

San Jose—San Francisco— Oakland, CA National Compensation Survey April 2010



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Hilda L. Solis, Secretary

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Preface

Data shown in this report 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. You may also write to the Bureau of Labor Statistics at: Division of Compensation

Data Analysis and Planning, 2 Massachusetts Ave., NE., Room 4175, Washington, DC 20212, call (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

The data contained in this report 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 report 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 report summarize the NCS results for the San Jose–San Francisco–Oakland, CA, Combined Statistical Area (CSA). Data were collected between August 2009 and October 2010; the average reference month is April 2010. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this report 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 report 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 fourth year of a 6-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 report. 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 2010

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	\$30.05	1.9	35.2	\$29.24	2.2	35.0	\$35.65	1.5	35.9
Worker characteristics^{4,5}									
Management, professional, and related	43.48	2.6	37.8	43.83	3.0	38.3	41.76	2.1	35.4
Management, business, and financial	45.07	3.5	39.8	45.03	3.9	39.9	45.44	3.7	39.0
Professional and related	42.61	2.3	36.8	43.09	2.8	37.4	40.72	2.3	34.5
Service	16.50	3.1	29.5	13.11	3.0	28.4	32.54	2.7	36.4
Sales and office	23.35	5.3	33.9	23.37	5.8	33.8	23.10	2.7	35.1
Sales and related	26.51	14.0	31.7	26.52	14.0	31.7	—	—	—
Office and administrative support	21.59	1.7	35.3	21.38	1.9	35.3	23.12	2.8	35.1
Natural resources, construction, and maintenance	27.06	4.6	37.6	26.82	5.0	37.4	29.40	7.7	40.0
Construction and extraction	25.83	5.9	38.9	25.58	6.0	38.9	30.34	12.8	40.0
Installation, maintenance, and repair	28.33	6.9	36.5	28.17	7.9	36.0	29.39	8.9	39.9
Production, transportation, and material moving	18.71	3.5	37.0	18.13	3.3	36.9	31.01	8.6	39.0
Production	18.96	5.0	38.8	18.49	4.7	38.9	37.27	6.8	36.8
Transportation and material moving	18.35	3.4	34.6	17.58	4.1	34.3	27.99	6.2	40.1
Full time	31.71	1.7	39.6	30.95	2.0	39.6	36.83	1.6	40.0
Part time	19.73	7.8	20.7	18.90	9.2	20.7	26.71	4.5	20.4
Union	31.49	2.4	34.8	28.13	4.3	33.9	35.34	1.7	35.9
Nonunion	29.64	2.4	35.3	29.41	2.5	35.2	36.95	6.0	36.1
Time	29.69	1.7	35.1	28.78	2.0	35.0	35.65	1.5	35.9
Incentive	36.62	20.9	36.2	36.62	20.9	36.2	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	25.04	3.8	33.9	24.98	3.8	33.9	29.98	8.7	35.9
100-499 workers	28.53	4.7	35.6	27.87	5.3	35.8	33.63	4.5	34.5
500 workers or more	39.84	2.5	37.2	41.53	3.8	37.6	36.48	2.0	36.3

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 2007 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 2010**

