	64.47	70.19	77.59
Medical and health services managers	31.40	31.75	52.26	65.82	72.01
Social and community service managers	16.00	23.06	26.92	43.27	43.27
Business and financial operations occupations	21.74	26.61	33.33	43.51	55.94
Buyers and purchasing agents	26.23	29.72	32.01	38.69	47.96
Purchasing agents, except wholesale, retail, and farm products	26.23	28.85	29.72	33.30	47.96
Claims adjusters, appraisers, examiners, and investigators	19.35	23.54	29.81	36.04	45.88
Claims adjusters, examiners, and investigators	19.35	23.54	29.81	36.04	45.88
Human resources, training, and labor relations specialists	19.15	23.08	23.76	32.70	43.94
Employment, recruitment, and placement specialists ..	17.85	18.46	23.08	44.42	51.92
Management analysts	27.88	33.08	40.01	47.16	87.26
Accountants and auditors	25.84	30.99	36.06	48.80	56.25
Financial analysts and advisors	25.00	29.47	36.06	52.89	60.10
Financial analysts	28.85	36.06	42.31	52.89	66.92
Insurance underwriters	22.39	24.49	29.57	33.65	45.24
Computer and mathematical science occupations	24.87	36.97	46.05	56.17	69.23
Computer programmers	27.67	34.02	40.87	44.22	50.51
Computer software engineers	40.34	45.67	52.20	60.10	71.13
Computer software engineers, applications	42.38	44.23	49.52	58.46	66.53
Computer software engineers, systems software	38.99	46.83	53.69	62.71	74.87
Computer support specialists	21.80	22.89	32.37	46.00	57.69
Computer systems analysts	29.67	38.27	48.00	81.33	81.33
Database administrators	39.20	39.20	45.96	55.29	79.33
Network and computer systems administrators	21.81	25.61	39.84	52.86	54.70
Network systems and data communications analysts	38.85	40.28	43.12	45.39	50.26
Architecture and engineering occupations	26.44	32.21	42.45	52.84	62.16
Engineers	31.27	38.46	47.70	56.94	68.37
Civil engineers	34.15	38.50	43.58	50.61	52.18
Computer hardware engineers	27.85	32.39	49.52	56.71	68.46
Electrical and electronics engineers	39.20	43.68	56.29	68.37	93.85
Electrical engineers	37.26	47.91	56.55	66.87	100.00
Electronics engineers, except computer	39.20	43.32	52.85	68.37	93.85
Industrial engineers, including health and safety	31.27	35.64	42.09	49.65	59.51
Industrial engineers	31.27	35.64	40.90	51.15	59.51
Mechanical engineers	34.85	36.54	45.51	50.00	58.22
Engineering technicians, except drafters	19.25	23.93	26.55	32.51	38.82
Electrical and electronic engineering technicians	16.11	23.00	27.57	33.35	38.82
Life, physical, and social science occupations	21.00	27.64	38.17	48.42	61.53
Life scientists	27.67	36.06	39.60	50.56	74.63
Biological scientists	27.67	35.58	38.54	42.00	57.69
Biochemists and biophysicists	29.04	36.37	38.75	47.79	58.17
Medical scientists	44.95	49.04	50.56	57.63	93.03
Physical scientists	23.33	27.61	32.69	39.00	48.56
Chemists and materials scientists	21.00	23.95	28.51	39.00	48.56
Chemists	21.00	23.95	28.51	39.00	48.56
Market and survey researchers	45.25	47.22	53.62	68.09	71.16
Market research analysts	45.25	47.22	53.62	68.09	71.16
Biological technicians	17.00	20.14	23.93	30.08	31.49

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2008**
 — Continued

Occupation ²	10	25	Median 50	75	90
Community and social services occupations	\$15.02	\$17.67	\$21.85	\$29.50	\$40.53
Counselors	19.83	22.12	24.06	30.31	40.09
Social workers	15.87	27.12	32.39	39.44	43.12
Miscellaneous community and social service specialists	15.02	16.15	20.33	22.72	36.58
Social and human service assistants	12.10	15.02	16.28	20.50	22.72
Legal occupations	30.80	36.18	42.69	59.63	91.15
Lawyers	38.46	42.69	58.82	82.05	92.92
Education, training, and library occupations	13.50	20.60	36.77	52.25	68.58
Postsecondary teachers	24.52	28.80	48.28	77.56	94.23
Social sciences teachers, postsecondary	18.46	55.96	66.73	81.13	103.90
Arts, communications, and humanities teachers, postsecondary	26.46	36.06	61.06	65.54	66.22
Miscellaneous postsecondary teachers	19.53	23.45	31.58	40.00	49.58
Primary, secondary, and special education school teachers	15.50	33.35	42.81	53.29	61.12
Preschool and kindergarten teachers	13.00	14.00	15.50	26.47	38.43
Preschool teachers, except special education	13.00	13.50	14.59	18.21	31.99
Elementary and middle school teachers	28.97	37.08	45.56	52.84	60.63
Elementary school teachers, except special education	27.85	36.30	44.03	52.73	60.71
Middle school teachers, except special and vocational education	38.80	43.63	48.75	54.07	60.06
Secondary school teachers	35.53	40.33	50.29	58.36	67.20
Secondary school teachers, except special and vocational education	36.11	40.28	48.94	57.99	69.21
Special education teachers	25.68	35.80	45.71	54.17	62.47
Special education teachers, preschool, kindergarten, and elementary school	24.26	31.58	41.87	52.27	62.47
Other teachers and instructors	16.15	18.08	28.00	34.81	57.83
Librarians	28.37	28.37	28.65	36.77	38.60
Library technicians	18.57	21.43	25.87	28.77	32.36
Teacher assistants	10.11	11.00	13.06	17.94	20.39
Arts, design, entertainment, sports, and media occupations	18.00	21.08	27.21	32.46	45.43
Designers	18.01	20.00	25.15	34.26	46.59
Writers and editors	27.21	27.21	27.70	45.41	51.64
Healthcare practitioner and technical occupations	18.93	26.07	38.87	52.89	59.87
Physicians and surgeons	10.98	11.43	12.31	80.00	94.38
Registered nurses	40.56	47.70	52.11	57.17	61.97
Therapists	25.32	29.00	39.00	53.74	80.00
Clinical laboratory technologists and technicians	17.52	19.69	23.16	28.44	44.51
Medical and clinical laboratory technicians	17.06	19.12	20.86	24.79	26.55
Health diagnosing and treating practitioner support technicians	17.64	19.67	24.30	25.51	26.98
Psychiatric technicians	19.67	19.67	25.90	26.80	29.19
Licensed practical and licensed vocational nurses	25.00	27.74	31.00	32.61	35.00
Healthcare support occupations	13.00	16.00	19.70	21.58	23.18
Nursing, psychiatric, and home health aides	12.05	13.13	16.51	20.00	21.68
Nursing aides, orderlies, and attendants	12.05	12.50	14.01	21.25	21.68
Miscellaneous healthcare support occupations	14.88	17.11	20.00	21.78	23.94
Dental assistants	16.27	20.00	22.07	25.00	27.00
Medical assistants	16.00	17.27	19.98	21.40	22.15
Protective service occupations	11.00	14.00	26.44	37.21	45.52
Fire fighters	27.13	30.08	31.23	34.48	39.47
Police officers	31.74	36.15	41.68	44.61	47.34
Police and sheriff's patrol officers	31.74	36.15	41.68	44.61	47.34
Security guards and gaming surveillance officers	9.36	11.00	13.00	16.00	20.32
Security guards	9.36	11.00	13.00	16.00	20.32
Miscellaneous protective service workers	8.82	14.96	24.02	27.29	27.29
Food preparation and serving related occupations	7.50	8.00	9.40	13.00	16.62
First-line supervisors/managers, food preparation and serving workers	16.15	16.51	18.75	20.08	23.54

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2008**
 — Continued

Occupation ²	10	25	Median 50	75	90
Food preparation and serving related occupations					
—Continued					
First-line supervisors/managers of food preparation and serving workers	\$16.15	\$16.51	\$18.75	\$22.01	\$23.54
Cooks	8.84	9.50	11.50	14.00	17.73
Cooks, institution and cafeteria	10.83	13.00	14.50	17.61	20.60
Cooks, restaurant	9.00	9.50	11.22	12.88	15.00
Food preparation workers	7.50	7.50	7.50	13.15	15.60
Food service, tipped	7.50	7.72	8.00	8.50	10.05
Bartenders	7.50	7.50	9.00	9.40	13.65
Waiters and waitresses	7.50	7.50	8.00	8.00	9.40
Dining room and cafeteria attendants and bartender helpers	7.72	7.72	8.11	10.00	13.42
Fast food and counter workers	8.00	8.20	9.02	11.00	13.50
Combined food preparation and serving workers, including fast food	8.00	8.20	9.02	11.00	12.50
Counter attendants, cafeteria, food concession, and coffee shop	7.24	8.50	9.37	11.00	13.75
Food servers, nonrestaurant	8.00	9.08	9.68	15.00	16.00
Dishwashers	7.59	7.75	9.34	11.00	13.65
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	8.50	10.50	12.00	17.09	22.84
Janitors and cleaners, except maids and housekeeping cleaners	8.25	10.00	11.25	17.05	19.95
Maids and housekeeping cleaners	9.50	10.63	11.98	17.05	20.63
Grounds maintenance workers	8.00	8.00	9.89	17.09	17.15
Landscaping and groundskeeping workers	10.00	12.00	15.29	21.49	22.56
Landscaping and groundskeeping workers	10.00	12.00	15.29	21.84	23.88
Personal care and service occupations					
Child care workers	8.66	9.36	12.00	14.85	21.07
Recreation and fitness workers	9.56	10.50	12.42	14.42	18.71
Recreation workers	8.35	14.20	17.30	22.88	32.00
Recreation workers	8.00	9.00	17.30	17.30	22.88
Sales and related occupations					
First-line supervisors/managers, sales workers	9.14	10.27	15.34	26.50	43.41
First-line supervisors/managers of retail sales workers	17.61	18.45	23.00	41.15	43.24
Retail sales workers	17.61	17.92	20.50	23.47	26.38
Cashiers, all workers	9.00	9.36	11.92	15.45	21.00
Cashiers	8.25	9.23	10.10	13.15	16.25
Counter and rental clerks and parts salespersons	8.25	9.23	10.10	13.15	16.25
Retail salespersons	12.00	12.50	14.15	14.75	20.19
Retail salespersons	9.00	9.51	12.97	17.33	26.89
Securities, commodities, and financial services sales agents	20.76	27.90	59.14	72.00	133.81
Sales representatives, wholesale and manufacturing	18.75	19.00	32.59	45.79	55.31
Sales representatives, wholesale and manufacturing, technical and scientific products	15.63	19.08	34.62	48.56	57.08
Sales representatives, wholesale and manufacturing, except technical and scientific products	18.75	19.00	32.59	43.85	52.03
Miscellaneous sales and related workers	11.00	14.15	25.36	39.74	147.75
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	12.35	15.38	19.50	24.43	30.71
Financial clerks	18.41	21.82	28.85	39.64	40.00
Bill and account collectors	12.92	16.35	19.09	22.56	25.96
Bookkeeping, accounting, and auditing clerks	17.88	19.62	23.00	28.00	30.00
Tellers	12.92	17.54	19.23	22.44	25.96
Customer service representatives	12.00	13.00	15.00	16.81	17.68
File clerks	14.10	16.28	17.58	23.36	28.30
Library assistants, clerical	12.08	14.36	19.49	20.36	25.64
Order clerks	9.00	12.50	16.47	19.94	25.11
Receptionists and information clerks	14.00	14.00	16.00	17.50	21.00
Dispatchers	12.61	15.20	16.56	19.37	24.11
Police, fire, and ambulance dispatchers	24.20	24.20	30.68	34.10	35.55
Production, planning, and expediting clerks	25.76	30.68	32.24	34.86	37.91
Shipping, receiving, and traffic clerks	19.43	25.77	30.82	30.84	30.84
Stock clerks and order fillers	10.25	11.23	12.92	17.45	20.19
Stock clerks and order fillers	9.75	10.79	14.00	18.50	20.37

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2008**
 — Continued

Occupation ²	10	25	Median 50	75	90
Office and administrative support occupations					
—Continued					
Secretaries and administrative assistants	\$18.58	\$22.00	\$25.49	\$31.02	\$34.98
Executive secretaries and administrative assistants	19.77	22.43	26.02	31.74	33.65
Secretaries, except legal, medical, and executive	16.00	18.54	21.18	23.99	27.35
Data entry and information processing workers	14.62	15.00	18.03	21.00	25.09
Data entry keyers	12.00	14.62	15.00	15.35	20.34
Word processors and typists	16.14	18.00	21.00	23.73	25.09
Insurance claims and policy processing clerks	16.67	20.75	21.75	23.61	34.97
Office clerks, general	12.00	13.27	16.00	20.00	23.85
Construction and extraction occupations					
First-line supervisors/managers of construction trades and extraction workers	14.00	16.29	24.00	30.00	39.79
Carpenters	25.57	30.00	34.00	38.03	45.84
Cement masons, concrete finishers, and terrazzo workers	16.00	20.00	24.00	26.32	33.25
Cement masons and concrete finishers	15.16	22.23	25.00	27.52	29.68
Cement masons and concrete finishers	15.16	22.23	25.00	27.52	29.68
Construction laborers	14.00	14.00	15.00	24.89	26.14
Electricians	14.36	20.56	28.22	35.68	54.71
Painters and paperhangers	11.17	15.00	17.50	22.00	23.00
Painters, construction and maintenance	11.17	15.00	17.50	22.00	23.00
Installation, maintenance, and repair occupations					
First-line supervisors/managers of mechanics, installers, and repairers	12.50	15.84	23.98	29.89	32.19
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers	16.94	25.42	29.34	31.66	42.01
Automotive technicians and repairers	13.05	13.60	20.90	26.18	28.33
Automotive service technicians and mechanics	14.38	15.50	22.51	29.00	29.00
Automotive service technicians and mechanics	14.38	15.50	22.51	29.00	29.00
Bus and truck mechanics and diesel engine specialists ...	18.00	18.14	28.94	29.97	31.50
Industrial machinery installation, repair, and maintenance workers	12.40	14.97	21.00	25.48	33.59
Industrial machinery mechanics	21.00	21.25	24.11	33.59	34.95
Maintenance and repair workers, general	14.97	16.23	20.22	25.00	31.47
Precision instrument and equipment repairers	24.00	25.25	28.84	28.84	28.84
Miscellaneous installation, maintenance, and repair workers	7.50	10.50	13.50	17.00	31.41
Helpers--installation, maintenance, and repair workers	7.49	7.75	11.00	13.31	17.00
Production occupations					
First-line supervisors/managers of production and operating workers	9.75	11.89	16.35	22.26	29.15
Electrical, electronics, and electromechanical assemblers	18.00	27.82	32.78	36.00	36.00
Miscellaneous assemblers and fabricators	11.94	11.94	11.94	13.91	18.08
Miscellaneous assemblers and fabricators	8.50	9.75	13.74	18.50	28.53
Miscellaneous food processing workers	14.00	15.00	16.37	21.16	22.22
Stationary engineers and boiler operators	33.51	34.78	37.18	37.69	42.65
Inspectors, testers, sorters, samplers, and weighers	7.50	11.89	16.35	28.53	29.86
Packaging and filling machine operators and tenders	8.50	12.50	16.00	20.30	24.09
Miscellaneous production workers	10.00	10.52	15.45	19.99	21.60

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2008**
 — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations	\$8.50	\$11.70	\$15.50	\$19.44	\$24.56
Bus drivers	13.55	14.50	17.20	18.52	25.62
Bus drivers, transit and intercity	13.55	14.25	16.65	20.88	25.62
Driver/sales workers and truck drivers	12.00	14.50	17.25	20.84	28.47
Truck drivers, heavy and tractor-trailer	14.50	14.50	17.25	20.24	25.05
Truck drivers, light or delivery services	10.18	13.75	16.40	22.37	28.47
Industrial truck and tractor operators	12.73	13.17	17.42	17.85	19.50
Laborers and material movers, hand	7.50	9.00	12.65	16.42	20.93
Cleaners of vehicles and equipment	7.49	7.75	12.65	16.42	22.08
Laborers and freight, stock, and material movers, hand	8.00	9.00	13.33	17.26	21.35
Packers and packagers, hand	8.50	9.75	12.00	16.50	17.82

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$9.93	\$14.00	\$21.58	\$34.80	\$52.89
Management occupations	24.97	35.09	49.91	63.46	76.80
General and operations managers	24.97	41.69	49.17	57.20	99.04
Marketing and sales managers	36.64	49.20	61.48	72.82	99.52
Marketing managers	40.48	49.20	61.56	72.12	74.52
Administrative services managers	27.21	27.21	33.88	46.16	55.83
Computer and information systems managers	37.99	49.58	58.89	72.12	133.40
Financial managers	26.76	37.65	54.33	67.84	73.08
Human resources managers	47.59	47.76	50.73	60.51	61.90
Industrial production managers	37.57	40.87	44.66	62.19	74.57
Construction managers	32.70	39.23	49.44	56.14	57.69
Education administrators	25.96	32.41	52.89	52.89	52.89
Engineering managers	55.59	59.64	64.47	70.19	79.12
Social and community service managers	16.00	20.33	26.92	28.77	43.27
Business and financial operations occupations	21.45	26.09	33.08	43.94	56.98
Buyers and purchasing agents	26.23	28.85	32.72	38.69	47.96
Purchasing agents, except wholesale, retail, and farm products	25.36	28.37	32.01	33.30	47.96
Claims adjusters, appraisers, examiners, and investigators	19.35	23.36	29.66	36.06	46.15
Claims adjusters, examiners, and investigators	19.35	23.36	29.66	36.06	46.15
Human resources, training, and labor relations specialists	18.46	23.08	23.76	32.23	43.94
Employment, recruitment, and placement specialists	17.85	18.46	23.08	44.42	51.92
Management analysts	28.63	33.08	43.27	47.16	87.26
Accountants and auditors	25.84	31.09	36.06	49.26	56.25
Financial analysts and advisors	25.00	29.47	36.06	52.89	60.10
Financial analysts	28.85	36.06	42.31	52.89	66.92
Insurance underwriters	22.39	24.49	29.57	33.65	45.24
Computer and mathematical science occupations	25.61	38.99	47.00	56.89	71.06
Computer programmers	35.39	44.00	44.00	44.22	53.49
Computer software engineers	40.64	46.51	52.20	60.34	71.51
Computer software engineers, applications	42.31	44.71	49.97	58.77	66.53
Computer software engineers, systems software	40.34	46.83	53.69	63.22	74.87
Computer support specialists	21.80	22.89	33.10	50.47	57.69
Computer systems analysts	31.73	39.59	50.96	81.33	81.33
Database administrators	39.20	39.20	45.96	55.29	79.33
Network and computer systems administrators	21.81	23.03	39.84	52.89	54.70
Network systems and data communications analysts	38.85	42.59	43.12	45.39	53.35
Architecture and engineering occupations	26.44	31.97	43.27	53.00	63.73
Engineers	31.27	38.46	47.91	57.47	68.46
Civil engineers	34.15	38.50	43.58	49.10	50.61
Computer hardware engineers	27.85	32.39	49.52	56.71	68.46
Electrical and electronics engineers	38.08	43.32	56.29	68.37	93.85
Electrical engineers	37.26	47.91	56.55	66.87	100.00
Electronics engineers, except computer	39.20	43.32	56.18	68.37	93.85
Industrial engineers, including health and safety	31.27	35.64	42.09	49.65	59.51
Industrial engineers	31.27	35.64	40.90	51.15	59.51
Mechanical engineers	34.85	36.54	45.51	50.00	58.22
Engineering technicians, except drafters	17.60	23.00	26.16	29.65	35.36
Electrical and electronic engineering technicians	14.67	22.00	24.20	29.65	32.28
Life, physical, and social science occupations	21.00	27.67	38.54	48.94	67.31
Life scientists	27.67	36.06	39.60	50.56	74.63
Biological scientists	27.67	35.78	38.54	42.61	58.17
Biochemists and biophysicists	29.04	36.37	38.75	47.79	58.17
Medical scientists	44.95	49.04	50.56	57.63	93.03
Physical scientists	23.33	27.61	32.69	39.00	46.25
Chemists and materials scientists	21.00	23.95	28.51	37.49	39.00
Chemists	21.00	23.95	28.51	37.49	39.00
Market and survey researchers	45.25	47.22	53.62	68.09	71.16
Market research analysts	45.25	47.22	53.62	68.09	71.16
Biological technicians	17.00	21.04	24.74	30.96	31.73
Community and social services occupations	15.02	16.15	20.50	23.80	41.60
Social workers	15.87	18.91	36.75	42.64	43.12

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2008 — Continued

Occupation ²	10	25	Median 50	75	90
Community and social services occupations					
—Continued					
Miscellaneous community and social service specialists	\$14.50	\$15.91	\$18.48	\$21.57	\$24.77
Social and human service assistants	12.00	15.02	16.15	18.00	21.45
Legal occupations					
Lawyers	30.80	36.23	42.69	59.63	92.92
.....	38.46	42.69	58.82	79.33	92.92
Education, training, and library occupations					
Postsecondary teachers	11.00	13.50	24.52	37.08	77.56
Primary, secondary, and special education school teachers	19.53	24.52	40.00	77.56	94.23
Teacher assistants	13.00	14.00	15.50	27.85	39.42
.....	10.00	10.50	11.00	12.22	13.22
Arts, design, entertainment, sports, and media occupations					
Designers	18.00	20.37	26.44	32.46	46.49
.....	18.01	20.00	25.15	34.26	46.59
Writers and editors	27.21	27.21	27.70	45.41	51.64
Healthcare practitioner and technical occupations					
Registered nurses	22.27	28.44	40.56	52.11	58.60
Therapists	42.75	46.94	52.11	55.30	58.70
Clinical laboratory technologists and technicians	25.32	29.00	39.00	53.74	80.00
Medical and clinical laboratory technicians	17.45	19.69	23.35	28.44	45.10
Health diagnosing and treating practitioner support technicians	16.88	18.93	21.31	24.79	26.55
Licensed practical and licensed vocational nurses	18.01	19.67	24.30	24.30	24.79
.....	26.00	28.98	31.00	32.61	35.00
Healthcare support occupations					
Nursing, psychiatric, and home health aides	13.00	16.00	19.36	21.26	23.18
.....	12.05	12.50	14.15	20.00	21.68
Nursing aides, orderlies, and attendants	12.00	12.36	13.59	19.97	21.68
Miscellaneous healthcare support occupations	13.34	17.02	19.98	21.73	24.00
Dental assistants	10.00	20.00	20.00	25.00	27.00
Medical assistants	16.00	17.16	19.67	21.00	21.78
Protective service occupations					
Security guards and gaming surveillance officers	9.36	11.00	13.00	16.50	20.98
.....	9.36	11.00	13.00	15.25	20.00
Security guards	9.36	11.00	13.00	15.25	20.00
Food preparation and serving related occupations					
First-line supervisors/managers, food preparation and serving workers	7.50	8.00	9.37	12.65	16.28
.....	16.15	16.51	18.75	20.08	23.54
First-line supervisors/managers of food preparation and serving workers	16.15	16.25	18.75	22.01	23.54
Cooks	8.54	9.50	11.42	13.39	17.61
Cooks, institution and cafeteria	8.88	11.50	13.50	14.89	17.61
Cooks, restaurant	9.00	9.50	11.22	12.88	15.00
Food preparation workers	7.50	7.50	7.50	12.00	14.50
Food service, tipped	7.50	7.72	8.00	8.50	10.05
Bartenders	7.50	7.50	9.00	9.40	13.65
Waiters and waitresses	7.50	7.50	8.00	8.00	9.40
Dining room and cafeteria attendants and bartender helpers	7.72	7.72	8.70	10.05	13.71
Fast food and counter workers	8.00	8.20	9.00	10.35	11.50
Combined food preparation and serving workers, including fast food	8.00	8.10	9.02	10.35	11.34
Counter attendants, cafeteria, food concession, and coffee shop	7.24	8.25	9.00	11.00	13.50
Food servers, nonrestaurant	8.00	9.08	9.68	15.00	16.00
Dishwashers	7.59	7.75	9.34	11.00	13.65
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	8.25	10.00	11.71	17.05	21.84
Janitors and cleaners, except maids and housekeeping cleaners	8.00	10.00	10.76	13.96	17.15
.....	9.08	10.35	11.00	13.96	17.05
Maids and housekeeping cleaners	8.00	8.00	9.89	17.09	17.15
Grounds maintenance workers	10.00	11.00	15.00	16.00	21.84
Landscaping and groundskeeping workers	10.00	11.00	15.00	16.00	21.84

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2008 — Continued

Occupation ²	10	25	Median 50	75	90
Personal care and service occupations	\$8.75	\$9.36	\$12.00	\$14.42	\$21.07
Child care workers	9.39	9.66	11.51	14.42	16.83
Sales and related occupations	9.14	10.27	15.26	26.50	43.85
First-line supervisors/managers, sales workers	17.61	18.45	23.47	41.15	43.24
First-line supervisors/managers of retail sales workers	17.51	17.61	20.50	23.47	26.38
Retail sales workers	9.00	9.36	11.90	15.45	21.00
Cashiers, all workers	8.25	9.23	10.00	13.15	15.50
Cashiers	8.25	9.23	10.00	13.15	15.50
Counter and rental clerks and parts salespersons	12.00	12.50	14.15	14.75	20.19
Retail salespersons	9.00	9.51	12.97	17.33	26.89
Securities, commodities, and financial services sales					
agents	20.76	27.90	59.14	72.00	133.81
Sales representatives, wholesale and manufacturing	18.75	19.00	32.59	45.79	55.31
Sales representatives, wholesale and manufacturing,					
technical and scientific products	15.63	19.08	34.62	48.56	57.08
Sales representatives, wholesale and manufacturing,					
except technical and scientific products	18.75	19.00	32.59	43.85	52.03
Miscellaneous sales and related workers	11.00	14.15	25.36	39.74	147.75
Office and administrative support occupations	12.00	15.00	19.23	24.11	30.71
First-line supervisors/managers of office and					
administrative support workers	16.23	21.82	29.33	40.00	40.00
Financial clerks	12.81	16.34	19.09	21.64	25.96
Bill and account collectors	17.88	19.62	23.00	28.00	30.00
Bookkeeping, accounting, and auditing clerks	12.92	17.33	19.09	21.01	25.00
Tellers	12.00	13.00	15.00	16.81	17.68
Customer service representatives	14.10	16.28	17.58	23.36	28.30
File clerks	14.36	14.36	19.49	20.36	25.64
Order clerks	14.00	14.00	16.00	17.50	21.00
Receptionists and information clerks	12.61	15.20	16.56	19.37	24.11
Production, planning, and expediting clerks	19.43	25.77	30.82	30.84	30.84
Shipping, receiving, and traffic clerks	10.25	11.23	12.92	16.91	19.00
Stock clerks and order fillers	9.75	10.79	14.00	18.50	20.37
Secretaries and administrative assistants	18.58	22.00	25.57	31.74	34.98
Executive secretaries and administrative assistants	19.23	22.36	26.01	31.74	34.14
Data entry and information processing workers	14.62	15.00	20.00	21.00	25.00
Insurance claims and policy processing clerks	16.67	20.75	21.75	23.61	34.97
Office clerks, general	12.00	13.00	16.00	19.50	23.85
Construction and extraction occupations	14.00	16.00	24.00	30.00	40.00
First-line supervisors/managers of construction trades					
and extraction workers	25.57	30.00	34.00	38.03	45.84
Cement masons, concrete finishers, and terrazzo					
workers	15.16	22.23	25.00	27.52	29.68
Cement masons and concrete finishers	15.16	22.23	25.00	27.52	29.68
Construction laborers	14.00	14.00	15.00	24.89	25.99
Electricians	14.36	20.56	28.22	35.68	54.71
Painters and paperhangers	11.17	15.00	17.50	22.00	23.00
Painters, construction and maintenance	11.17	15.00	17.50	22.00	23.00
Installation, maintenance, and repair occupations	12.40	15.50	23.36	29.34	31.78
Miscellaneous electrical and electronic equipment					
mechanics, installers, and repairers	13.05	13.60	20.90	26.18	28.33
Automotive technicians and repairers	14.38	15.50	22.51	29.00	29.00
Automotive service technicians and mechanics	14.38	15.50	22.51	29.00	29.00
Bus and truck mechanics and diesel engine specialists	18.00	18.14	26.00	29.97	31.50
Industrial machinery installation, repair, and maintenance					
workers	12.40	14.42	21.25	24.69	33.59
Industrial machinery mechanics	20.00	21.25	24.11	32.76	33.59
Maintenance and repair workers, general	14.00	14.97	22.50	24.69	33.56
Precision instrument and equipment repairers	24.00	25.25	28.84	28.84	28.84
Miscellaneous installation, maintenance, and repair					
workers	7.49	10.00	13.31	15.84	18.00
Helpers--installation, maintenance, and repair workers	7.49	7.75	11.00	13.31	17.00
Production occupations	9.63	11.78	15.92	21.60	28.53
First-line supervisors/managers of production and					
operating workers	18.00	27.82	32.78	36.00	36.00

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2008 — Continued

Occupation ²	10	25	Median 50	75	90
Production occupations —Continued					
Electrical, electronics, and electromechanical assemblers	\$11.94	\$11.94	\$11.94	\$13.91	\$18.08
Miscellaneous assemblers and fabricators	8.50	9.75	13.74	18.50	28.53
Miscellaneous food processing workers	14.00	15.00	16.37	21.16	22.22
Inspectors, testers, sorters, samplers, and weighers	7.50	11.89	16.35	28.53	29.86
Packaging and filling machine operators and tenders	8.50	12.50	16.00	20.30	24.09
Miscellaneous production workers	10.00	10.52	15.45	19.99	21.60
Transportation and material moving occupations					
Driver/sales workers and truck drivers	8.50	11.50	14.88	17.85	22.08
Truck drivers, heavy and tractor-trailer	12.00	14.50	17.17	20.84	26.58
Truck drivers, light or delivery services	14.50	14.50	17.25	19.97	25.05
Truck drivers, light or delivery services	10.18	13.75	16.40	22.37	28.47
Industrial truck and tractor operators	12.73	13.17	17.42	17.85	19.50
Laborers and material movers, hand	7.50	9.00	12.65	16.42	20.93
Cleaners of vehicles and equipment	7.49	7.75	12.65	16.42	22.08
Laborers and freight, stock, and material movers, hand	8.00	9.00	13.33	17.26	21.35
Packers and packagers, hand	8.50	9.75	12.00	16.50	17.82

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$17.30	\$21.93	\$30.74	\$42.41	\$55.64
Management occupations	31.40	46.11	53.95	62.42	75.03
Education administrators	39.32	46.97	61.83	62.91	71.36
Education administrators, elementary and secondary school	46.97	51.10	61.83	62.42	69.34
Business and financial operations occupations	27.83	29.85	34.83	41.00	43.26
Human resources, training, and labor relations specialists	22.82	24.64	38.90	41.14	45.11
Management analysts	24.99	31.21	34.63	40.01	41.28
Computer and mathematical science occupations	24.04	28.29	33.20	39.32	43.40
Architecture and engineering occupations	26.22	32.51	38.82	47.70	52.18
Engineers	35.29	39.49	47.70	49.97	53.62
Engineering technicians, except drafters	30.66	32.51	33.35	38.82	46.90
Life, physical, and social science occupations	20.11	23.60	34.22	47.70	48.56
Community and social services occupations	21.33	24.10	29.43	35.69	39.27
Counselors	20.85	22.58	26.73	38.81	43.92
Social workers	23.71	27.12	29.35	35.53	39.34
Miscellaneous community and social service specialists	21.33	28.02	30.89	34.88	39.27
Legal occupations	18.37	19.11	25.35	43.16	89.41
Education, training, and library occupations	17.86	29.30	41.66	55.46	68.18
Postsecondary teachers	30.06	39.60	58.61	78.01	96.24
Miscellaneous postsecondary teachers	28.20	30.61	37.89	43.44	57.86
Primary, secondary, and special education school teachers	31.02	37.97	46.98	55.45	63.17
Preschool and kindergarten teachers	18.82	26.47	34.51	40.60	57.97
Preschool teachers, except special education	15.54	23.92	28.31	37.25	38.42
Elementary and middle school teachers	31.35	37.87	47.33	54.08	61.62
Elementary school teachers, except special education	28.90	36.53	45.98	54.09	62.20
Middle school teachers, except special and vocational education	38.80	43.63	48.75	54.07	60.06
Secondary school teachers	35.53	40.33	50.29	58.36	67.20
Secondary school teachers, except special and vocational education	36.11	40.28	48.94	57.99	69.21
Special education teachers	35.42	39.83	47.02	55.97	63.72
Special education teachers, preschool, kindergarten, and elementary school	34.51	38.14	45.89	55.97	62.82
Other teachers and instructors	16.15	18.08	25.33	37.24	57.94
Library technicians	17.03	20.50	22.64	32.36	32.37
Teacher assistants	11.14	13.34	17.77	19.66	21.69
Arts, design, entertainment, sports, and media occupations	24.01	24.01	35.31	35.31	35.85
Healthcare practitioner and technical occupations	11.43	14.98	29.27	55.60	68.32
Registered nurses	37.15	47.70	56.05	62.86	73.49
Healthcare support occupations	18.06	19.44	21.05	22.15	22.77
Protective service occupations	24.51	30.44	36.23	43.75	48.35
Fire fighters	27.13	30.08	31.23	34.48	39.47
Police officers	31.74	36.15	41.68	44.61	47.34
Police and sheriff's patrol officers	31.74	36.15	41.68	44.61	47.34
Food preparation and serving related occupations	11.94	13.93	16.61	20.33	22.39
Fast food and counter workers	13.14	13.80	14.48	17.35	17.35
Combined food preparation and serving workers, including fast food	13.13	14.46	15.80	17.35	17.35
Building and grounds cleaning and maintenance occupations	14.28	16.51	20.19	23.07	27.88
Building cleaning workers	14.71	15.06	18.73	22.67	23.07

See footnotes at end of table.

Table 8. **State and local government workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2008** — Continued

Occupation ²	10	25	Median 50	75	90
Building and grounds cleaning and maintenance occupations –Continued					
Janitors and cleaners, except maids and housekeeping cleaners	\$14.71	\$15.06	\$18.73	\$22.67	\$23.07
Personal care and service occupations					
Child care workers	8.15	10.95	17.30	17.89	22.88
Recreation and fitness workers	11.72	12.42	16.40	17.89	18.71
Recreation workers	8.00	9.00	17.30	17.30	22.88
Recreation workers	8.00	9.00	17.30	17.30	22.88
Office and administrative support occupations					
Financial clerks	15.76	18.51	22.08	26.05	30.53
Bookkeeping, accounting, and auditing clerks	19.17	20.67	23.79	25.69	28.94
Library assistants, clerical	18.49	21.02	24.28	27.31	29.76
Dispatchers	9.00	9.00	16.47	20.38	25.11
Police, fire, and ambulance dispatchers	25.76	30.68	32.24	34.86	37.91
Secretaries and administrative assistants	25.76	30.68	32.24	34.86	37.91
Executive secretaries and administrative assistants	18.42	22.24	25.19	29.07	33.40
Secretaries, except legal, medical, and executive	22.10	24.75	26.90	30.13	30.90
Data entry and information processing workers	18.28	19.85	23.35	25.57	33.63
Word processors and typists	15.50	16.82	18.03	24.46	25.68
Office clerks, general	15.72	16.95	18.03	24.81	25.68
Office clerks, general	14.50	18.43	20.54	21.47	23.83
Construction and extraction occupations					
Construction and extraction occupations	22.87	24.72	30.24	31.92	37.10
Installation, maintenance, and repair occupations					
Industrial machinery installation, repair, and maintenance workers	20.22	20.74	26.68	31.79	37.35
Maintenance and repair workers, general	20.22	20.22	20.96	26.68	34.95
Maintenance and repair workers, general	20.22	20.22	20.22	26.38	28.62
Production occupations					
Production occupations	27.86	33.21	34.79	37.69	42.65
Transportation and material moving occupations					
Transportation and material moving occupations	19.51	24.56	25.62	27.31	34.94
Bus drivers	18.89	24.56	25.62	27.31	27.31

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2008

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$11.17	\$16.00	\$24.11	\$38.20	\$53.85
Management occupations	26.76	36.39	51.73	63.46	75.03
General and operations managers	24.97	41.69	49.17	60.10	99.04
Marketing and sales managers	36.64	49.20	61.48	72.82	99.52
Marketing managers	40.48	49.20	61.56	72.12	74.52
Administrative services managers	27.21	27.21	33.88	46.16	55.83
Computer and information systems managers	39.08	49.27	58.89	72.12	133.40
Financial managers	30.17	38.39	54.33	65.87	73.08
Human resources managers	47.59	47.76	50.73	53.49	61.90
Industrial production managers	37.57	40.87	44.66	62.19	74.57
Construction managers	33.65	43.46	49.44	56.14	57.69
Education administrators	32.41	39.32	52.89	61.86	65.27
Education administrators, elementary and secondary school	32.41	52.40	52.89	61.86	64.18
Engineering managers	53.95	59.64	64.47	70.19	77.59
Medical and health services managers	31.40	48.63	54.23	66.77	72.01
Social and community service managers	16.00	23.06	26.92	43.27	43.27
Business and financial operations occupations	21.74	26.61	33.33	43.51	56.25
Buyers and purchasing agents	26.23	29.72	32.01	38.69	47.96
Purchasing agents, except wholesale, retail, and farm products	26.23	28.85	29.72	33.30	47.96
Claims adjusters, appraisers, examiners, and investigators	19.35	23.54	29.81	36.04	45.88
Claims adjusters, examiners, and investigators	19.35	23.54	29.81	36.04	45.88
Human resources, training, and labor relations specialists	20.48	23.08	23.76	37.05	44.41
Employment, recruitment, and placement specialists ..	18.46	18.46	23.08	45.67	51.92
Management analysts	27.88	33.08	40.46	47.16	87.26
Accountants and auditors	25.84	30.55	36.06	45.67	56.49
Financial analysts and advisors	25.00	29.47	36.06	52.89	60.10
Financial analysts	28.85	36.06	42.31	52.89	66.92
Computer and mathematical science occupations	25.61	37.00	45.63	54.70	64.33
Computer programmers	29.63	34.39	44.00	44.22	50.79
Computer software engineers	40.34	45.67	52.20	60.10	71.13
Computer software engineers, applications	42.38	44.23	49.52	58.46	66.53
Computer software engineers, systems software	38.99	46.83	53.69	62.71	74.87
Computer support specialists	21.80	22.89	32.37	46.00	57.69
Computer systems analysts	28.29	36.65	40.33	52.17	55.70
Database administrators	39.20	39.20	45.96	55.29	79.33
Network and computer systems administrators	21.81	29.10	43.27	52.89	54.70
Network systems and data communications analysts	38.85	40.28	43.12	45.39	50.26
Architecture and engineering occupations	26.44	32.28	42.45	52.84	62.16
Engineers	31.27	38.46	47.70	56.94	68.37
Civil engineers	34.15	38.50	43.58	50.61	52.18
Computer hardware engineers	27.85	32.39	49.52	56.71	68.46
Electrical and electronics engineers	39.20	43.32	56.29	68.37	93.85
Electrical engineers	37.26	47.91	56.55	66.87	100.00
Electronics engineers, except computer	39.20	43.32	52.77	68.37	93.85
Industrial engineers, including health and safety	31.27	35.64	42.09	49.65	59.51
Industrial engineers	31.27	35.64	40.90	51.15	59.51
Mechanical engineers	34.85	36.54	45.51	50.00	58.22
Engineering technicians, except drafters	19.25	23.93	26.55	32.51	38.82
Electrical and electronic engineering technicians	16.11	23.00	27.57	33.35	38.82
Life, physical, and social science occupations	21.00	27.61	37.79	47.79	61.53
Life scientists	27.67	36.06	39.18	49.71	74.63
Biological scientists	27.67	35.58	38.54	42.00	57.69
Biochemists and biophysicists	29.04	36.37	38.75	47.79	58.17
Physical scientists	23.33	27.61	32.69	39.00	48.56
Chemists and materials scientists	21.00	23.95	28.51	39.00	48.56
Chemists	21.00	23.95	28.51	39.00	48.56
Market and survey researchers	45.25	47.22	53.62	68.09	71.16
Market research analysts	45.25	47.22	53.62	68.09	71.16
Biological technicians	17.00	20.14	23.70	30.08	31.49

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2008 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Community and social services occupations	\$15.02	\$17.17	\$21.57	\$29.50	\$40.53
Counselors	20.40	22.50	24.47	30.31	41.02
Social workers	15.87	23.71	35.53	39.34	43.12
Miscellaneous community and social service specialists	15.02	16.15	20.33	22.72	36.58
Social and human service assistants	12.10	15.02	16.28	20.50	22.72
Legal occupations	30.80	36.18	41.67	59.63	91.15
Lawyers	38.46	42.69	58.82	82.05	92.92
Education, training, and library occupations	15.50	27.28	41.49	55.96	75.25
Postsecondary teachers	24.52	38.60	59.53	83.97	97.12
Miscellaneous postsecondary teachers	29.53	34.35	36.64	42.95	43.53
Primary, secondary, and special education school teachers	15.50	35.23	44.66	54.13	61.62
Preschool and kindergarten teachers	13.00	13.50	14.00	18.00	40.16
Preschool teachers, except special education	13.00	13.50	14.00	15.50	21.84
Elementary and middle school teachers	33.64	38.91	47.92	54.08	61.62
Elementary school teachers, except special education	32.69	37.97	46.74	53.92	61.86
Middle school teachers, except special and vocational education	37.87	44.95	48.75	54.91	61.12
Secondary school teachers	36.11	40.39	49.78	57.91	65.67
Secondary school teachers, except special and vocational education	36.09	40.09	48.51	57.91	67.01
Special education teachers	25.44	35.80	45.33	55.07	62.82
Special education teachers, preschool, kindergarten, and elementary school	24.26	30.43	41.13	54.70	62.47
Librarians	28.37	28.37	28.65	36.77	38.60
Library technicians	20.63	22.64	26.18	29.36	32.36
Teacher assistants	10.50	10.82	12.22	17.94	19.79
Arts, design, entertainment, sports, and media occupations	18.00	23.68	27.21	32.46	46.49
Designers	18.00	20.37	26.44	34.26	46.59
Writers and editors	27.21	27.21	27.70	45.43	51.64
Healthcare practitioner and technical occupations	17.26	24.30	34.00	51.78	58.60
Physicians and surgeons	10.98	11.43	12.31	23.23	94.38
Registered nurses	37.15	46.44	52.11	57.17	61.97
Therapists	21.70	36.23	44.90	75.00	78.00
Clinical laboratory technologists and technicians	17.52	20.03	24.43	28.44	45.10
Medical and clinical laboratory technicians	16.88	19.85	21.35	24.79	26.55
Health diagnosing and treating practitioner support technicians	17.26	19.67	24.30	25.79	26.98
Psychiatric technicians	19.67	19.67	25.90	26.98	29.19
Licensed practical and licensed vocational nurses	24.00	26.00	28.98	31.06	32.61
Healthcare support occupations	13.25	16.22	19.44	21.48	23.22
Nursing, psychiatric, and home health aides	12.00	12.35	13.59	15.25	19.44
Nursing aides, orderlies, and attendants	11.15	12.12	13.25	14.00	15.00
Miscellaneous healthcare support occupations	16.40	18.07	20.32	21.78	24.00
Dental assistants	17.03	20.00	22.07	25.00	27.00
Medical assistants	17.00	17.90	20.88	21.78	22.50
Protective service occupations	12.00	15.00	30.08	38.63	45.95
Fire fighters	28.20	30.44	32.56	34.48	40.19
Police officers	31.74	36.15	41.68	44.61	47.34
Police and sheriff's patrol officers	31.74	36.15	41.68	44.61	47.34
Security guards and gaming surveillance officers	10.52	12.00	14.00	18.00	22.15
Security guards	10.52	12.00	14.00	18.00	22.15
Food preparation and serving related occupations	7.50	8.00	10.00	14.00	18.63
First-line supervisors/managers, food preparation and serving workers	16.15	16.51	18.75	20.08	23.54
First-line supervisors/managers of food preparation and serving workers	16.15	16.51	18.75	22.01	23.54
Cooks	8.84	10.00	12.00	14.25	17.73

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2008 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Food preparation and serving related occupations					
—Continued					
Cooks, institution and cafeteria	\$11.50	\$13.39	\$14.50	\$17.61	\$24.64
Cooks, restaurant	8.84	10.00	11.50	13.00	16.00
Food preparation workers	7.50	7.50	7.50	12.00	15.60
Food service, tipped	7.50	7.50	8.00	8.50	9.50
Waiters and waitresses	7.50	7.50	8.00	8.00	8.50
Dining room and cafeteria attendants and bartender helpers	8.00	8.00	9.00	9.50	10.05
Fast food and counter workers	7.24	8.00	9.02	11.00	13.75
Combined food preparation and serving workers, including fast food	8.00	8.00	9.25	11.00	14.46
Dishwashers	7.50	8.22	9.50	11.00	13.65
Building and grounds cleaning and maintenance occupations	8.50	10.58	13.15	17.15	22.84
Building cleaning workers	8.00	10.08	11.71	17.05	20.59
Janitors and cleaners, except maids and housekeeping cleaners	9.79	10.64	12.00	17.05	21.06
Maids and housekeeping cleaners	7.75	8.00	9.75	17.09	17.15
Grounds maintenance workers	10.00	12.00	15.29	21.49	22.56
Landscaping and groundskeeping workers	10.00	12.00	15.29	21.84	23.88
Personal care and service occupations	9.35	9.36	12.00	14.85	20.80
Sales and related occupations	9.29	12.42	18.91	32.89	51.93
First-line supervisors/managers, sales workers	17.61	18.45	23.00	41.15	43.24
First-line supervisors/managers of retail sales workers	17.61	17.92	20.50	23.47	26.38
Retail sales workers	9.23	10.00	13.34	17.33	26.38
Cashiers, all workers	9.14	9.36	11.34	14.00	19.46
Cashiers	9.14	9.36	11.34	14.00	19.46
Counter and rental clerks and parts salespersons	12.00	12.50	14.15	14.75	20.19
Retail salespersons	9.29	10.10	14.08	19.57	31.54
Securities, commodities, and financial services sales agents	20.76	27.90	59.14	72.00	133.81
Sales representatives, wholesale and manufacturing	18.75	19.00	32.59	45.79	55.58
Sales representatives, wholesale and manufacturing, technical and scientific products	15.63	19.08	34.62	48.56	57.08
Sales representatives, wholesale and manufacturing, except technical and scientific products	18.75	19.00	32.59	45.79	53.51
Office and administrative support occupations	12.70	16.00	20.19	25.00	30.82
First-line supervisors/managers of office and administrative support workers	18.41	21.82	28.85	39.64	40.00
Financial clerks	13.65	17.16	19.23	22.77	26.32
Bill and account collectors	17.88	19.62	23.00	28.00	30.00
Bookkeeping, accounting, and auditing clerks	12.92	17.54	19.23	22.44	25.96
Tellers	12.87	14.28	15.12	17.23	18.29
Customer service representatives	15.12	16.89	17.95	24.19	28.30
Order clerks	14.00	14.15	16.00	20.75	21.00
Receptionists and information clerks	12.70	15.87	17.00	20.09	24.11
Dispatchers	24.20	24.20	30.68	34.10	35.55
Police, fire, and ambulance dispatchers	25.76	30.68	32.24	34.86	37.91
Production, planning, and expediting clerks	19.43	25.77	30.82	30.84	30.84
Shipping, receiving, and traffic clerks	10.25	11.50	12.92	16.91	20.19
Stock clerks and order fillers	10.50	10.79	14.00	18.50	22.00
Secretaries and administrative assistants	18.87	22.00	25.49	31.74	34.98
Executive secretaries and administrative assistants	19.77	22.43	26.01	31.74	33.90
Secretaries, except legal, medical, and executive	18.42	20.60	21.79	23.99	27.35
Data entry and information processing workers	15.00	15.00	19.93	23.73	25.09
Word processors and typists	16.00	17.08	23.63	25.09	25.68
Insurance claims and policy processing clerks	19.70	20.75	21.75	23.61	34.97
Office clerks, general	12.50	14.82	18.00	20.67	25.00
Construction and extraction occupations	14.00	16.29	24.00	30.00	40.00
First-line supervisors/managers of construction trades and extraction workers	25.57	30.00	34.00	38.03	45.84

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2008 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Construction and extraction occupations —Continued					
Cement masons, concrete finishers, and terrazzo workers	\$15.16	\$22.23	\$25.00	\$27.52	\$29.68
Cement masons and concrete finishers	15.16	22.23	25.00	27.52	29.68
Construction laborers	14.00	14.00	15.00	24.89	26.14
Electricians	14.36	20.56	28.22	29.00	54.71
Painters and paperhangers	11.17	15.00	17.50	22.00	23.00
Painters, construction and maintenance	11.17	15.00	17.50	22.00	23.00
Installation, maintenance, and repair occupations	14.00	18.00	24.21	29.97	32.29
First-line supervisors/managers of mechanics, installers, and repairers	16.94	25.42	29.34	31.68	42.01
Automotive technicians and repairers	14.38	15.50	22.51	29.00	29.00
Automotive service technicians and mechanics	14.38	15.50	22.51	29.00	29.00
Bus and truck mechanics and diesel engine specialists	18.00	18.14	28.94	29.97	31.50
Industrial machinery installation, repair, and maintenance workers	14.05	15.60	21.25	25.62	33.59
Industrial machinery mechanics	21.00	21.25	24.11	33.59	34.95
Maintenance and repair workers, general	14.97	16.33	20.96	25.62	31.47
Miscellaneous installation, maintenance, and repair workers	11.25	13.31	15.00	18.00	30.78
Production occupations	9.63	11.90	16.35	22.26	29.50
First-line supervisors/managers of production and operating workers	18.00	27.82	32.78	36.00	36.00
Electrical, electronics, and electromechanical assemblers	11.94	11.94	11.94	13.91	18.08
Miscellaneous assemblers and fabricators	8.50	9.75	13.74	18.50	28.53
Stationary engineers and boiler operators	33.51	36.16	37.69	37.69	42.65
Inspectors, testers, sorters, samplers, and weighers	7.50	11.89	16.35	28.53	29.86
Packaging and filling machine operators and tenders	8.50	12.50	16.00	20.30	24.09
Miscellaneous production workers	10.00	10.52	15.45	19.99	21.60
Transportation and material moving occupations	10.18	13.36	16.42	20.02	24.81
Bus drivers	13.55	15.15	17.85	24.56	25.62
Bus drivers, transit and intercity	13.55	15.15	17.85	24.56	25.62
Driver/sales workers and truck drivers	12.00	14.50	17.25	20.84	28.47
Truck drivers, heavy and tractor-trailer	14.50	14.50	17.25	20.24	25.05
Truck drivers, light or delivery services	10.18	13.75	16.40	22.37	28.47
Industrial truck and tractor operators	12.73	13.17	17.42	17.85	19.50
Laborers and material movers, hand	7.61	10.50	14.32	17.14	21.56
Cleaners of vehicles and equipment	7.49	11.00	13.89	16.42	22.08
Laborers and freight, stock, and material movers, hand	8.00	11.50	14.32	19.44	21.56
Packers and packagers, hand	8.76	10.25	13.77	16.50	17.82

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2008

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$8.00	\$9.25	\$12.96	\$20.85	\$42.13
Management occupations	11.56	11.56	22.92	31.75	44.22
Business and financial operations occupations	25.11	33.01	33.55	49.26	49.26
Education, training, and library occupations	11.29	14.04	19.53	30.02	43.37
Postsecondary teachers	18.54	20.61	28.00	40.00	54.39
Miscellaneous postsecondary teachers	18.90	20.07	26.00	33.00	57.86
Primary, secondary, and special education school teachers	14.93	17.00	30.02	41.36	47.02
Elementary and middle school teachers	13.60	16.67	21.93	37.08	41.36
Other teachers and instructors	16.15	18.08	28.00	33.68	57.83
Teacher assistants	10.03	11.14	13.15	17.89	20.60
Arts, design, entertainment, sports, and media occupations	11.16	18.00	20.00	28.55	43.44
Healthcare practitioner and technical occupations	25.32	31.89	49.09	56.35	65.14
Registered nurses	45.00	49.09	52.76	57.52	61.74
Therapists	25.32	27.92	31.89	42.13	80.00
Licensed practical and licensed vocational nurses	27.20	29.03	31.00	35.00	35.00
Healthcare support occupations	13.00	16.00	19.97	21.68	22.77
Nursing, psychiatric, and home health aides	19.97	20.00	21.54	21.68	22.77
Nursing aides, orderlies, and attendants	19.97	20.85	21.68	21.68	22.77
Miscellaneous healthcare support occupations	13.00	14.88	17.47	20.26	21.78
Protective service occupations	9.00	9.36	9.50	12.96	20.54
Food preparation and serving related occupations	7.59	8.00	8.50	10.25	13.71
Cooks	8.25	9.40	10.00	13.18	15.07
Food preparation workers	7.50	7.50	7.73	13.15	14.10
Food service, tipped	7.50	7.74	8.00	8.50	12.00
Waiters and waitresses	7.50	8.00	8.00	8.00	9.44
Dining room and cafeteria attendants and bartender helpers	7.50	7.72	7.72	12.65	13.71
Fast food and counter workers	8.00	8.25	9.00	10.50	12.50
Combined food preparation and serving workers, including fast food	8.00	8.20	9.00	10.50	12.10
Counter attendants, cafeteria, food concession, and coffee shop	8.25	9.00	9.37	10.25	15.60
Building and grounds cleaning and maintenance occupations	8.50	10.00	11.13	12.00	17.05
Building cleaning workers	8.50	10.00	11.13	12.00	12.00
Janitors and cleaners, except maids and housekeeping cleaners	8.25	9.93	10.00	12.00	12.00
Personal care and service occupations	8.00	9.00	12.42	17.30	22.42
Child care workers	9.00	9.66	12.42	14.42	14.42
Recreation and fitness workers	8.00	10.00	17.30	20.00	35.00
Recreation workers	8.00	8.35	13.45	17.30	17.30
Sales and related occupations	8.45	9.00	10.00	12.91	17.71
Retail sales workers	8.45	9.00	9.95	12.00	15.00
Cashiers, all workers	8.00	9.00	9.60	11.21	13.35
Cashiers	8.00	9.00	9.60	11.21	13.35
Retail salespersons	8.45	9.00	10.00	12.97	17.71
Office and administrative support occupations	9.70	11.76	14.62	18.03	21.16
Financial clerks	11.00	11.81	14.00	16.81	23.13
Tellers	11.00	11.70	12.12	16.46	16.96
Library assistants, clerical	15.67	15.68	19.06	19.94	20.38
Receptionists and information clerks	8.00	10.00	12.61	15.00	18.00
Data entry and information processing workers	14.62	15.35	18.03	21.00	21.00
Office clerks, general	10.75	11.45	13.37	15.00	19.39

See footnotes at end of table.

Table 10. **Part-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2008** — Continued

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
Installation, maintenance, and repair occupations	\$7.49	\$7.50	\$11.01	\$13.73	\$29.21
Production occupations	10.00	10.49	17.50	22.22	25.00
Transportation and material moving occupations	7.75	8.40	10.35	13.55	18.43
Laborers and material movers, hand	7.50	8.00	8.75	11.12	12.92
Laborers and freight, stock, and material movers, hand	8.00	8.25	8.77	10.85	13.85

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 2008

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	\$29.37	\$24.11	\$1,166	\$960	39.7	\$59,829	\$48,960	2,037
Management occupations	52.82	51.73	2,177	2,140	41.2	112,593	110,001	2,131
General and operations managers	53.68	49.17	2,263	2,131	42.2	117,680	110,800	2,192
Marketing and sales managers	63.34	61.48	2,676	2,537	42.2	139,164	131,905	2,197
Marketing managers	61.07	61.56	2,558	2,537	41.9	133,015	131,905	2,178
Administrative services managers	38.16	33.88	1,567	1,292	41.1	81,496	67,204	2,136
Computer and information systems managers	67.97	58.89	2,762	2,554	40.6	143,609	132,804	2,113
Financial managers	56.03	54.33	2,301	2,199	41.1	119,635	114,330	2,135
Human resources managers	53.19	50.73	2,198	2,140	41.3	114,316	111,261	2,149
Industrial production managers	52.78	44.66	2,131	1,827	40.4	110,824	94,999	2,100
Construction managers	47.97	49.44	2,031	2,113	42.3	105,629	109,851	2,202
Education administrators	51.44	52.89	2,047	2,115	39.8	98,618	100,850	1,917
Education administrators, elementary and secondary school	53.56	52.89	2,131	2,115	39.8	101,153	102,456	1,889
Engineering managers	64.91	64.47	2,597	2,579	40.0	135,023	134,102	2,080
Medical and health services managers	55.23	54.23	2,209	2,169	40.0	114,881	112,798	2,080
Social and community service managers	30.27	26.92	1,275	1,269	42.1	66,297	65,978	2,190
Business and financial operations occupations	36.64	33.33	1,480	1,346	40.4	76,963	70,000	2,101
Buyers and purchasing agents	33.19	32.01	1,361	1,332	41.0	70,774	69,260	2,133
Purchasing agents, except wholesale, retail, and farm products	32.25	29.72	1,330	1,189	41.3	69,185	61,824	2,145
Claims adjusters, appraisers, examiners, and investigators	31.49	29.81	1,247	1,192	39.6	64,829	62,005	2,059
Claims adjusters, examiners, and investigators	31.49	29.81	1,247	1,192	39.6	64,829	62,005	2,059
Human resources, training, and labor relations specialists	29.79	23.76	1,203	1,010	40.4	62,549	52,501	2,099
Employment, recruitment, and placement specialists	30.91	23.08	1,231	923	39.8	64,013	48,000	2,071
Management analysts	45.66	40.46	1,837	1,654	40.2	95,538	86,008	2,093
Accountants and auditors	38.78	36.06	1,557	1,442	40.1	80,954	75,001	2,087
Financial analysts and advisors	42.83	36.06	1,703	1,442	39.8	88,562	75,005	2,068
Financial analysts	48.37	42.31	1,924	1,648	39.8	100,026	85,680	2,068
Computer and mathematical science occupations	45.86	45.63	1,867	1,904	40.7	97,045	99,016	2,116
Computer programmers	40.52	44.00	1,621	1,760	40.0	84,288	91,520	2,080
Computer software engineers	53.50	52.20	2,215	2,180	41.4	115,163	113,360	2,153
Computer software engineers, applications	51.78	49.52	2,130	2,135	41.1	110,742	111,010	2,139
Computer software engineers, systems software	54.74	53.69	2,277	2,259	41.6	118,403	117,460	2,163
Computer support specialists	35.55	32.37	1,397	1,165	39.3	72,462	60,597	2,039
Computer systems analysts	42.64	40.33	1,723	1,613	40.4	89,602	83,888	2,101
Database administrators	48.73	45.96	2,120	1,960	43.5	110,225	101,917	2,262
Network and computer systems administrators	39.85	43.27	1,594	1,731	40.0	82,898	90,000	2,080
Network systems and data communications analysts	43.54	43.12	1,781	1,725	40.9	92,629	89,681	2,127
Architecture and engineering occupations	43.99	42.45	1,802	1,772	41.0	92,791	90,642	2,109
Engineers	48.75	47.70	2,022	1,981	41.5	105,120	103,002	2,156
Civil engineers	44.47	43.58	1,779	1,743	40.0	92,503	90,642	2,080
Computer hardware engineers	47.66	49.52	2,063	2,015	43.3	107,259	104,790	2,250
Electrical and electronics engineers	58.57	56.29	2,465	2,299	42.1	128,179	119,538	2,189
Electrical engineers	62.39	56.55	2,495	2,262	40.0	129,766	117,628	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 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Architecture and engineering occupations –Continued								
Electronics engineers, except computer	\$57.11	\$52.77	\$2,452	\$2,299	42.9	\$127,526	\$119,538	2,233
Industrial engineers, including health and safety	43.47	42.09	1,806	1,799	41.6	93,926	93,558	2,161
Industrial engineers	42.77	40.90	1,765	1,680	41.3	91,791	87,385	2,146
Mechanical engineers	45.82	45.51	1,885	1,888	41.1	98,016	98,176	2,139
Engineering technicians, except drafters	28.31	26.55	1,132	1,062	40.0	55,489	55,016	1,960
Electrical and electronic engineering technicians	28.01	27.57	1,121	1,103	40.0	58,267	57,352	2,080
Life, physical, and social science occupations								
Life scientists	39.87	37.79	1,617	1,527	40.5	83,897	78,048	2,104
Biological scientists	44.70	39.18	1,796	1,584	40.2	93,374	82,360	2,089
Biochemists and biophysicists	40.44	38.54	1,626	1,542	40.2	84,540	80,172	2,091
Physical scientists	41.85	38.75	1,676	1,558	40.1	87,172	80,999	2,083
Chemists and materials scientists	34.63	32.69	1,365	1,308	39.4	70,985	67,999	2,050
Chemists	31.77	28.51	1,283	1,152	40.4	66,696	59,900	2,099
Market and survey researchers	31.77	28.51	1,283	1,152	40.4	66,696	59,900	2,099
Market research analysts	56.22	53.62	2,462	2,547	43.8	128,017	132,432	2,277
Biological technicians	56.22	53.62	2,462	2,547	43.8	128,017	132,432	2,277
	25.34	23.70	1,014	948	40.0	52,710	49,296	2,080
Community and social services occupations								
Counselors	24.55	21.57	972	858	39.6	50,160	44,616	2,043
Social workers	28.52	24.47	1,126	982	39.5	55,751	49,504	1,955
Miscellaneous community and social service specialists	31.50	35.53	1,274	1,421	40.5	65,869	73,911	2,091
Social and human service assistants	21.66	20.33	865	813	39.9	44,991	42,286	2,077
	17.75	16.28	709	651	39.9	36,866	33,862	2,077
Legal occupations								
Lawyers	51.16	41.67	2,029	1,538	39.7	105,529	80,001	2,063
	64.17	58.82	2,613	2,442	40.7	135,871	127,000	2,117
Education, training, and library occupations								
Postsecondary teachers	43.84	41.49	1,624	1,524	37.0	67,017	60,027	1,529
Miscellaneous postsecondary teachers	62.09	59.53	2,430	2,345	39.1	109,610	93,781	1,765
Primary, secondary, and special education school teachers	38.11	36.64	1,475	1,458	38.7	62,121	60,687	1,630
Preschool and kindergarten teachers	43.22	44.66	1,541	1,582	35.7	58,831	59,276	1,361
Preschool teachers, except special education	20.44	14.00	791	580	38.7	37,770	30,160	1,848
Elementary and middle school teachers	16.10	14.00	633	560	39.3	31,652	29,120	1,966
Elementary school teachers, except special education	47.03	47.92	1,626	1,651	34.6	59,487	60,393	1,265
Middle school teachers, except special and vocational education	46.49	46.74	1,605	1,611	34.5	58,619	59,207	1,261
Secondary school teachers	49.40	48.75	1,719	1,706	34.8	63,353	62,794	1,282
Secondary school teachers, except special and vocational education	50.36	49.78	1,841	1,770	36.6	68,856	66,921	1,367
Special education teachers	50.19	48.51	1,838	1,770	36.6	68,787	65,447	1,371
Special education teachers, preschool, kindergarten, and elementary school	45.30	45.33	1,610	1,587	35.5	60,543	59,410	1,336
Librarians	42.04	41.13	1,521	1,396	36.2	57,796	52,583	1,375
Library technicians	32.10	28.65	1,291	1,218	40.2	67,115	63,319	2,091
	25.87	26.18	1,025	1,046	39.6	52,407	54,267	2,026

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 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Education, training, and library occupations –Continued								
Teacher assistants	\$14.81	\$12.22	\$551	\$489	37.2	\$25,684	\$22,880	1,734
Arts, design, entertainment, sports, and media occupations								
Designers	28.84	27.21	1,131	1,039	39.2	58,825	54,005	2,040
Writers and editors	29.63	26.44	1,177	1,058	39.7	61,221	54,999	2,066
	35.09	27.70	1,328	1,089	37.8	69,042	56,605	1,968
Healthcare practitioner and technical occupations								
Physicians and surgeons	38.37	34.00	1,592	1,442	41.5	82,753	75,005	2,157
Registered nurses	29.69	12.31	1,717	949	57.8	89,294	49,346	3,007
Therapists	51.65	52.11	2,027	2,084	39.2	105,379	108,389	2,040
Clinical laboratory technologists and technicians	49.90	44.90	1,981	1,796	39.7	102,998	93,392	2,064
Medical and clinical laboratory technicians	27.39	24.43	1,095	977	40.0	56,964	50,814	2,080
Health diagnosing and treating practitioner support technicians	22.11	21.35	885	854	40.0	45,994	44,408	2,080
Psychiatric technicians	22.68	24.30	905	972	39.9	47,040	50,544	2,074
Licensed practical and licensed vocational nurses	24.85	25.90	987	1,036	39.7	51,332	53,872	2,066
	28.66	28.98	1,147	1,159	40.0	59,619	60,276	2,080
Healthcare support occupations								
Nursing, psychiatric, and home health aides	18.86	19.44	731	754	38.7	37,859	37,814	2,008
Nursing aides, orderlies, and attendants	14.26	13.59	564	531	39.5	29,316	27,593	2,055
Miscellaneous healthcare support occupations	13.20	13.25	520	508	39.4	27,046	26,416	2,050
Dental assistants	20.32	20.32	782	764	38.5	40,499	39,520	1,993
Medical assistants	23.11	22.07	860	883	37.2	44,736	45,906	1,936
	20.00	20.88	765	754	38.3	39,805	39,213	1,991
Protective service occupations								
Fire fighters	28.60	30.08	1,192	1,263	41.7	61,060	62,213	2,135
Police officers	33.52	32.56	1,726	1,693	51.5	89,756	88,042	2,678
Police and sheriff's patrol officers	40.20	41.68	1,608	1,674	40.0	82,521	85,862	2,053
Security guards and gaming surveillance officers	40.20	41.68	1,608	1,674	40.0	82,521	85,862	2,053
Security guards	15.21	14.00	608	560	40.0	31,295	29,120	2,057
	15.21	14.00	608	560	40.0	31,295	29,120	2,057
Food preparation and serving related occupations								
First-line supervisors/managers, food preparation and serving workers	11.76	10.00	452	384	38.5	23,425	19,947	1,992
First-line supervisors/managers of food preparation and serving workers	19.68	18.75	785	750	39.9	40,596	39,000	2,063
Cooks	20.13	18.75	805	750	40.0	41,575	39,000	2,065
Cooks, institution and cafeteria	12.77	12.00	500	480	39.2	26,019	24,960	2,037
Cooks, restaurant	16.23	14.50	649	580	40.0	33,765	30,160	2,080
Food preparation workers	11.80	11.50	462	457	39.2	24,047	23,754	2,038
Food service, tipped	10.11	7.50	397	300	39.2	20,411	15,600	2,019
Waiters and waitresses	8.46	8.00	306	300	36.2	15,742	15,600	1,861
Dining room and cafeteria attendants and bartender helpers	8.35	8.00	299	300	35.8	15,530	15,600	1,861
Fast food and counter workers	8.94	9.00	318	348	35.5	15,760	18,096	1,764
Combined food preparation and serving workers, including fast food	10.04	9.02	392	325	39.0	20,251	16,876	2,017
Dishwashers	10.12	9.25	397	360	39.3	20,661	18,720	2,041
	10.14	9.50	382	380	37.7	19,888	19,760	1,961

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 2008 — 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	\$14.53	\$13.15	\$565	\$500	38.9	\$29,322	\$26,000	2,018
Building cleaning workers	13.33	11.71	518	442	38.9	26,940	22,963	2,021
Janitors and cleaners, except maids and housekeeping cleaners	13.78	12.00	538	473	39.0	27,966	24,606	2,029
Maids and housekeeping cleaners	11.81	9.75	452	352	38.3	23,525	18,291	1,992
Grounds maintenance workers	16.54	15.29	648	612	39.2	33,413	31,803	2,020
Landscaping and groundskeeping workers	16.13	15.29	631	612	39.1	32,506	31,200	2,016
Personal care and service occupations	13.35	12.00	476	420	35.6	24,384	21,840	1,826
Sales and related occupations	26.59	18.91	1,043	749	39.2	54,250	38,961	2,040
First-line supervisors/managers, sales workers	26.62	23.00	1,081	920	40.6	56,205	47,840	2,112
First-line supervisors/managers of retail sales workers	21.03	20.50	858	845	40.8	44,636	43,955	2,123
Retail sales workers	15.60	13.34	596	520	38.2	31,003	27,040	1,987
Cashiers, all workers	12.31	11.34	477	430	38.7	24,812	22,343	2,015
Cashiers	12.31	11.34	477	430	38.7	24,812	22,343	2,015
Counter and rental clerks and parts salespersons	14.08	14.15	544	566	38.6	28,288	29,432	2,009
Retail salespersons	16.93	14.08	643	557	38.0	33,438	28,939	1,975
Securities, commodities, and financial services sales agents	72.76	59.14	2,911	2,365	40.0	151,348	123,001	2,080
Sales representatives, wholesale and manufacturing	34.56	32.59	1,436	1,539	41.5	74,661	80,028	2,160
Sales representatives, wholesale and manufacturing, technical and scientific products	34.38	34.62	1,428	1,442	41.5	74,259	75,001	2,160
Sales representatives, wholesale and manufacturing, except technical and scientific products	34.67	32.59	1,441	1,625	41.6	74,915	84,500	2,161
Office and administrative support occupations	21.08	20.19	835	798	39.6	43,244	41,184	2,051
First-line supervisors/managers of office and administrative support workers	28.84	28.85	1,146	1,154	39.7	59,591	60,000	2,066
Financial clerks	19.99	19.23	798	769	39.9	41,471	39,998	2,074
Bill and account collectors	23.39	23.00	935	920	40.0	48,641	47,840	2,080
Bookkeeping, accounting, and auditing clerks	20.12	19.23	805	769	40.0	41,835	39,998	2,079
Tellers	15.56	15.12	622	605	40.0	32,359	31,450	2,080
Customer service representatives	20.17	17.95	800	716	39.7	41,587	37,232	2,062
Order clerks	17.44	16.00	698	640	40.0	36,281	33,280	2,080
Receptionists and information clerks ..	18.25	17.00	718	662	39.4	37,208	34,434	2,039
Dispatchers	29.03	30.68	1,186	1,227	40.8	61,668	63,814	2,124
Police, fire, and ambulance dispatchers	32.30	32.24	1,341	1,365	41.5	69,731	70,986	2,159
Production, planning, and expediting clerks	28.05	30.82	1,122	1,233	40.0	58,337	64,099	2,080
Shipping, receiving, and traffic clerks ..	14.56	12.92	581	517	39.9	30,218	26,872	2,076
Stock clerks and order fillers	15.12	14.00	601	560	39.8	31,268	29,120	2,068
Secretaries and administrative assistants	26.52	25.49	1,049	1,020	39.6	54,458	53,023	2,053
Executive secretaries and administrative assistants	27.06	26.01	1,075	1,023	39.7	55,926	53,192	2,067
Secretaries, except legal, medical, and executive	22.37	21.79	895	872	40.0	45,671	44,034	2,042
Data entry and information processing workers	19.60	19.93	773	797	39.5	40,222	41,450	2,052
Word processors and typists	21.41	23.63	839	914	39.2	43,646	47,509	2,039

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 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations –Continued								
Insurance claims and policy processing clerks	\$23.55	\$21.75	\$914	\$870	38.8	\$47,520	\$45,240	2,018
Office clerks, general	18.24	18.00	725	720	39.8	37,711	37,440	2,068
Construction and extraction occupations								
First-line supervisors/managers of construction trades and extraction workers	25.25	24.00	995	960	39.4	50,533	48,000	2,001
Cement masons, concrete finishers, and terrazzo workers	34.20	34.00	1,368	1,360	40.0	69,688	70,720	2,038
Cement masons and concrete finishers	24.10	25.00	964	1,000	40.0	41,651	39,000	1,728
Construction laborers	24.10	25.00	964	1,000	40.0	41,651	39,000	1,728
Electricians	18.73	15.00	749	600	40.0	37,654	31,200	2,010
Painters and paperhangers	28.85	28.22	1,154	1,129	40.0	60,006	58,698	2,080
Painters, construction and maintenance	17.97	17.50	680	680	37.9	35,369	35,360	1,968
Installation, maintenance, and repair occupations								
First-line supervisors/managers of mechanics, installers, and repairers	24.02	24.21	958	965	39.9	49,799	50,155	2,073
Automotive technicians and repairers	29.87	29.34	1,257	1,291	42.1	65,362	67,123	2,188
Automotive service technicians and mechanics	22.80	22.51	874	877	38.3	45,437	45,579	1,993
Bus and truck mechanics and diesel engine specialists	22.80	22.51	874	877	38.3	45,437	45,579	1,993
Industrial machinery installation, repair, and maintenance workers	26.10	28.94	1,044	1,158	40.0	54,289	60,195	2,080
Industrial machinery mechanics	22.01	21.25	880	850	40.0	45,785	44,202	2,080
Maintenance and repair workers, general	27.03	24.11	1,081	965	40.0	56,216	50,155	2,080
Miscellaneous installation, maintenance, and repair workers	22.14	20.96	885	838	40.0	46,041	43,597	2,080
Production occupations	17.32	15.00	693	600	40.0	36,029	31,200	2,080
First-line supervisors/managers of production and operating workers	18.03	16.35	708	634	39.2	36,768	32,985	2,039
Electrical, electronics, and electromechanical assemblers	29.99	32.78	1,217	1,311	40.6	63,292	68,187	2,111
Miscellaneous assemblers and fabricators	13.46	11.94	538	478	40.0	27,995	24,844	2,080
Stationary engineers and boiler operators	15.33	13.74	611	550	39.9	31,772	28,583	2,073
Inspectors, testers, sorters, samplers, and weighers	37.60	37.69	1,425	1,446	37.9	71,977	72,363	1,914
Packaging and filling machine operators and tenders	17.93	16.35	672	579	37.5	34,960	30,085	1,949
Miscellaneous production workers	16.26	16.00	650	640	40.0	33,823	33,280	2,080
Transportation and material moving occupations	15.72	15.45	629	618	40.0	32,701	32,134	2,080
Bus drivers	18.01	16.42	706	657	39.2	36,527	34,154	2,028
Bus drivers, transit and intercity	18.64	17.85	720	706	38.6	37,006	35,152	1,985
Driver/sales workers and truck drivers	18.70	17.85	723	714	38.7	37,586	37,128	2,010
Truck drivers, heavy and tractor-trailer	18.28	17.25	731	690	40.0	38,019	35,880	2,080
Truck drivers, light or delivery services	18.33	17.25	733	690	40.0	38,122	35,880	2,080
Industrial truck and tractor operators	18.22	16.40	729	656	40.0	37,902	34,112	2,080
Laborers and material movers, hand ..	15.94	17.42	637	697	40.0	33,150	36,234	2,080
	14.41	14.32	568	573	39.4	29,246	29,786	2,030

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 2008 — 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 —Continued								
Cleaners of vehicles and equipment	\$14.25	\$13.89	\$570	\$556	40.0	\$29,645	\$28,895	2,080
Laborers and freight, stock, and material movers, hand	14.93	14.32	590	573	39.5	30,662	29,786	2,054
Packers and packagers, hand	13.47	13.77	514	438	38.1	25,313	21,632	1,880

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 2008

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	\$28.54	\$23.08	\$1,133	\$903	39.7	\$58,670	\$46,830	2,055
Management occupations	52.54	50.73	2,174	2,115	41.4	113,056	110,001	2,152
General and operations managers	52.94	49.17	2,235	1,997	42.2	116,230	103,821	2,196
Marketing and sales managers	63.34	61.48	2,676	2,537	42.2	139,164	131,905	2,197
Marketing managers	61.07	61.56	2,558	2,537	41.9	133,015	131,905	2,178
Administrative services managers	38.16	33.88	1,567	1,292	41.1	81,496	67,204	2,136
Computer and information systems managers	69.12	58.89	2,813	2,647	40.7	146,257	137,621	2,116
Financial managers	56.17	54.33	2,309	2,199	41.1	120,083	114,330	2,138
Human resources managers	53.14	50.73	2,210	2,029	41.6	114,943	105,527	2,163
Industrial production managers	52.78	44.66	2,131	1,827	40.4	110,824	94,999	2,100
Construction managers	48.29	49.44	2,055	2,115	42.6	106,871	110,001	2,213
Education administrators	43.81	52.89	1,748	2,115	39.9	90,914	110,001	2,075
Engineering managers	64.84	64.47	2,593	2,579	40.0	134,859	134,102	2,080
Social and community service managers	27.60	26.92	1,176	1,200	42.6	61,174	62,402	2,217
Business and financial operations occupations	36.74	33.08	1,486	1,345	40.4	77,274	69,915	2,103
Buyers and purchasing agents	33.73	32.72	1,394	1,385	41.3	72,487	71,999	2,149
Purchasing agents, except wholesale, retail, and farm products	32.61	32.01	1,362	1,332	41.8	70,818	69,260	2,172
Claims adjusters, appraisers, examiners, and investigators	31.49	29.66	1,245	1,186	39.6	64,765	61,693	2,057
Claims adjusters, examiners, and investigators	31.49	29.66	1,245	1,186	39.6	64,765	61,693	2,057
Human resources, training, and labor relations specialists	28.57	23.76	1,153	1,010	40.4	59,975	52,501	2,099
Employment, recruitment, and placement specialists	30.91	23.08	1,231	923	39.8	64,013	48,000	2,071
Management analysts	47.55	43.27	1,916	1,715	40.3	99,606	89,201	2,095
Accountants and auditors	38.88	36.06	1,561	1,442	40.1	81,157	75,001	2,088
Financial analysts and advisors	42.83	36.06	1,703	1,442	39.8	88,562	75,005	2,068
Financial analysts	48.37	42.31	1,924	1,648	39.8	100,026	85,680	2,068
Computer and mathematical science occupations	46.74	46.83	1,905	1,932	40.8	99,077	100,440	2,120
Computer programmers	44.42	44.00	1,777	1,760	40.0	92,398	91,520	2,080
Computer software engineers	53.88	52.20	2,232	2,212	41.4	116,067	115,003	2,154
Computer software engineers, applications	51.92	49.97	2,136	2,142	41.1	111,085	111,363	2,140
Computer software engineers, systems software	55.31	53.69	2,303	2,259	41.6	119,759	117,460	2,165
Computer support specialists	36.74	33.10	1,440	1,248	39.2	74,903	64,921	2,039
Computer systems analysts	43.21	40.33	1,747	1,613	40.4	90,858	83,888	2,103
Database administrators	48.73	45.96	2,120	1,960	43.5	110,225	101,917	2,262
Network and computer systems administrators	40.11	43.27	1,605	1,731	40.0	83,436	90,000	2,080
Network systems and data communications analysts	44.42	43.12	1,821	1,725	41.0	94,682	89,681	2,132
Architecture and engineering occupations	44.32	43.27	1,819	1,813	41.0	93,587	93,558	2,112
Engineers	48.88	47.91	2,031	1,981	41.5	105,599	103,002	2,161
Civil engineers	44.50	43.58	1,780	1,743	40.0	92,557	90,642	2,080
Computer hardware engineers	47.66	49.52	2,063	2,015	43.3	107,259	104,790	2,250
Electrical and electronics engineers	59.05	56.29	2,490	2,327	42.2	129,499	121,000	2,193
Electrical engineers	62.39	56.55	2,495	2,262	40.0	129,766	117,628	2,080
Electronics engineers, except computer	57.69	55.29	2,488	2,383	43.1	129,382	123,901	2,243
Industrial engineers, including health and safety	43.10	42.09	1,795	1,698	41.6	93,319	88,296	2,165
Industrial engineers	42.77	40.90	1,765	1,680	41.3	91,791	87,385	2,146
Mechanical engineers	45.82	45.51	1,885	1,888	41.1	98,016	98,176	2,139

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 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Architecture and engineering occupations –Continued								
Engineering technicians, except drafters	\$26.43	\$26.16	\$1,057	\$1,046	40.0	\$51,101	\$52,000	1,933
Electrical and electronic engineering technicians	24.92	24.20	997	968	40.0	51,836	50,336	2,080
Life, physical, and social science occupations								
Life scientists	40.40	38.54	1,641	1,542	40.6	85,347	80,159	2,112
Biological scientists	44.90	39.60	1,804	1,584	40.2	93,805	82,360	2,089
Biochemists and biophysicists	40.58	38.54	1,632	1,542	40.2	84,852	80,172	2,091
Physical scientists	41.85	38.75	1,676	1,558	40.1	87,172	80,999	2,083
Chemists and materials scientists ..	33.91	32.69	1,336	1,308	39.4	69,460	67,999	2,048
Chemists	29.89	28.51	1,208	1,140	40.4	62,813	59,299	2,101
Market and survey researchers	29.89	28.51	1,208	1,140	40.4	62,813	59,299	2,101
Market research analysts	56.22	53.62	2,462	2,547	43.8	128,017	132,432	2,277
Biological technicians	56.22	53.62	2,462	2,547	43.8	128,017	132,432	2,277
	25.98	24.74	1,039	990	40.0	54,040	51,459	2,080
Community and social services occupations								
Social workers	22.57	20.50	893	756	39.6	46,438	39,337	2,057
Miscellaneous community and social service specialists	31.07	27.34	1,267	1,470	40.8	65,882	76,440	2,120
Social and human service assistants	20.18	18.48	806	739	39.9	41,913	38,438	2,076
	16.73	16.15	668	646	39.9	34,746	33,592	2,077
Legal occupations								
Lawyers	52.60	42.69	2,085	1,791	39.6	108,417	93,153	2,061
	64.16	58.82	2,614	2,442	40.7	135,947	127,000	2,119
Education, training, and library occupations								
Postsecondary teachers	33.46	24.52	1,318	981	39.4	62,990	51,002	1,882
Primary, secondary, and special education school teachers	58.21	55.96	2,296	1,958	39.4	108,689	88,687	1,867
	20.34	15.08	787	620	38.7	35,741	30,860	1,757
Arts, design, entertainment, sports, and media occupations								
Designers	28.63	27.21	1,123	1,039	39.2	58,416	54,005	2,040
Writers and editors	29.63	26.44	1,177	1,058	39.7	61,221	54,999	2,066
	35.09	27.70	1,328	1,089	37.8	69,042	56,605	1,968
Healthcare practitioner and technical occupations								
Registered nurses	39.74	36.23	1,576	1,460	39.7	81,974	75,928	2,063
Therapists	49.80	52.11	1,939	2,036	38.9	100,811	105,851	2,024
Clinical laboratory technologists and technicians	49.90	44.90	1,981	1,796	39.7	102,998	93,392	2,064
Health diagnosing and treating practitioner support technicians	28.06	24.79	1,122	992	40.0	58,364	51,563	2,080
	22.24	24.30	889	972	40.0	46,251	50,544	2,080
Healthcare support occupations								
Nursing, psychiatric, and home health aides	18.66	19.36	720	709	38.6	37,284	35,880	1,998
Nursing aides, orderlies, and attendants	13.28	13.25	523	508	39.4	27,221	26,416	2,049
Miscellaneous healthcare support occupations	13.03	13.05	513	504	39.4	26,684	26,208	2,048
Medical assistants	20.20	20.00	774	754	38.3	40,066	39,213	1,984
	19.80	20.32	756	754	38.2	39,293	39,213	1,984
Protective service occupations								
Security guards and gaming surveillance officers	15.72	14.00	628	560	40.0	32,660	29,120	2,078
Security guards	14.86	14.00	594	560	40.0	30,877	29,120	2,078
	14.86	14.00	594	560	40.0	30,877	29,120	2,078

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 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Food preparation and serving related occupations	\$11.55	\$10.00	\$444	\$380	38.4	\$23,075	\$19,760	1,998
First-line supervisors/managers, food preparation and serving workers ..	19.61	18.75	782	750	39.9	40,654	39,000	2,073
First-line supervisors/managers of food preparation and serving workers	20.05	18.75	802	750	40.0	41,699	39,000	2,080
Cooks	12.37	12.00	484	470	39.1	25,177	24,461	2,035
Cooks, restaurant	11.80	11.50	462	457	39.2	24,047	23,754	2,038
Food preparation workers	9.79	7.50	384	300	39.3	19,984	15,600	2,042
Food service, tipped	8.47	8.00	306	300	36.1	15,908	15,600	1,878
Waiters and waitresses	8.35	8.00	299	300	35.8	15,530	15,600	1,861
Fast food and counter workers	9.51	9.02	370	325	38.9	19,248	16,876	2,024
Combined food preparation and serving workers, including fast food	9.45	9.02	370	325	39.2	19,248	16,876	2,037
Dishwashers	10.14	9.50	382	380	37.7	19,888	19,760	1,961
Building and grounds cleaning and maintenance occupations	13.67	11.76	530	447	38.8	27,509	22,963	2,013
Building cleaning workers	12.58	10.76	487	420	38.7	25,332	21,840	2,014
Janitors and cleaners, except maids and housekeeping cleaners	12.84	11.00	499	426	38.9	25,971	22,131	2,023
Maids and housekeeping cleaners	11.81	9.75	452	352	38.3	23,525	18,291	1,992
Grounds maintenance workers	14.96	15.00	585	600	39.1	30,080	31,200	2,010
Landscaping and groundskeeping workers	14.96	15.00	585	600	39.1	30,080	31,200	2,010
Personal care and service occupations	13.19	12.00	471	420	35.7	24,381	21,840	1,848
Sales and related occupations	26.62	18.75	1,044	738	39.2	54,309	38,376	2,040
First-line supervisors/managers, sales workers	26.80	23.47	1,089	939	40.6	56,604	48,820	2,112
First-line supervisors/managers of retail sales workers	21.04	20.50	860	845	40.9	44,694	43,955	2,124
Retail sales workers	15.58	13.23	595	515	38.2	30,948	26,770	1,987
Cashiers, all workers	12.14	11.34	470	426	38.7	24,452	22,152	2,014
Cashiers	12.14	11.34	470	426	38.7	24,452	22,152	2,014
Counter and rental clerks and parts salespersons	14.08	14.15	544	566	38.6	28,288	29,432	2,009
Retail salespersons	16.93	14.08	643	557	38.0	33,438	28,939	1,975
Securities, commodities, and financial services sales agents	72.76	59.14	2,911	2,365	40.0	151,348	123,001	2,080
Sales representatives, wholesale and manufacturing	34.56	32.59	1,436	1,539	41.5	74,661	80,028	2,160
Sales representatives, wholesale and manufacturing, technical and scientific products	34.38	34.62	1,428	1,442	41.5	74,259	75,001	2,160
Sales representatives, wholesale and manufacturing, except technical and scientific products	34.67	32.59	1,441	1,625	41.6	74,915	84,500	2,161
Office and administrative support occupations	20.76	19.71	823	775	39.6	42,810	40,306	2,062
First-line supervisors/managers of office and administrative support workers	29.62	29.33	1,176	1,173	39.7	61,146	61,000	2,064
Financial clerks	19.52	19.09	780	764	39.9	40,534	39,707	2,077
Bill and account collectors	23.39	23.00	935	920	40.0	48,641	47,840	2,080
Bookkeeping, accounting, and auditing clerks	19.51	19.09	780	764	40.0	40,578	39,707	2,080
Tellers	15.56	15.12	622	605	40.0	32,359	31,450	2,080
Customer service representatives	20.17	17.95	800	716	39.7	41,587	37,232	2,062

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 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations —Continued								
Order clerks	\$17.44	\$16.00	\$698	\$640	40.0	\$36,281	\$33,280	2,080
Receptionists and information clerks ..	18.06	17.00	710	662	39.3	36,941	34,434	2,046
Production, planning, and expediting clerks	28.05	30.82	1,122	1,233	40.0	58,337	64,099	2,080
Shipping, receiving, and traffic clerks ..	14.25	12.92	569	517	39.9	29,577	26,872	2,075
Stock clerks and order fillers	15.12	14.00	601	560	39.8	31,268	29,120	2,068
Secretaries and administrative assistants	26.67	25.57	1,055	1,020	39.6	54,845	53,023	2,057
Executive secretaries and administrative assistants	27.05	25.72	1,075	1,023	39.8	55,916	53,192	2,067
Data entry and information processing workers	19.07	18.00	755	720	39.6	39,246	37,440	2,058
Insurance claims and policy processing clerks	23.55	21.75	914	870	38.8	47,520	45,240	2,018
Office clerks, general	17.85	17.32	710	692	39.8	36,910	36,005	2,068
Construction and extraction occupations	25.09	24.00	988	960	39.4	50,150	48,000	1,999
First-line supervisors/managers of construction trades and extraction workers	34.20	34.00	1,368	1,360	40.0	69,688	70,720	2,038
Cement masons, concrete finishers, and terrazzo workers	24.10	25.00	964	1,000	40.0	41,651	39,000	1,728
Cement masons and concrete finishers	24.10	25.00	964	1,000	40.0	41,651	39,000	1,728
Construction laborers	18.13	15.00	725	600	40.0	36,350	31,200	2,004
Electricians	28.85	28.22	1,154	1,129	40.0	60,006	58,698	2,080
Painters and paperhangers	17.97	17.50	680	680	37.9	35,369	35,360	1,968
Painters, construction and maintenance	17.97	17.50	680	680	37.9	35,369	35,360	1,968
Installation, maintenance, and repair occupations	23.43	23.98	934	952	39.9	48,563	49,504	2,073
Automotive technicians and repairers	22.81	22.51	873	877	38.3	45,415	45,579	1,991
Automotive service technicians and mechanics	22.81	22.51	873	877	38.3	45,415	45,579	1,991
Bus and truck mechanics and diesel engine specialists	25.80	26.00	1,032	1,040	40.0	53,662	54,080	2,080
Industrial machinery installation, repair, and maintenance workers	21.28	21.25	851	850	40.0	44,270	44,202	2,080
Industrial machinery mechanics	25.96	24.11	1,039	965	40.0	54,006	50,155	2,080
Maintenance and repair workers, general	21.76	22.52	870	901	40.0	45,252	46,842	2,080
Miscellaneous installation, maintenance, and repair workers	14.81	14.00	593	560	40.0	30,812	29,120	2,080
Production occupations	17.58	16.00	690	617	39.2	35,857	32,107	2,040
First-line supervisors/managers of production and operating workers	29.99	32.78	1,217	1,311	40.6	63,292	68,187	2,111
Electrical, electronics, and electromechanical assemblers	13.46	11.94	538	478	40.0	27,995	24,844	2,080
Miscellaneous assemblers and fabricators	15.33	13.74	611	550	39.9	31,772	28,583	2,073
Inspectors, testers, sorters, samplers, and weighers	17.93	16.35	672	579	37.5	34,960	30,085	1,949
Packaging and filling machine operators and tenders	16.26	16.00	650	640	40.0	33,823	33,280	2,080
Miscellaneous production workers	15.72	15.45	629	618	40.0	32,701	32,134	2,080
Transportation and material moving occupations	17.40	16.22	681	647	39.1	35,250	33,634	2,026
Driver/sales workers and truck drivers	18.04	17.25	721	690	40.0	37,517	35,880	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 2008 — 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 –Continued								
Truck drivers, heavy and tractor-trailer	\$17.87	\$17.25	\$715	\$690	40.0	\$37,169	\$35,880	2,080
Truck drivers, light or delivery services	18.22	16.40	729	656	40.0	37,902	34,112	2,080
Industrial truck and tractor operators ..	15.94	17.42	637	697	40.0	33,150	36,234	2,080
Laborers and material movers, hand ..	14.41	14.32	568	573	39.4	29,246	29,786	2,030
Cleaners of vehicles and equipment	14.25	13.89	570	556	40.0	29,645	28,895	2,080
Laborers and freight, stock, and material movers, hand	14.93	14.32	590	573	39.5	30,662	29,786	2,054
Packers and packagers, hand	13.47	13.77	514	438	38.1	25,313	21,632	1,880

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 2008

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	\$35.40	\$32.50	\$1,411	\$1,317	39.9	\$67,729	\$62,334	1,913
Management occupations	55.20	54.04	2,203	2,162	39.9	109,029	108,888	1,975
Education administrators	57.81	61.83	2,295	2,473	39.7	104,200	97,698	1,803
Education administrators, elementary and secondary school	58.46	61.83	2,318	2,473	39.7	103,983	98,477	1,779
Business and financial operations occupations	35.69	34.83	1,427	1,393	40.0	74,193	72,446	2,079
Human resources, training, and labor relations specialists	35.08	38.90	1,417	1,556	40.4	73,694	80,912	2,101
Computer and mathematical science occupations	33.90	33.20	1,356	1,328	40.0	70,172	69,048	2,070
Architecture and engineering occupations	39.98	38.82	1,599	1,553	40.0	83,155	80,750	2,080
Engineers	46.31	47.70	1,852	1,908	40.0	96,324	99,218	2,080
Engineering technicians, except drafters	36.07	33.35	1,443	1,334	40.0	75,033	69,360	2,080
Life, physical, and social science occupations	34.13	34.22	1,357	1,369	39.7	69,002	70,595	2,022
Community and social services occupations	30.75	29.78	1,219	1,191	39.6	61,553	61,358	2,002
Counselors	29.85	26.73	1,175	1,075	39.4	57,565	50,665	1,928
Miscellaneous community and social service specialists	30.54	30.89	1,222	1,236	40.0	63,533	64,251	2,080
Education, training, and library occupations	48.51	46.29	1,750	1,655	36.1	68,375	62,794	1,410
Postsecondary teachers	65.50	65.54	2,547	2,434	38.9	110,339	101,352	1,685
Miscellaneous postsecondary teachers	38.11	36.64	1,475	1,458	38.7	62,121	60,687	1,630
Primary, secondary, and special education school teachers	48.38	48.41	1,696	1,677	35.0	62,669	62,281	1,295
Elementary and middle school teachers	48.01	48.41	1,658	1,664	34.5	60,685	61,090	1,264
Elementary school teachers, except special education	47.66	47.92	1,643	1,633	34.5	60,019	60,006	1,259
Middle school teachers, except special and vocational education	49.40	48.75	1,719	1,706	34.8	63,353	62,794	1,282
Secondary school teachers	50.36	49.78	1,841	1,770	36.6	68,856	66,921	1,367
Secondary school teachers, except special and vocational education	50.19	48.51	1,838	1,770	36.6	68,787	65,447	1,371
Special education teachers	48.95	47.37	1,708	1,717	34.9	63,089	64,071	1,289
Special education teachers, preschool, kindergarten, and elementary school	47.16	45.62	1,664	1,574	35.3	61,478	58,879	1,304
Teacher assistants	19.64	19.10	661	687	33.6	28,359	25,376	1,444
Healthcare practitioner and technical occupations	34.62	29.17	1,641	1,171	47.4	85,289	60,873	2,464
Registered nurses	55.86	57.17	2,234	2,287	40.0	116,072	118,912	2,078
Healthcare support occupations	20.31	19.71	813	788	40.0	42,254	40,988	2,080
Protective service occupations	37.52	36.70	1,611	1,613	42.9	81,622	83,901	2,176
Fire fighters	33.52	32.56	1,726	1,693	51.5	89,756	88,042	2,678
Police officers	40.20	41.68	1,608	1,674	40.0	82,521	85,862	2,053
Police and sheriff's patrol officers	40.20	41.68	1,608	1,674	40.0	82,521	85,862	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 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Food preparation and serving related occupations	\$17.69	\$17.35	\$697	\$694	39.4	\$32,239	\$31,801	1,823
Building and grounds cleaning and maintenance occupations	20.29	20.19	806	786	39.7	41,666	40,893	2,053
Building cleaning workers	19.03	18.73	756	749	39.8	39,337	38,958	2,068
Janitors and cleaners, except maids and housekeeping cleaners	19.03	18.73	756	749	39.8	39,337	38,958	2,068
Office and administrative support occupations	23.57	23.40	923	932	39.2	46,479	46,296	1,972
Financial clerks	24.61	23.79	981	952	39.8	50,380	49,483	2,047
Bookkeeping, accounting, and auditing clerks	25.12	24.28	1,000	967	39.8	52,006	50,294	2,070
Dispatchers	32.30	32.24	1,341	1,365	41.5	69,731	70,986	2,159
Police, fire, and ambulance dispatchers	32.30	32.24	1,341	1,365	41.5	69,731	70,986	2,159
Secretaries and administrative assistants	25.47	25.19	1,011	1,009	39.7	51,687	50,492	2,029
Executive secretaries and administrative assistants	27.20	26.90	1,079	1,073	39.7	56,111	55,815	2,063
Secretaries, except legal, medical, and executive	23.36	23.35	934	934	40.0	46,868	45,720	2,006
Office clerks, general	20.92	21.00	832	822	39.7	43,241	42,723	2,067
Construction and extraction occupations	29.57	30.24	1,183	1,210	40.0	61,508	62,905	2,080
Installation, maintenance, and repair occupations	28.14	26.68	1,123	1,067	39.9	58,416	55,488	2,076
Industrial machinery installation, repair, and maintenance workers	24.27	20.96	971	838	40.0	50,473	43,597	2,080
Maintenance and repair workers, general	22.82	20.22	913	809	40.0	47,474	42,062	2,080
Production occupations	35.55	37.69	1,408	1,483	39.6	70,968	72,363	1,996
Transportation and material moving occupations	26.41	25.62	1,072	1,025	40.6	54,259	53,290	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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, San Jose-San Francisco-Oakland, CA CSA, April 2008**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$27.28	\$22.97	\$26.94	\$38.60
Management, professional, and related	42.73	37.52	42.66	48.59
Management, business, and financial	44.02	38.44	45.28	50.90
Professional and related	41.98	36.94	40.72	47.63
Service	13.02	11.97	13.51	17.23
Sales and office	21.35	20.07	20.00	28.90
Sales and related	23.12	20.93	19.83	42.45
Office and administrative support	20.23	19.45	20.09	23.14
Natural resources, construction, and maintenance	24.11	22.66	28.11	33.04
Construction and extraction	25.15	24.18	—	—
Installation, maintenance, and repair	22.75	20.33	28.32	30.83
Production, transportation, and material moving	16.95	15.24	16.76	21.31
Production	17.52	17.11	16.70	18.72
Transportation and material moving	16.34	13.97	16.83	31.29
	Relative error ³ (percent)			
All workers	2.6	3.3	3.7	2.9
Management, professional, and related	2.1	3.1	4.5	1.6
Management, business, and financial	2.6	5.2	2.2	4.4
Professional and related	2.9	5.1	6.7	1.8
Service	2.4	2.6	4.1	6.5
Sales and office	4.0	5.3	4.0	11.1
Sales and related	9.2	10.4	5.0	26.4
Office and administrative support	1.5	2.9	5.8	2.3
Natural resources, construction, and maintenance	1.9	3.0	3.8	2.3
Construction and extraction	1.0	2.2	—	—
Installation, maintenance, and repair	4.1	4.9	5.2	1.8
Production, transportation, and material moving	3.9	4.0	3.2	17.9
Production	5.0	2.4	5.2	17.4
Transportation and material moving	5.6	7.0	4.3	14.9

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 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 2008

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	\$24.44	\$19.95	\$967	\$768	39.6	\$50,044	\$39,707	2,047
Management occupations	43.56	41.69	1,815	1,668	41.7	94,382	86,715	2,167
General and operations managers	44.60	43.71	1,915	1,997	42.9	99,595	103,821	2,233
Financial managers	42.96	38.39	1,758	1,536	40.9	91,425	79,847	2,128
Business and financial operations occupations	33.50	28.37	1,338	1,135	40.0	69,598	59,008	2,078
Human resources, training, and labor relations specialists	27.38	23.76	1,115	1,010	40.7	57,995	52,501	2,118
Accountants and auditors	41.21	41.78	1,643	1,671	39.9	85,431	86,900	2,073
Financial analysts and advisors	51.93	52.89	2,057	2,115	39.6	106,951	110,001	2,059
Insurance underwriters	33.63	25.24	1,316	1,010	39.1	68,437	52,499	2,035
Computer and mathematical science occupations	36.62	43.12	1,480	1,725	40.4	76,953	89,681	2,102
Architecture and engineering occupations	46.50	43.58	1,954	1,988	42.0	101,588	103,350	2,185
Engineers	51.58	48.75	2,240	2,191	43.4	116,455	113,945	2,258
Civil engineers	43.74	43.58	1,749	1,743	40.0	90,973	90,642	2,080
Electrical and electronics engineers	60.63	57.69	2,661	2,537	43.9	138,368	131,900	2,282
Life, physical, and social science occupations	32.46	32.69	1,282	1,308	39.5	66,689	67,999	2,055
Physical scientists	34.83	32.69	1,359	1,308	39.0	70,662	67,999	2,029
Community and social services occupations	21.37	18.91	857	756	40.1	44,582	39,337	2,086
Miscellaneous community and social service specialists	20.27	18.48	810	739	39.9	42,094	38,438	2,076
Social and human service assistants	16.79	16.15	671	646	39.9	34,876	33,592	2,077
Legal occupations	49.67	42.69	1,976	1,538	39.8	102,738	80,001	2,068
Lawyers	59.11	53.46	2,433	2,434	41.2	126,512	126,580	2,140
Education, training, and library occupations	19.00	14.00	741	560	39.0	34,501	29,120	1,815
Arts, design, entertainment, sports, and media occupations	27.36	26.44	1,095	1,058	40.0	56,916	54,999	2,080
Healthcare practitioner and technical occupations	39.06	32.45	1,563	1,298	40.0	81,253	67,504	2,080
Healthcare support occupations	19.25	20.00	727	690	37.8	37,545	35,227	1,951
Miscellaneous healthcare support occupations	20.31	20.00	760	754	37.4	39,176	39,213	1,928
Food preparation and serving related occupations	11.22	9.34	436	360	38.9	22,682	18,720	2,022
First-line supervisors/managers, food preparation and serving workers	18.83	18.75	750	750	39.8	38,991	39,000	2,071
Cooks	12.71	11.50	491	420	38.7	25,554	21,840	2,010
Cooks, restaurant	11.97	11.00	462	396	38.6	24,047	20,577	2,008
Food service, tipped	7.89	7.50	312	300	39.6	16,249	15,600	2,061
Waiters and waitresses	7.78	7.50	308	300	39.6	15,997	15,600	2,057
Building and grounds cleaning and maintenance occupations	13.41	11.00	506	420	37.7	26,329	21,840	1,963
Building cleaning workers	11.39	10.00	428	385	37.6	22,249	20,020	1,954
Janitors and cleaners, except maids and housekeeping cleaners	12.87	11.00	488	420	38.0	25,400	21,840	1,974
Grounds maintenance workers	16.60	16.00	646	640	38.9	33,602	33,280	2,024
Landscaping and groundskeeping workers	16.60	16.00	646	640	38.9	33,602	33,280	2,024
Personal care and service occupations	11.64	10.00	440	394	37.8	22,677	20,496	1,947
Sales and related occupations	24.24	15.90	953	625	39.3	49,575	32,515	2,045
First-line supervisors/managers, sales workers	25.17	23.47	1,007	939	40.0	52,357	48,820	2,080
Retail sales workers	14.61	12.50	562	454	38.5	29,247	23,587	2,002
Cashiers, all workers	11.65	11.34	450	395	38.6	23,389	20,514	2,008

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 2008** — 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 –Continued								
Cashiers	\$11.65	\$11.34	\$450	\$395	38.6	\$23,389	\$20,514	2,008
Counter and rental clerks and parts salespersons	14.08	14.15	544	566	38.6	28,288	29,432	2,009
Retail salespersons	16.18	13.00	622	482	38.4	32,321	25,085	1,998
Securities, commodities, and financial services sales agents	57.92	59.14	2,317	2,365	40.0	120,482	123,001	2,080
Sales representatives, wholesale and manufacturing	32.23	32.59	1,333	1,421	41.4	69,315	73,900	2,151
Sales representatives, wholesale and manufacturing, technical and scientific products	29.72	29.57	1,248	1,183	42.0	64,884	61,499	2,183
Sales representatives, wholesale and manufacturing, except technical and scientific products	33.70	32.59	1,382	1,625	41.0	71,853	84,500	2,132
Office and administrative support occupations	19.86	19.00	784	743	39.5	40,776	38,646	2,053
First-line supervisors/managers of office and administrative support workers	29.84	29.33	1,182	1,173	39.6	61,451	61,000	2,060
Financial clerks	19.23	19.05	769	762	40.0	40,007	39,618	2,080
Bookkeeping, accounting, and auditing clerks ...	19.14	19.09	766	764	40.0	39,811	39,707	2,080
Tellers	15.66	15.12	627	605	40.0	32,578	31,450	2,080
Customer service representatives	22.09	23.36	865	935	39.2	44,979	48,597	2,036
Receptionists and information clerks	16.94	16.00	659	635	38.9	34,284	32,999	2,023
Shipping, receiving, and traffic clerks	13.84	12.00	553	480	40.0	28,779	24,960	2,080
Stock clerks and order fillers	14.81	12.50	589	500	39.8	30,625	26,000	2,068
Secretaries and administrative assistants	25.43	24.10	995	904	39.1	51,722	47,001	2,034
Executive secretaries and administrative assistants	25.47	25.49	1,004	945	39.4	52,225	49,140	2,050
Insurance claims and policy processing clerks	24.81	21.75	966	870	38.9	50,219	45,240	2,024
Office clerks, general	17.04	16.00	675	640	39.6	35,083	33,280	2,058
Construction and extraction occupations	24.21	23.00	951	900	39.3	48,160	45,760	1,989
First-line supervisors/managers of construction trades and extraction workers	34.60	35.65	1,384	1,426	40.0	70,071	70,720	2,025
Construction laborers	16.84	14.00	674	560	40.0	33,818	28,000	2,008
Painters and paperhangers	18.04	17.50	682	680	37.8	35,463	35,360	1,966
Painters, construction and maintenance	18.04	17.50	682	680	37.8	35,463	35,360	1,966
Installation, maintenance, and repair occupations	21.11	20.53	840	819	39.8	43,697	42,578	2,070
Automotive technicians and repairers	22.81	22.51	873	877	38.3	45,415	45,579	1,991
Automotive service technicians and mechanics	22.81	22.51	873	877	38.3	45,415	45,579	1,991
Industrial machinery installation, repair, and maintenance workers	16.71	15.60	669	624	40.0	34,766	32,448	2,080
Miscellaneous installation, maintenance, and repair workers	13.98	13.50	559	540	40.0	29,078	28,080	2,080
Production occupations	17.23	16.30	672	610	39.0	34,932	31,720	2,028
Transportation and material moving occupations	14.73	14.50	580	580	39.4	29,952	30,160	2,033

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 2008 — 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 —Continued								
Driver/sales workers and truck drivers	\$15.49	\$14.50	\$619	\$580	40.0	\$32,213	\$30,160	2,080
Truck drivers, light or delivery services	15.27	15.39	611	616	40.0	31,762	32,011	2,080
Industrial truck and tractor operators	13.76	13.17	551	527	40.0	28,629	27,387	2,080
Laborers and material movers, hand	13.57	13.89	534	556	39.4	27,372	28,895	2,018
Cleaners of vehicles and equipment	14.46	16.42	578	657	40.0	30,080	34,154	2,080
Laborers and freight, stock, and material movers, hand	12.67	12.48	497	492	39.2	25,841	25,584	2,040

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 2008

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	\$32.87	\$28.33	\$1,308	\$1,121	39.8	\$67,843	\$58,011	2,064
Management occupations	59.41	56.33	2,445	2,379	41.2	127,150	123,731	2,140
Marketing and sales managers	63.34	61.48	2,676	2,537	42.2	139,164	131,905	2,197
Marketing managers	61.07	61.56	2,558	2,537	41.9	133,015	131,905	2,178
Computer and information systems managers	71.71	58.89	2,923	2,692	40.8	152,011	140,001	2,120
Financial managers	63.13	60.25	2,601	2,538	41.2	135,276	132,001	2,143
Industrial production managers	49.48	44.66	2,006	1,827	40.5	104,313	94,999	2,108
Engineering managers	71.64	70.19	2,866	2,808	40.0	149,021	145,999	2,080
Business and financial operations occupations ...	38.74	34.66	1,579	1,393	40.7	82,084	72,411	2,119
Buyers and purchasing agents	34.80	32.73	1,462	1,399	42.0	76,040	72,740	2,185
Claims adjusters, appraisers, examiners, and								
investigators	31.89	33.17	1,276	1,327	40.0	66,331	68,994	2,080
Claims adjusters, examiners, and investigators	31.89	33.17	1,276	1,327	40.0	66,331	68,994	2,080
Human resources, training, and labor relations								
specialists	29.37	26.00	1,178	1,040	40.1	61,281	54,080	2,087
Management analysts	44.72	41.91	1,803	1,683	40.3	93,736	87,499	2,096
Accountants and auditors	37.19	33.61	1,501	1,345	40.4	78,045	69,915	2,098
Financial analysts and advisors	39.90	36.06	1,589	1,442	39.8	82,608	75,001	2,070
Financial analysts	42.72	37.50	1,696	1,500	39.7	88,195	78,000	2,064
Computer and mathematical science occupations	48.50	47.60	1,980	1,972	40.8	102,948	102,525	2,123
Computer software engineers	53.97	52.20	2,236	2,214	41.4	116,255	115,143	2,154
Computer software engineers, applications	52.05	50.00	2,140	2,142	41.1	111,291	111,363	2,138
Computer software engineers, systems software	55.37	53.69	2,306	2,264	41.7	119,937	117,707	2,166
Computer support specialists	33.06	32.37	1,290	1,102	39.0	67,070	57,316	2,029
Computer systems analysts	43.21	40.33	1,747	1,613	40.4	90,858	83,888	2,103
Network systems and data communications								
analysts	44.99	42.07	1,799	1,683	40.0	93,570	87,499	2,080
Architecture and engineering occupations	43.09	42.50	1,745	1,731	40.5	89,292	89,373	2,072
Engineers	47.52	47.38	1,932	1,921	40.7	100,488	99,900	2,115
Computer hardware engineers	43.76	47.38	1,801	1,981	41.1	93,646	103,002	2,140
Electrical and electronics engineers	56.83	50.74	2,273	2,030	40.0	118,196	105,537	2,080
Electrical engineers	63.97	56.29	2,559	2,252	40.0	133,059	117,092	2,080
Electronics engineers, except computer	49.88	48.56	1,995	1,942	40.0	103,758	101,001	2,080
Industrial engineers, including health and safety	44.05	42.09	1,832	1,824	41.6	95,243	94,869	2,162
Industrial engineers	43.82	42.01	1,804	1,692	41.2	93,825	88,005	2,141
Mechanical engineers	46.49	45.93	1,860	1,837	40.0	96,706	95,541	2,080
Engineering technicians, except drafters	26.90	25.75	1,076	1,030	40.0	50,881	50,336	1,892
Electrical and electronic engineering technicians	24.77	24.20	991	968	40.0	51,519	50,336	2,080
Life, physical, and social science occupations	43.68	39.60	1,795	1,584	41.1	93,350	82,360	2,137
Life scientists	46.37	39.60	1,863	1,584	40.2	96,889	82,360	2,090
Biological scientists	42.07	38.54	1,692	1,542	40.2	87,988	80,172	2,092
Biochemists and biophysicists	43.66	39.50	1,749	1,584	40.1	90,946	82,360	2,083
Market and survey researchers	56.93	53.62	2,490	2,547	43.7	129,470	132,432	2,274
Market research analysts	56.93	53.62	2,490	2,547	43.7	129,470	132,432	2,274
Biological technicians	27.46	26.80	1,099	1,072	40.0	57,126	55,744	2,080
Education, training, and library occupations	41.65	28.37	1,650	1,135	39.6	80,056	58,999	1,922
Postsecondary teachers	58.21	55.96	2,296	1,958	39.4	108,689	88,687	1,867
Arts, design, entertainment, sports, and media								
occupations	30.92	27.70	1,172	963	37.9	60,969	50,086	1,972
Healthcare practitioner and technical								
occupations	40.01	40.00	1,582	1,560	39.5	82,251	81,120	2,056
Registered nurses	51.91	52.11	1,999	2,084	38.5	103,936	108,389	2,002
Clinical laboratory technologists and technicians ...	28.16	23.70	1,126	948	40.0	58,575	49,296	2,080
Healthcare support occupations	17.89	17.90	710	712	39.7	36,920	37,045	2,064
Miscellaneous healthcare support occupations	20.00	20.47	800	819	40.0	41,609	42,578	2,080
Medical assistants	19.56	20.09	782	804	40.0	40,689	41,787	2,080

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 2008** — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Protective service occupations	\$15.86	\$14.00	\$634	\$560	40.0	\$32,981	\$29,120	2,080
Security guards and gaming surveillance officers ..	14.96	13.50	598	540	40.0	31,108	28,080	2,080
Security guards	14.96	13.50	598	540	40.0	31,108	28,080	2,080
Food preparation and serving related occupations	12.13	11.00	457	440	37.6	23,740	22,880	1,957
Cooks	11.77	12.00	471	480	40.0	24,492	24,960	2,080
Food service, tipped	9.14	8.00	300	256	32.8	15,583	13,312	1,705
Fast food and counter workers	11.66	11.00	466	440	40.0	24,250	22,880	2,080
Building and grounds cleaning and maintenance occupations	13.84	11.98	546	478	39.5	28,340	24,687	2,048
Building cleaning workers	13.25	11.76	523	468	39.4	27,180	24,359	2,051
Janitors and cleaners, except maids and housekeeping cleaners	12.83	11.04	505	441	39.4	26,273	22,932	2,048
Maids and housekeeping cleaners	14.69	17.09	582	684	39.6	30,259	35,547	2,059
Personal care and service occupations	16.47	13.02	528	510	32.1	27,477	26,520	1,668
Sales and related occupations	30.90	21.66	1,207	845	39.1	62,764	43,955	2,031
First-line supervisors/managers, sales workers	28.06	21.66	1,154	866	41.1	60,008	45,053	2,138
Retail sales workers	17.59	16.22	662	585	37.6	34,409	30,411	1,956
Retail salespersons	17.98	16.50	673	585	37.4	34,970	30,411	1,944
Sales representatives, wholesale and manufacturing	42.80	47.84	1,807	1,913	42.2	93,977	99,497	2,196
Office and administrative support occupations	21.95	21.21	875	848	39.9	45,497	44,117	2,073
Financial clerks	20.38	19.94	810	798	39.8	42,145	41,475	2,068
Bill and account collectors	20.10	20.00	804	800	40.0	41,800	41,600	2,080
Bookkeeping, accounting, and auditing clerks ..	21.41	19.94	856	798	40.0	44,528	41,475	2,080
Customer service representatives	18.88	16.91	755	676	40.0	39,267	35,169	2,080
Receptionists and information clerks	19.71	19.37	788	775	40.0	41,002	40,281	2,080
Production, planning, and expediting clerks	28.29	30.82	1,132	1,233	40.0	58,849	64,099	2,080
Shipping, receiving, and traffic clerks	14.77	13.15	588	520	39.8	30,570	27,040	2,070
Secretaries and administrative assistants	27.50	26.75	1,096	1,070	39.9	57,001	55,640	2,073
Executive secretaries and administrative assistants	28.01	28.56	1,119	1,142	40.0	58,184	59,401	2,077
Data entry and information processing workers	19.07	18.00	755	720	39.6	39,246	37,440	2,058
Office clerks, general	18.80	18.07	752	723	40.0	39,113	37,577	2,080
Construction and extraction occupations	29.68	29.68	1,187	1,187	40.0	60,812	59,800	2,049
Electricians	32.89	25.00	1,316	1,000	40.0	68,407	52,000	2,080
Installation, maintenance, and repair occupations	29.15	30.71	1,165	1,229	40.0	60,597	63,883	2,079
Industrial machinery installation, repair, and maintenance workers	28.72	30.84	1,149	1,234	40.0	59,747	64,151	2,080
Production occupations	17.79	15.86	700	618	39.4	36,420	32,134	2,047
Miscellaneous assemblers and fabricators	16.76	15.37	670	615	40.0	34,860	31,970	2,080
Inspectors, testers, sorters, samplers, and weighers	17.75	15.00	664	560	37.4	34,514	29,120	1,944
Miscellaneous production workers	17.11	16.94	684	678	40.0	35,592	35,235	2,080

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 2008** — 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	\$21.80	\$17.85	\$845	\$714	38.8	\$43,928	\$37,128	2,015
Driver/sales workers and truck drivers	22.95	22.37	918	895	40.0	47,746	46,530	2,080
Truck drivers, heavy and tractor-trailer	21.16	20.24	846	810	40.0	44,010	42,099	2,080
Truck drivers, light or delivery services	25.74	28.47	1,030	1,139	40.0	53,547	59,218	2,080
Laborers and material movers, hand	15.87	16.22	626	649	39.4	32,559	33,733	2,051
Laborers and freight, stock, and material movers, hand	17.46	18.50	694	740	39.8	36,114	38,480	2,069

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, San Jose-San Francisco-Oakland, CA CSA, April 2008

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	\$28.80	\$24.89	\$33.66	\$27.92	\$27.67	\$36.66
Management, professional, and related	40.38	39.65	40.72	42.79	42.95	40.09
Management, business, and financial	41.49	34.58	42.99	44.21	44.11	45.59
Professional and related	40.28	39.92	40.45	41.86	42.21	34.92
Service	22.31	14.87	30.05	12.72	12.61	30.11
Sales and office	20.64	18.72	22.62	21.58	21.57	22.07
Sales and related	15.58	15.43	—	23.72	23.73	—
Office and administrative support	21.79	20.52	22.64	20.24	20.21	22.17
Natural resources, construction, and maintenance	31.57	31.95	29.95	21.00	21.02	—
Construction and extraction	35.51	36.30	29.57	21.02	21.02	—
Installation, maintenance, and repair	27.61	26.60	30.68	21.04	21.07	—
Production, transportation, and material moving	22.24	21.18	29.69	15.15	15.13	—
Production	24.85	23.42	36.04	15.94	15.92	—
Transportation and material moving	20.77	19.89	26.62	14.06	14.02	—
	Relative error ⁴ (percent)					
All workers	3.3	5.3	1.6	2.5	2.6	6.6
Management, professional, and related	3.6	9.8	2.3	2.0	2.1	6.9
Management, business, and financial	5.2	12.4	5.1	2.4	2.6	6.4
Professional and related	3.9	9.9	2.7	3.0	3.1	13.4
Service	6.7	4.2	3.4	3.1	3.0	43.4
Sales and office	4.7	7.7	3.0	3.9	3.9	8.0
Sales and related	14.8	15.2	—	9.3	9.4	—
Office and administrative support	4.0	8.3	3.0	1.9	1.9	8.6
Natural resources, construction, and maintenance	9.6	11.8	5.8	1.5	1.6	—
Construction and extraction	16.9	19.2	11.0	1.3	1.3	—
Installation, maintenance, and repair	7.5	10.0	4.5	2.9	3.0	—
Production, transportation, and material moving	4.2	4.2	8.2	3.2	3.2	—
Production	6.9	5.7	6.1	4.7	4.7	—
Transportation and material moving	6.1	7.1	5.7	4.2	4.2	—

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, San Jose-San Francisco-Oakland, CA CSA, April 2008

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$28.04	\$27.14	\$29.47	\$29.47
Management, professional, and related	42.68	43.14	32.07	32.07
Management, business, and financial	44.75	44.77	35.08	35.08
Professional and related	41.69	42.26	—	—
Service	15.55	12.95	19.07	19.07
Sales and office	20.01	19.75	30.23	30.23
Sales and related	18.71	18.70	33.09	33.09
Office and administrative support	20.54	20.24	20.15	20.15
Natural resources, construction, and maintenance	24.23	23.89	27.91	27.91
Construction and extraction	—	25.23	—	—
Installation, maintenance, and repair	22.72	21.91	29.48	29.48
Production, transportation, and material moving	17.43	16.88	19.31	19.31
Production	17.88	17.37	—	—
Transportation and material moving	16.96	16.34	—	—
	Relative error ⁴ (percent)			
All workers	2.3	2.6	10.8	10.8
Management, professional, and related	1.6	1.9	23.1	23.1
Management, business, and financial	1.2	1.2	27.6	27.6
Professional and related	2.3	2.8	—	—
Service	3.9	2.2	14.7	14.7
Sales and office	2.5	2.7	16.2	16.2
Sales and related	7.2	7.3	19.6	19.6
Office and administrative support	1.4	1.4	10.8	10.8
Natural resources, construction, and maintenance	1.8	2.0	8.4	8.4
Construction and extraction	—	1.0	—	—
Installation, maintenance, and repair	3.7	4.5	9.8	9.8
Production, transportation, and material moving	4.2	4.2	14.1	14.1
Production	5.9	5.7	—	—
Transportation and material moving	5.1	5.6	—	—

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, San Jose-San Francisco-Oakland, CA CSA, April 2008

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	-	-	\$19.15	-	\$32.59	-	\$27.94	\$12.64	-
Management, professional, and related	-	-	38.82	-	41.50	-	35.83	28.84	-
Management, business, and financial	-	-	39.14	-	40.58	-	32.23	32.27	-
Professional and related	-	-	38.45	-	44.60	-	36.51	20.65	-
Service	-	-	14.17	-	-	-	15.94	11.23	-
Sales and office	-	-	17.43	-	25.60	-	21.68	14.64	-
Sales and related	-	-	17.54	-	62.04	-	-	13.80	-
Office and administrative support	-	-	17.19	-	19.62	-	20.86	15.39	-
Natural resources, construction, and maintenance	-	-	20.56	-	18.47	-	-	-	-
Construction and extraction	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	20.57	-	18.47	-	-	-	-
Production, transportation, and material moving	-	-	16.57	-	-	-	-	-	-
Production	-	-	18.72	-	-	-	-	-	-
Transportation and material moving ...	-	-	16.12	-	-	-	-	-	-
Relative error⁴ (percent)									
All workers	-	-	4.3	-	3.6	-	4.0	4.7	-
Management, professional, and related	-	-	6.6	-	6.0	-	4.6	19.9	-
Management, business, and financial	-	-	4.6	-	8.8	-	7.7	20.4	-
Professional and related	-	-	10.4	-	4.9	-	5.4	11.2	-
Service	-	-	3.1	-	-	-	2.8	3.4	-
Sales and office	-	-	6.1	-	11.6	-	2.4	3.4	-
Sales and related	-	-	10.2	-	27.0	-	-	3.1	-
Office and administrative support	-	-	4.0	-	4.1	-	3.3	4.7	-
Natural resources, construction, and maintenance	-	-	5.4	-	16.5	-	-	-	-
Construction and extraction	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	5.9	-	16.5	-	-	-	-
Production, transportation, and material moving	-	-	6.0	-	-	-	-	-	-
Production	-	-	8.4	-	-	-	-	-	-
Transportation and material moving ...	-	-	7.5	-	-	-	-	-	-

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 private industry sample is reselected each year. The sampling frame for State and local government establishments is revised every 10 years.

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

Exceptions include State and local government units, for which up to 20 jobs may be selected, and the aircraft manufacturing industry units (those matching NAICS code 336411) for which up to 32 jobs may be selected.

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 the larger metropolitan areas in the NCS program. For the smaller 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.

The earnings estimates for aircraft pilots and flight engineers (SOC code 53-2010) and detailed occupations within this group, and the earnings estimates for flight attendants (SOC code 39-6031), included flight pay and flight hours only; these estimates may not reflect the total earnings and hours worked.

Union workers

The NCS defines a union worker as any employee 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 collection bargaining or negotiations; and settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement. A nonunion worker is an employee in an occupation not meeting the conditions for union coverage.

Processing and analyzing the data

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

Weighting and nonresponse

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

dents 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 indi-

vidual-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 2008**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	3,260,600	2,830,500	430,100
Management, professional, and related	1,176,900	935,300	241,600
Management, business, and financial	357,000	317,200	39,800
Professional and related	819,900	618,200	201,800
Service	629,700	542,100	87,600
Sales and office	798,500	732,500	65,900
Sales and related	304,300	303,300	–
Office and administrative support	494,100	429,200	64,900
Natural resources, construction, and maintenance	299,900	279,500	20,400
Construction and extraction	164,400	159,000	5,300
Installation, maintenance, and repair	134,300	119,900	14,400
Production, transportation, and material moving	355,700	341,000	14,600
Production	171,200	166,000	5,200
Transportation and material moving	184,400	175,000	9,500

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, San Jose-San Francisco-Oakland, CA CSA, April 2008**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	139,879	135,122	4,757
Total in sample	943	835	108
Responding	577	479	98
Refused or unable to provide data	247	238	9
Out of business or not in survey scope	119	118	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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix B. Standard Occupational Classification System

The Standard Occupational Classification (SOC) system is used by all Federal statistical agencies. Workers are classified into one of approximately 800 detailed occupations. To facilitate classification, occupations are combined to form major groups, minor groups, and broad occupations. Each item in the hierarchy is designated by a six-digit code. Major group codes end with 0000, minor groups end with 000, and broad occupations end with 0. The following list is used by the National Compensation Survey (NCS) for publication.

11-0000	Management Occupations	11-9121	Natural Sciences Managers
11-1011	Chief Executives	11-9141	Property, Real Estate, and Community Association Managers
11-1021	General and Operations Managers	11-9151	Social and Community Service Managers
11-1031	Legislators		
11-2011	Advertising and Promotions Managers	13-0000	Business and Financial Operations Occupations
11-2020	Marketing and Sales Managers	13-1011	Agents and Business Managers of Artists, Performers, and Athletes
11-2021	Marketing Managers	13-1020	Buyers and Purchasing Agents
11-2022	Sales Managers	13-1021	Purchasing Agents and Buyers, Farm Products
11-2031	Public Relations Managers	13-1022	Wholesale and Retail Buyers, Except Farm Products
11-3011	Administrative Services Managers	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products
11-3021	Computer and Information Systems Managers	13-1030	Claims Adjusters, Appraisers, Examiners, and Investigators
11-3031	Financial Managers	13-1031	Claims Adjusters, Examiners, and Investigators
11-3040	Human Resources Managers	13-1032	Insurance Appraisers, Auto Damage Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation
11-3041	Compensation and Benefits Managers	13-1041	Cost Estimators
11-3042	Training and Development Managers	13-1051	Emergency Management Specialists
11-3051	Industrial Production Managers	13-1061	Human Resources, Training, and Labor Relations Specialists
11-3061	Purchasing Managers	13-1070	Employment, Recruitment, and Placement Specialists
11-3071	Transportation, Storage, and Distribution Managers	13-1071	Compensation, Benefits, and Job Analysis Specialists
11-9010	Agricultural Managers	13-1072	Training and Development Specialists
11-9011	Farm, Ranch, and Other Agricultural Managers	13-1073	Logisticians
11-9012	Farmers and Ranchers	13-1081	Management Analysts
11-9021	Construction Managers	13-1111	Meeting and Convention Planners
11-9030	Education Administrators	13-1121	Accountants and Auditors
11-9031	Education Administrators, Preschool and Child Care Center/Program	13-2011	
11-9032	Education Administrators, Elementary and Secondary School		
11-9033	Education Administrators, Postsecondary		
11-9041	Engineering Managers		
11-9051	Food Service Managers		
11-9061	Funeral Directors		
11-9071	Gaming Managers		
11-9081	Lodging Managers		
11-9111	Medical and Health Services Managers		

13-2021	Appraisers and Assessors of Real Estate	17-2041	Chemical Engineers
13-2031	Budget Analysts	17-2051	Civil Engineers
13-2041	Credit Analysts	17-2061	Computer Hardware Engineers
13-2050	Financial Analysts and Advisors	17-2070	Electrical and Electronics Engineers
13-2051	Financial Analysts	17-2071	Electrical Engineers
13-2052	Personal Financial Advisors	17-2072	Electronics Engineers, Except Computer
13-2053	Insurance Underwriters	17-2081	Environmental Engineers
13-2061	Financial Examiners	17-2110	Industrial Engineers, Including Health and Safety
13-2070	Loan Counselors and Officers		
13-2071	Loan Counselors	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors
13-2072	Loan Officers		
13-2080	Tax Examiners, Collectors, Preparers, and Revenue Agents	17-2112	Industrial Engineers
13-2081	Tax Examiners, Collectors, and Revenue Agents	17-2121	Marine Engineers and Naval Architects
13-2082	Tax Preparers	17-2131	Materials Engineers
		17-2141	Mechanical Engineers
		17-2151	Mining and Geological Engineers, Including Mining Safety Engineers
15-0000	Computer and Mathematical Science Occupations	17-2161	Nuclear Engineers
15-1011	Computer and Information Scientists, Research	17-2171	Petroleum Engineers
15-1021	Computer Programmers	17-3010	Drafters
15-1030	Computer Software Engineers	17-3011	Architectural and Civil Drafters
15-1031	Computer Software Engineers, Applications	17-3012	Electrical and Electronics Drafters
15-1032	Computer Software Engineers, Systems Software	17-3013	Mechanical Drafters
15-1041	Computer Support Specialists	17-3020	Engineering Technicians, Except Drafters
15-1051	Computer Systems Analysts	17-3021	Aerospace Engineering and Operations Technicians
15-1061	Database Administrators	17-3022	Civil Engineering Technicians
15-1071	Network and Computer Systems Administrators	17-3023	Electrical and Electronic Engineering Technicians
15-1081	Network Systems and Data Communications Analysts	17-3024	Electro-Mechanical Technicians
15-2011	Actuaries	17-3025	Environmental Engineering Technicians
15-2021	Mathematicians	17-3026	Industrial Engineering Technicians
15-2031	Operations Research Analysts	17-3027	Mechanical Engineering Technicians
15-2041	Statisticians	17-3031	Surveying and Mapping Technicians
15-2090	Miscellaneous Mathematical Science Occupations	19-0000	Life, Physical, and Social Science Occupations
15-2091	Mathematical Technicians	19-1000	Life Scientists
		19-1010	Agricultural and Food Scientists
		19-1011	Animal Scientists
		19-1012	Food Scientists and Technologists
17-0000	Architecture and Engineering Occupations	19-1013	Soil and Plant Scientists
17-1010	Architects, Except Naval	19-1020	Biological Scientists
17-1011	Architects, Except Landscape and Naval	19-1021	Biochemists and Biophysicists
17-1012	Landscape Architects	19-1022	Microbiologists
17-1020	Surveyors, Cartographers, and Photogrammetrists	19-1023	Zoologists and Wildlife Biologists
17-1021	Cartographers and Photogrammetrists	19-1030	Conservation Scientists and Foresters
17-1022	Surveyors	19-1031	Conservation Scientists
17-2000	Engineers	19-1032	Foresters
17-2011	Aerospace Engineers	19-1040	Medical Scientists
17-2021	Agricultural Engineers	19-1041	Epidemiologists
17-2031	Biomedical Engineers	19-1042	Medical Scientists, Except Epidemiologists
		19-2000	Physical Scientists
		19-2010	Astronomers and Physicists

19-2011	Astronomers	21-1023	Mental Health and Substance Abuse Social Workers
19-2012	Physicists	21-1090	Miscellaneous Community and Social Service Specialists
19-2021	Atmospheric and Space Scientists	21-1091	Health Educators
19-2030	Chemists and Materials Scientists	21-1092	Probation Officers and Correctional Treatment Specialists
19-2031	Chemists	21-1093	Social and Human Service Assistants
19-2032	Materials Scientists	21-2011	Clergy
19-2040	Environmental Scientists and Geoscientists	21-2021	Directors, Religious Activities and Education
19-2041	Environmental Scientists and Specialists, Including Health		
19-2042	Geoscientists, Except Hydrologists and Geographers	23-0000	Legal Occupations
19-2043	Hydrologists	23-1011	Lawyers
19-3011	Economists	23-1020	Judges, Magistrates, and Other Judicial Workers
19-3020	Market and Survey Researchers	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers
19-3021	Market Research Analysts	23-1022	Arbitrators, Mediators, and Conciliators
19-3022	Survey Researchers	23-1023	Judges, Magistrate Judges, and Magistrates
19-3030	Psychologists	23-2011	Paralegals and Legal Assistants
19-3031	Clinical, Counseling, and School Psychologists	23-2090	Miscellaneous Legal Support Workers
19-3032	Industrial-Organizational Psychologists	23-2091	Court Reporters
19-3041	Sociologists	23-2092	Law Clerks
19-3051	Urban and Regional Planners	23-2093	Title Examiners, Abstractors, and Searchers
19-3090	Miscellaneous Social Scientists and Related Workers		
19-3091	Anthropologists and Archeologists	25-0000	Education, Training and Library Occupations
19-3092	Geographers	25-1000	Postsecondary Teachers
19-3093	Historians	25-1011	Business Teachers, Postsecondary
19-3094	Political Scientists	25-1020	Math and Computer Teachers, Postsecondary
19-4011	Agricultural and Food Science Technicians	25-1021	Computer Science Teachers, Postsecondary
19-4021	Biological Technicians	25-1022	Mathematical Science Teachers, Postsecondary
19-4031	Chemical Technicians	25-1030	Engineering and Architecture Teachers, Postsecondary
19-4041	Geological and Petroleum Technicians	25-1031	Architecture Teachers, Postsecondary
19-4051	Nuclear Technicians	25-1032	Engineering Teachers, Postsecondary
19-4061	Social Science Research Assistants	25-1040	Life Sciences Teachers, Postsecondary
19-4090	Miscellaneous Life, Physical, and Social Science Technicians	25-1041	Agricultural Sciences Teachers, Postsecondary
19-4091	Environmental Science and Protection Technicians, Including Health	25-1042	Biological Science Teachers, Postsecondary
19-4092	Forensic Science Technicians	25-1043	Forestry and Conservation Science Teachers, Postsecondary
19-4093	Forest and Conservation Technicians	25-1050	Physical Sciences Teachers, Postsecondary
21-0000	Community and Social Services Occupations	25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary
21-1010	Counselors	25-1052	Chemistry Teachers, Postsecondary
21-1011	Substance Abuse and Behavioral Disorder Counselors	25-1053	Environmental Science Teachers, Postsecondary
21-1012	Educational, Vocational, and School Counselors	25-1054	Physics Teachers, Postsecondary
21-1013	Marriage and Family Therapists	25-1060	Social Sciences Teachers, Postsecondary
21-1014	Mental Health Counselors	25-1061	Anthropology and Archeology Teachers, Postsecondary
21-1015	Rehabilitation Counselors		
21-1020	Social Workers		
21-1021	Child, Family, and School Social Workers		
21-1022	Medical and Public Health Social Workers		

25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	25-2030	Secondary School Teachers
25-1063	Economics Teachers, Postsecondary	25-2031	Secondary School Teachers, Except Special and Vocational Education
25-1064	Geography Teachers, Postsecondary	25-2032	Vocational Education Teachers, Secondary School
25-1065	Political Science Teachers, Postsecondary	25-2040	Special Education Teachers
25-1066	Psychology Teachers, Postsecondary	25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School
25-1067	Sociology Teachers, Postsecondary	25-2042	Special Education Teachers, Middle School
25-1070	Health Teachers, Postsecondary	25-2043	Special Education Teachers, Secondary School
25-1071	Health Specialties Teachers, Postsecondary	25-3000	Other Teachers and Instructors
25-1072	Nursing Instructors and Teachers, Postsecondary	25-3011	Adult Literacy, Remedial Education, and GED Teachers and Instructors
25-1080	Education and Library Science Teachers, Postsecondary	25-3021	Self-Enrichment Education Teachers
25-1081	Education Teachers, Postsecondary	25-4010	Archivists, Curators, and Museum Technicians
25-1082	Library Science Teachers, Postsecondary	25-4011	Archivists
25-1110	Law, Criminal Justice, and Social Work Teachers, Postsecondary	25-4012	Curators
25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	25-4013	Museum Technicians and Conservators
25-1112	Law Teachers, Postsecondary	25-4021	Librarians
25-1113	Social Work Teachers, Postsecondary	25-4031	Library Technicians
25-1120	Arts, Communications, and Humanities Teachers, Postsecondary	25-9011	Audio-Visual Collections Specialists
25-1121	Art, Drama, and Music Teachers, Postsecondary	25-9021	Farm and Home Management Advisors
25-1122	Communications Teachers, Postsecondary	25-9031	Instructional Coordinators
25-1123	English Language and Literature Teachers, Postsecondary	25-9041	Teacher Assistants
25-1124	Foreign Language and Literature Teachers, Postsecondary	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations
25-1125	History Teachers, Postsecondary	27-1010	Artists and Related Workers
25-1126	Philosophy and Religion Teachers, Postsecondary	27-1011	Art Directors
25-1190	Miscellaneous Postsecondary Teachers	27-1012	Craft Artists
25-1191	Graduate Teaching Assistants	27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators
25-1192	Home Economics Teachers, Postsecondary	27-1014	Multi-Media Artists and Animators
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	27-1020	Designers
25-1194	Vocational Education Teachers, Postsecondary	27-1021	Commercial and Industrial Designers
25-2000	Primary, Secondary, and Special Education School Teachers	27-1022	Fashion Designers
25-2010	Preschool and Kindergarten Teachers	27-1023	Floral Designers
25-2011	Preschool Teachers, Except Special Education	27-1024	Graphic Designers
25-2012	Kindergarten Teachers, Except Special Education	27-1025	Interior Designers
25-2020	Elementary and Middle School Teachers	27-1026	Merchandise Displayers and Window Trimmers
25-2021	Elementary School Teachers, Except Special Education	27-1027	Set and Exhibit Designers
25-2022	Middle School Teachers, Except Special and Vocational Education	27-2010	Actors, Producers, and Directors
25-2023	Vocational Education Teachers, Middle School	27-2011	Actors
		27-2012	Producers and Directors
		27-2020	Athletes, Coaches, Umpires, and Related Workers
		27-2021	Athletes and Sports Competitors
		27-2022	Coaches and Scouts
		27-2023	Umpires, Referees, and Other Sports Officials
		27-2030	Dancers and Choreographers

27-2031	Dancers	29-1081	Podiatrists
27-2032	Choreographers	29-1111	Registered Nurses
27-2040	Musicians, Singers, and Related Workers	29-1120	Therapists
27-2041	Music Directors and Composers	29-1121	Audiologists
27-2042	Musicians and Singers	29-1122	Occupational Therapists
27-3010	Announcers	29-1123	Physical Therapists
27-3011	Radio and Television Announcers	29-1124	Radiation Therapists
27-3012	Public Address System and Other Announcers	29-1125	Recreational Therapists
27-3020	News Analysts, Reporters and Correspondents	29-1126	Respiratory Therapists
27-3021	Broadcast News Analysts	29-1127	Speech-Language Pathologists
27-3022	Reporters and Correspondents	29-1131	Veterinarians
27-3031	Public Relations Specialists	29-2010	Clinical Laboratory Technologists and Technicians
27-3040	Writers and Editors	29-2011	Medical and Clinical Laboratory Technologists
27-3041	Editors	29-2012	Medical and Clinical Laboratory Technicians
27-3042	Technical Writers	29-2021	Dental Hygienists
27-3043	Writers and Authors	29-2030	Diagnostic Related Technologists and Technicians
27-3090	Miscellaneous Media and Communication Workers	29-2031	Cardiovascular Technologists and Technicians
27-3091	Interpreters and Translators	29-2032	Diagnostic Medical Sonographers
27-4010	Broadcast and Sound Engineering Technicians and Radio Operators	29-2033	Nuclear Medicine Technologists
27-4011	Audio and Video Equipment Technicians	29-2034	Radiologic Technologists and Technicians
27-4012	Broadcast Technicians	29-2041	Emergency Medical Technicians and Paramedics
27-4013	Radio Operators	29-2050	Health Diagnosing and Treating Practitioner Support Technicians
27-4014	Sound Engineering Technicians	29-2051	Dietetic Technicians
27-4021	Photographers	29-2052	Pharmacy Technicians
27-4030	Television, Video, and Motion Picture Camera Operators and Editors	29-2053	Psychiatric Technicians
27-4031	Camera Operators, Television, Video, and Motion Picture	29-2054	Respiratory Therapy Technicians
27-4032	Film and Video Editors	29-2055	Surgical Technologists
		29-2056	Veterinary Technologists and Technicians
29-0000	Healthcare Practitioner and Technical Occupations	29-2061	Licensed Practical and Licensed Vocational Nurses
29-1011	Chiropractors	29-2071	Medical Records and Health Information Technicians
29-1020	Dentists	29-2081	Opticians, Dispensing
29-1021	Dentists, General	29-2090	Miscellaneous Health Technologists and Technicians
29-1022	Oral and Maxillofacial Surgeons	29-2091	Orthotists and Prosthetists
29-1023	Orthodontists	29-9010	Occupational Health and Safety Specialists and Technicians
29-1024	Prosthodontists	29-9011	Occupational Health and Safety Specialists
29-1031	Dietitians and Nutritionists	29-9012	Occupational Health and Safety Technicians
29-1041	Optometrists	29-9090	Miscellaneous Healthcare Practitioner and Technical Workers
29-1051	Pharmacists	29-9091	Athletic Trainers
29-1060	Physicians and Surgeons		
29-1061	Anesthesiologists	31-0000	Healthcare Support Occupations
29-1062	Family and General Practitioners	31-1010	Nursing, Psychiatric, and Home Health Aides
29-1063	Internists, General	31-1011	Home Health Aides
29-1064	Obstetricians and Gynecologists		
29-1065	Pediatricians, General		
29-1066	Psychiatrists		
29-1067	Surgeons		
29-1071	Physician Assistants		

31-1012	Nursing Aides, Orderlies, and Attendants	35-0000	Food Preparation and Serving Related Occupations
31-1013	Psychiatric Aides		
31-2010	Occupational Therapist Assistants and Aides	35-1010	First-Line Supervisors/Managers, Food Preparation and Serving Workers
31-2011	Occupational Therapist Assistants		
31-2012	Occupational Therapist Aides	35-1011	Chefs and Head Cooks
31-2020	Physical Therapist Assistants and Aides	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers
31-2021	Physical Therapist Assistants		
31-2022	Physical Therapist Aides	35-2010	Cooks
31-9011	Massage Therapists	35-2011	Cooks, Fast Food
31-9090	Miscellaneous Healthcare Support Occupations	35-2012	Cooks, Institution and Cafeteria
		35-2014	Cooks, Restaurant
31-9091	Dental Assistants	35-2015	Cooks, Short Order
31-9092	Medical Assistants	35-2021	Food Preparation Workers
31-9093	Medical Equipment Preparers	35-3011	Bartenders
31-9094	Medical Transcriptionists	35-3020	Fast Food and Counter Workers
31-9095	Pharmacy Aides	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	35-3022	Counter Attendants, Cafeteria, Food
		35-3031	Waiters and Waitresses
33-0000	Protective Service Occupations	35-3041	Food Servers, Nonrestaurant
33-1010	First-Line Supervisors/Managers, Law Enforcement Workers	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers
33-1011	First-Line Supervisors/Managers of Correctional Officers	35-9021	Dishwashers
33-1012	First-Line Supervisors/Managers of Police and Detectives	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers		Note: NCS tables may include the special group Food Service, Tipped, combining Bartenders, Waiters and Waitresses, and Dining Room and Cafeteria Attendants and Bartender Helpers.
33-2011	Fire Fighters		
33-2020	Fire Inspectors		
33-2021	Fire Inspectors and Investigators	37-0000	Building and Grounds Cleaning and Maintenance Occupations
33-2022	Forest Fire Inspectors and Prevention Specialists	37-1010	First-Line Supervisors/Managers, Building and Grounds Cleaning and Maintenance Workers
33-3010	Bailiffs, Correctional Officers, and Jailers		
33-3011	Bailiffs	37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers
33-3012	Correctional Officers and Jailers		
33-3021	Detectives and Criminal Investigators	37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers
33-3031	Fish and Game Wardens		
33-3041	Parking Enforcement Workers	37-2010	Building Cleaning Workers
33-3050	Police Officers	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
33-3051	Police and Sheriff's Patrol Officers	37-2012	Maids and Housekeeping Cleaners
33-3052	Transit and Railroad Police	37-2021	Pest Control Workers
33-9011	Animal Control Workers	37-3010	Grounds Maintenance Workers
33-9021	Private Detectives and Investigators	37-3011	Landscaping and Groundskeeping Workers
33-9030	Security Guards and Gaming Surveillance Officers	37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation
33-9031	Gaming Surveillance Officers and Gaming Investigators	37-3013	Tree Trimmers and Pruners
33-9032	Security Guards		
33-9090	Miscellaneous Protective Service Workers	39-0000	Personal Care and Service Occupations
33-9091	Crossing Guards	39-1010	First-Line Supervisors/Managers of Gaming Workers
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers		

39-1011	Gaming Supervisors	41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers
39-1012	Slot Key Persons		
39-1021	First-Line Supervisors/Managers of Personal Service Workers	41-2000	Retail Sales Workers
		41-2010	Cashiers, All Workers
39-2011	Animal Trainers	41-2011	Cashiers
39-2021	Nonfarm Animal Caretakers	41-2012	Gaming Change Persons and Booth Cashiers
39-3010	Gaming Services Workers	41-2020	Counter and Rental Clerks and Parts Salespersons
39-3011	Gaming Dealers		
39-3012	Gaming and Sports Book Writers and Runners	41-2021	Counter and Rental Clerks
		41-2022	Parts Salespersons
39-3021	Motion Picture Projectionists	41-2031	Retail Salespersons
39-3031	Ushers, Lobby Attendants, and Ticket Takers	41-3011	Advertising Sales Agents
		41-3021	Insurance Sales Agents
39-3090	Miscellaneous Entertainment Attendants and Related Workers	41-3031	Securities, Commodities, and Financial Services Sales Agents
39-3091	Amusement and Recreation Attendants	41-3041	Travel Agents
39-3092	Costume Attendants	41-4010	Sales Representatives, Wholesale and Manufacturing
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
39-4011	Embalmers		
39-4021	Funeral Attendants		
39-5010	Barbers and Cosmetologists	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
39-5011	Barbers		
39-5012	Hairdressers, Hairstylists, and Cosmetologists	41-9010	Models, Demonstrators, and Product Promoters
39-5090	Miscellaneous Personal Appearance Workers	41-9011	Demonstrators and Product Promoters
39-5091	Makeup Artists, Theatrical and Performance	41-9012	Models
39-5092	Manicurists and Pedicurists	41-9020	Real Estate Brokers and Sales Agents
39-5093	Shampooers	41-9021	Real Estate Brokers
39-5094	Skin Care Specialists	41-9022	Real Estate Sales Agents
39-6010	Baggage Porters, Bellhops, and Concierges	41-9031	Sales Engineers
39-6011	Baggage Porters and Bellhops	41-9041	Telemarketers
39-6012	Concierges	41-9090	Miscellaneous Sales and Related Workers
39-6020	Tour and Travel Guides	41-9091	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
39-6021	Tour Guides and Escorts		
39-6022	Travel Guides		
39-6030	Transportation Attendants	43-0000	Office and Administrative Support Occupations
39-6031	Flight Attendants		
39-6032	Transportation Attendants, Except Flight Attendants and Baggage Porters	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers
39-9011	Child Care Workers	43-2011	Switchboard Operators, Including Answering Service
39-9021	Personal and Home Care Aides		
39-9030	Recreation and Fitness Workers	43-2021	Telephone Operators
39-9031	Fitness Trainers and Aerobics Instructors	43-3000	Financial Clerks
39-9032	Recreation Workers	43-3011	Bill and Account Collectors
39-9041	Residential Advisors	43-3021	Billing and Posting Clerks and Machine Operators
41-0000	Sales and Related Occupations	43-3031	Bookkeeping, Accounting, and Auditing Clerks
41-1010	First-Line Supervisors/Managers, Sales Workers	43-3041	Gaming Cage Workers
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	43-3051	Payroll and Timekeeping Clerks
		43-3061	Procurement Clerks

43-3071	Tellers	45-0000	Farming, Fishing, and Forestry Occupations
43-4011	Brokerage Clerks	45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers
43-4021	Correspondence Clerks	45-2011	Agricultural Inspectors
43-4031	Court, Municipal, and License Clerks	45-2021	Animal Breeders
43-4041	Credit Authorizers, Checkers, and Clerks	45-2041	Graders and Sorters, Agricultural Products
43-4051	Customer Service Representatives	45-2090	Miscellaneous Agricultural Workers
43-4061	Eligibility Interviewers, Government Programs	45-2091	Agricultural Equipment Operators
43-4071	File Clerks	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse
43-4081	Hotel, Motel, and Resort Desk Clerks	45-2093	Farmworkers, Farm and Ranch Animals
43-4111	Interviewers, Except Eligibility and Loan	45-3011	Fishers and Related Fishing Workers
43-4121	Library Assistants, Clerical	45-3021	Hunters and Trappers
43-4131	Loan Interviewers and Clerks	45-4011	Forest and Conservation Workers
43-4141	New Accounts Clerks	45-4020	Logging Workers
43-4151	Order Clerks	45-4021	Fallers
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	45-4022	Logging Equipment Operators
43-4171	Receptionists and Information Clerks	45-4023	Log Graders and Scalars
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	47-0000	Construction and Extraction Occupations
43-5011	Cargo and Freight Agents	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers
43-5021	Couriers and Messengers	47-2011	Boilermakers
43-5030	Dispatchers	47-2020	Brickmasons, Blockmasons, and Stonemasons
43-5031	Police, Fire, and Ambulance Dispatchers	47-2021	Brickmasons and Blockmasons
43-5032	Dispatchers, Except Police, Fire, and Ambulance	47-2022	Stonemasons
43-5041	Meter Readers, Utilities	47-2031	Carpenters
43-5061	Production, Planning, and Expediting Clerks	47-2040	Carpet, Floor, and Tile Installers and Finishers
43-5071	Shipping, Receiving, and Traffic Clerks	47-2041	Carpet Installers
43-5081	Stock Clerks and Order Fillers	47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	47-2043	Floor Sanders and Finishers
43-6010	Secretaries and Administrative Assistants	47-2044	Tile and Marble Setters
43-6011	Executive Secretaries and Administrative Assistants	47-2050	Cement Masons, Concrete Finishers, and Terrazzo Workers
43-6012	Legal Secretaries	47-2051	Cement Masons and Concrete Finishers
43-6013	Medical Secretaries	47-2053	Terrazzo Workers and Finishers
43-6014	Secretaries, Except Legal, Medical, and Executive	47-2061	Construction Laborers
43-9011	Computer Operators	47-2070	Construction Equipment Operators
43-9020	Data Entry and Information Processing Workers	47-2071	Paving, Surfacing, and Tamping Equipment Operators
43-9021	Data Entry Keyers	47-2072	Pile-Driver Operators
43-9022	Word Processors and Typists	47-2073	Operating Engineers and Other Construction Equipment Operators
43-9031	Desktop Publishers	47-2080	Drywall Installers, Ceiling Tile Installers, and Tapers
43-9041	Insurance Claims and Policy Processing Clerks	47-2081	Drywall and Ceiling Tile Installers
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	47-2082	Tapers
43-9061	Office Clerks, General	47-2111	Electricians
43-9071	Office Machine Operators, Except Computer	47-2121	Glaziers
43-9081	Proofreaders and Copy Markers		
43-9111	Statistical Assistants		

47-2130	Insulation Workers	49-0000	Installation, Maintenance, and Repair Occupations
47-2131	Insulation Workers, Floor, Ceiling, and Wall		
47-2132	Insulation Workers, Mechanical	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
47-2140	Painters and Paperhangers		
47-2141	Painters, Construction and Maintenance	49-2011	Computer, Automated Teller, and Office Machine Repairers
47-2142	Paperhangers		
47-2150	Pipelayers, Plumbers, Pipefitters, and Steamfitters	49-2020	Radio and Telecommunications Equipment Installers and Repairers
47-2151	Pipelayers	49-2021	Radio Mechanics
47-2152	Plumbers, Pipefitters, and Steamfitters	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
47-2161	Plasterers and Stucco Masons		
47-2171	Reinforcing Iron and Rebar Workers	49-2090	Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers
47-2181	Roofers		
47-2211	Sheet Metal Workers		
47-2221	Structural Iron and Steel Workers	49-2091	Avionics Technicians
47-3010	Helpers, Construction Trades	49-2092	Electric Motor, Power Tool, and Related Repairers
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment
47-3012	Helpers--Carpenters		
47-3013	Helpers--Electricians	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles
47-3016	Helpers--Roofers		
47-4011	Construction and Building Inspectors	49-2097	Electronic Home Entertainment Equipment Installers and Repairers
47-4021	Elevator Installers and Repairers		
47-4031	Fence Erectors	49-2098	Security and Fire Alarm Systems Installers
47-4041	Hazardous Materials Removal Workers	49-3011	Aircraft Mechanics and Service Technicians
47-4051	Highway Maintenance Workers	49-3020	Automotive Technicians and Repairers
47-4061	Rail-Track Laying and Maintenance Equipment Operators	49-3021	Automotive Body and Related Repairers
		49-3022	Automotive Glass Installers and Repairers
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	49-3023	Automotive Service Technicians and Mechanics
47-4090	Miscellaneous Construction and Related Workers	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists
47-4091	Segmental Pavers	49-3040	Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics
47-5010	Derrick, Rotary Drill, and Service Unit Operators, Oil, Gas, and Mining	49-3041	Farm Equipment Mechanics
47-5011	Derrick Operators, Oil and Gas	49-3042	Mobile Heavy Equipment Mechanics, Except Engines
47-5012	Rotary Drill Operators, Oil and Gas		
47-5013	Service Unit Operators, Oil, Gas, and Mining	49-3043	Rail Car Repairers
		49-3050	Small Engine Mechanics
47-5021	Earth Drillers, Except Oil and Gas	49-3051	Motorboat Mechanics
47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	49-3052	Motorcycle Mechanics
		49-3053	Outdoor Power Equipment and Other Small Engine Mechanics
47-5040	Mining Machine Operators		
47-5041	Continuous Mining Machine Operators	49-3090	Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers
47-5042	Mine Cutting and Channeling Machine Operators		
47-5051	Rock Splitters, Quarry	49-3091	Bicycle Repairers
47-5061	Roof Bolters, Mining	49-3092	Recreational Vehicle Service Technicians
47-5071	Roustabouts, Oil and Gas	49-3093	Tire Repairers and Changers
47-5081	Helpers--Extraction Workers	49-9010	Control and Valve Installers and Repairers

49-9011	Mechanical Door Repairers	51-2091	Fiberglass Laminators and Fabricators
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	51-2092	Team Assemblers
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	51-2093	Timing Device Assemblers, Adjusters, and Calibrators
49-9031	Home Appliance Repairers	51-3011	Bakers
49-9040	Industrial Machinery Installation, Repair, and Maintenance Workers	51-3020	Butchers and Other Meat, Poultry, and Fish Processing Workers
49-9041	Industrial Machinery Mechanics	51-3021	Butchers and Meat Cutters
49-9042	Maintenance and Repair Workers, General	51-3022	Meat, Poultry, and Fish Cutters and Trimmers
49-9043	Maintenance Workers, Machinery	51-3023	Slaughterers and Meat Packers
49-9044	Millwrights	51-3090	Miscellaneous Food Processing Workers
49-9045	Refractory Materials Repairers, Except Brickmasons	51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
49-9050	Line Installers and Repairers	51-3092	Food Batchmakers
49-9051	Electrical Power-Line Installers and Repairers	51-3093	Food Cooking Machine Operators and Tenders
49-9052	Telecommunications Line Installers and Repairers	51-4010	Computer Control Programmers and Operators
49-9060	Precision Instrument and Equipment Repairers	51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic
49-9061	Camera and Photographic Equipment Repairers	51-4012	Numerical Tool and Process Control Programmers
49-9062	Medical Equipment Repairers	51-4020	Forming Machine Setters, Operators, and Tenders, Metal and Plastic
49-9063	Musical Instrument Repairers and Tuners	51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
49-9064	Watch Repairers	51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
49-9090	Miscellaneous Installation, Maintenance, and Repair Workers	51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	51-4030	Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic
49-9092	Commercial Divers	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
49-9093	Fabric Menders, Except Garment	51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-9094	Locksmiths and Safe Repairers	51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-9095	Manufactured Building and Mobile Home Installers	51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-9096	Riggers	51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
49-9097	Signal and Track Switch Repairers	51-4041	Machinists
49-9098	Helpers--Installation, Maintenance, and Repair Workers	51-4050	Metal Furnace and Kiln Operators and Tenders
51-0000	Production Occupations	51-4051	Metal-Refining Furnace Operators and Tenders
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	51-4052	Pourers and Casters, Metal
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	51-4060	Model Makers and Patternmakers, Metal and Plastic
51-2020	Electrical, Electronics, and Electromechanical Assemblers	51-4061	Model Makers, Metal and Plastic
51-2021	Coil Winders, Tapers, and Finishers		
51-2022	Electrical and Electronic Equipment Assemblers		
51-2023	Electromechanical Equipment Assemblers		
51-2031	Engine and Other Machine Assemblers		
51-2041	Structural Metal Fabricators and Fitters		
51-2090	Miscellaneous Assemblers and Fabricators		

51-4062	Patternmakers, Metal and Plastic	51-6092	Fabric and Apparel Patternmakers
51-4070	Molders and Molding Machine Setters, Operators, and Tenders, Metal and Plastic	51-6093	Upholsterers
51-4071	Foundry Mold and Coremakers	51-7011	Cabinetmakers and Bench Carpenters
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-7021	Furniture Finishers
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-7030	Model Makers and Patternmakers, Wood
51-4111	Tool and Die Makers	51-7031	Model Makers, Wood
51-4120	Welding, Soldering, and Brazing Workers	51-7032	Patternmakers, Wood
51-4121	Welders, Cutters, Solderers, and Brazers	51-7040	Woodworking Machine Setters, Operators, and Tenders
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood
51-4190	Miscellaneous Metalworkers and Plastic Workers	51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-8010	Power Plant Operators, Distributors, and Dispatchers
51-4192	Lay-Out Workers, Metal and Plastic	51-8011	Nuclear Power Reactor Operators
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	51-8012	Power Distributors and Dispatchers
51-4194	Tool Grinders, Filers, and Sharpeners	51-8013	Power Plant Operators
51-5010	Bookbinders and Bindery Workers	51-8021	Stationary Engineers and Boiler Operators
51-5011	Bindery Workers	51-8031	Water and Liquid Waste Treatment Plant and System Operators
51-5012	Bookbinders	51-8090	Miscellaneous Plant and System Operators
51-5020	Printers	51-8091	Chemical Plant and System Operators
51-5021	Job Printers	51-8092	Gas Plant Operators
51-5022	Prepress Technicians and Workers	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers
51-5023	Printing Machine Operators	51-9010	Chemical Processing Machine Setters, Operators, and Tenders
51-6011	Laundry and Dry-Cleaning Workers	51-9011	Chemical Equipment Operators and Tenders
51-6021	Pressers, Textile, Garment, and Related Materials	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
51-6031	Sewing Machine Operators	51-9020	Crushing, Grinding, Polishing, Mixing, and Blending Workers
51-6040	Shoe and Leather Workers	51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
51-6041	Shoe and Leather Workers and Repairers	51-9022	Grinding and Polishing Workers, Hand
51-6042	Shoe Machine Operators and Tenders	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders
51-6050	Tailors, Dressmakers, and Sewers	51-9030	Cutting Workers
51-6051	Sewers, Hand	51-9031	Cutters and Trimmers, Hand
51-6052	Tailors, Dressmakers, and Custom Sewers	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders
51-6060	Textile Machine Setters, Operators, and Tenders	51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders	51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	51-9071	Jewelers and Precious Stone and Metal Workers
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	51-9080	Medical, Dental, and Ophthalmic Laboratory Technicians
51-6090	Miscellaneous Textile, Apparel, and Furnishings Workers		
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers		

51-9081	Dental Laboratory Technicians	53-3030	Driver/Sales Workers and Truck Drivers
51-9082	Medical Appliance Technicians	53-3031	Driver/Sales Workers
51-9083	Ophthalmic Laboratory Technicians	53-3032	Truck Drivers, Heavy and Tractor-Trailer
51-9111	Packaging and Filling Machine Operators and Tenders	53-3033	Truck Drivers, Light or Delivery Services
51-9120	Painting Workers	53-3041	Taxi Drivers and Chauffeurs
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	53-4010	Locomotive Engineers and Operators
51-9122	Painters, Transportation Equipment	53-4011	Locomotive Engineers
51-9123	Painting, Coating, and Decorating Workers	53-4012	Locomotive Firers
51-9130	Photographic Process Workers and Processing Machine Operators	53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers
51-9131	Photographic Process Workers	53-4021	Railroad Brake, Signal, and Switch Operators
51-9132	Photographic Processing Machine Operators	53-4031	Railroad Conductors and Yardmasters
51-9141	Semiconductor Processors	53-4041	Subway and Streetcar Operators
51-9190	Miscellaneous Production Workers	53-5011	Sailors and Marine Oilers
51-9191	Cementing and Gluing Machine Operators and Tenders	53-5020	Ship and Boat Captains and Operators
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	53-5021	Captains, Mates, and Pilots of Water Vessels
51-9193	Cooling and Freezing Equipment Operators and Tenders	53-5022	Motorboat Operators
51-9194	Etchers and Engravers	53-5031	Ship Engineers
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	53-6011	Bridge and Lock Tenders
51-9196	Paper Goods Machine Setters, Operators, and Tenders	53-6021	Parking Lot Attendants
51-9197	Tire Builders	53-6031	Service Station Attendants
51-9198	Helpers--Production Workers	53-6041	Traffic Technicians
53-0000	Transportation and Material Moving Occupations	53-6051	Transportation Inspectors
53-1011	Aircraft Cargo Handling Supervisors	53-7011	Conveyor Operators and Tenders
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	53-7021	Crane and Tower Operators
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	53-7030	Dredge, Excavating, and Loading Machine Operators
53-2010	Aircraft Pilots and Flight Engineers	53-7031	Dredge Operators
53-2011	Airline Pilots, Copilots, and Flight Engineers	53-7032	Excavating and Loading Machine and Dragline Operators
53-2012	Commercial Pilots	53-7033	Loading Machine Operators, Underground Mining
53-2020	Air Traffic Controllers and Airfield Operations Specialists	53-7041	Hoist and Winch Operators
53-2021	Air Traffic Controllers	53-7051	Industrial Truck and Tractor Operators
53-2022	Airfield Operations Specialists	53-7060	Laborers and Material Movers, Hand
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-7061	Cleaners of Vehicles and Equipment
53-3020	Bus Drivers	53-7062	Laborers and Freight, Stock, and Material Movers, Hand
53-3021	Bus Drivers, Transit and Intercity	53-7063	Machine Feeders and Offbearers
53-3022	Bus Drivers, School	53-7064	Packers and Packagers, Hand
		53-7070	Pumping Station Operators
		53-7071	Gas Compressor and Gas Pumping Station Operators
		53-7072	Pump Operators, Except Wellhead Pumpers
		53-7073	Wellhead Pumpers
		53-7081	Refuse and Recyclable Material Collectors
		53-7111	Shuttle Car Operators
		53-7121	Tank Car, Truck, and Ship Loaders