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	\$30.05	1.9	\$31.71	1.7	\$19.73	7.8
Management occupations	52.06	4.7	52.26	4.7	40.43	19.5
Level 7	22.71	9.8	22.71	9.8	—	—
Level 9	34.15	3.3	34.37	3.4	—	—
Level 10	44.90	9.1	44.90	9.1	—	—
Level 11	44.95	8.5	44.95	8.5	—	—
Level 12	60.08	2.9	60.52	2.8	—	—
Level 13	71.53	1.5	71.72	1.4	—	—
Not able to be leveled	56.08	5.6	56.43	5.6	—	—
General and operations managers	54.51	15.1	54.51	15.1	—	—
Not able to be leveled	58.64	14.8	58.64	14.8	—	—
Marketing and sales managers	56.53	6.4	56.46	6.4	—	—
Level 12	56.62	8.8	56.62	8.8	—	—
Not able to be leveled	55.36	11.6	55.36	11.6	—	—
Marketing managers	54.58	9.9	54.46	10.0	—	—
Level 12	56.62	8.8	56.62	8.8	—	—
Not able to be leveled	48.79	16.7	48.79	16.7	—	—
Sales managers	60.75	8.2	60.75	8.2	—	—
Not able to be leveled	64.67	6.0	64.67	6.0	—	—
Administrative services managers	43.46	6.5	43.46	6.5	—	—
Computer and information systems managers	66.65	6.2	66.65	6.2	—	—
Not able to be leveled	67.47	8.3	67.47	8.3	—	—
Financial managers	60.40	10.6	60.81	11.3	—	—
Level 12	56.35	8.0	57.37	11.2	—	—
Not able to be leveled	54.46	27.3	54.46	27.3	—	—
Industrial production managers	52.35	6.7	52.35	6.7	—	—
Not able to be leveled	57.02	3.9	57.02	3.9	—	—
Construction managers	48.00	10.5	48.00	10.5	—	—
Education administrators	47.40	5.5	48.14	5.1	—	—
Level 11	51.59	10.0	51.59	10.0	—	—
Education administrators, elementary and secondary school	52.76	9.3	52.93	9.8	—	—
Engineering managers	66.28	13.1	66.28	13.1	—	—
Medical and health services managers	54.41	12.6	56.84	13.7	—	—
Property, real estate, and community association managers	27.48	19.0	27.48	19.0	—	—
Social and community service managers	32.42	9.0	32.42	9.0	—	—
Business and financial operations occupations	37.30	3.8	37.42	3.8	30.09	8.5
Level 7	24.63	1.5	24.80	1.8	—	—
Level 8	28.29	2.5	28.31	2.5	—	—
Level 9	34.74	2.0	34.75	2.0	—	—
Level 10	36.44	5.3	36.44	5.3	—	—
Level 11	45.61	2.6	45.61	2.6	—	—
Level 12	61.92	3.8	61.92	3.8	—	—
Not able to be leveled	40.90	10.1	41.11	10.5	—	—
Buyers and purchasing agents	32.31	2.0	32.72	1.9	—	—
Purchasing agents, except wholesale, retail, and farm products	32.36	4.2	32.36	4.2	—	—
Claims adjusters, appraisers, examiners, and investigators	30.28	1.3	30.28	1.3	—	—
Claims adjusters, examiners, and investigators	30.28	1.3	30.28	1.3	—	—
Human resources, training, and labor relations specialists	35.32	5.0	35.67	4.9	—	—
Management analysts	39.80	4.2	39.91	4.3	—	—
Level 8	27.96	1.5	—	—	—	—
Level 9	35.00	2.7	35.00	2.7	—	—
Level 11	43.30	3.7	43.30	3.7	—	—
Not able to be leveled	46.00	7.6	—	—	—	—
Accountants and auditors	39.76	9.5	39.76	9.5	—	—
Level 8	32.85	3.3	32.85	3.3	—	—
Level 9	33.22	6.4	33.22	6.4	—	—
Level 11	49.66	3.7	49.66	3.7	—	—
Not able to be leveled	51.95	11.9	51.95	11.9	—	—
Financial analysts and advisors	47.49	4.3	47.49	4.3	—	—
Financial analysts	48.41	4.7	48.41	4.7	—	—

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 2010** — 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	\$47.21	2.6	\$45.96	2.9	—	—
Level 6	27.77	6.2	27.56	7.7	—	—
Level 7	28.54	14.0	29.13	16.1	—	—
Level 8	33.90	7.6	33.90	7.6	—	—
Level 9	39.09	4.6	39.09	4.6	—	—
Level 10	47.21	3.6	47.21	3.6	—	—
Level 11	47.14	4.5	47.14	4.5	—	—
Level 12	60.44	2.7	55.72	4.2	—	—
Level 13	74.97	4.6	74.97	4.6	—	—
Not able to be leveled	49.67	3.2	49.67	3.2	—	—
Computer programmers	37.00	4.0	37.51	4.7	—	—
Computer software engineers	51.66	3.7	51.66	3.7	—	—
Level 11	49.45	2.7	49.45	2.7	—	—
Level 12	56.43	3.3	56.43	3.3	—	—
Computer software engineers, applications	52.66	3.4	52.66	3.4	—	—
Level 11	50.31	4.5	50.31	4.5	—	—
Level 12	58.23	4.1	58.23	4.1	—	—
Computer software engineers, systems software	50.84	5.4	50.84	5.4	—	—
Level 11	47.66	.6	47.66	.6	—	—
Level 12	55.38	2.9	55.38	2.9	—	—
Not able to be leveled	54.27	3.9	54.27	3.9	—	—
Computer support specialists	30.89	7.5	30.89	7.5	—	—
Not able to be leveled	26.19	7.1	26.19	7.1	—	—
Computer systems analysts	57.08	17.2	43.24	2.5	—	—
Database administrators	42.72	17.0	42.72	17.0	—	—
Network and computer systems administrators	44.34	10.3	46.27	9.6	—	—
Network systems and data communications analysts	39.94	13.5	39.94	13.5	—	—
Architecture and engineering occupations	45.34	6.3	45.36	6.4	—	—
Level 5	27.72	7.5	27.72	7.5	—	—
Level 6	24.60	5.1	24.60	5.1	—	—
Level 7	32.65	5.1	32.65	5.1	—	—
Level 8	38.87	16.1	38.91	16.1	—	—
Level 9	40.85	1.5	40.85	1.5	—	—
Level 11	50.84	2.6	50.86	2.6	—	—
Level 12	63.80	7.3	63.80	7.3	—	—
Not able to be leveled	52.12	10.7	52.33	11.3	—	—
Architects, except naval	29.60	14.0	29.60	14.0	—	—
Architects, except landscape and naval	29.60	14.0	29.60	14.0	—	—
Engineers	50.82	5.5	50.86	5.6	—	—
Level 7	32.73	5.7	32.73	5.7	—	—
Level 9	40.92	1.6	40.92	1.6	—	—
Level 11	50.57	3.3	50.59	3.2	—	—
Level 12	63.80	7.3	63.80	7.3	—	—
Not able to be leveled	58.23	13.7	58.66	14.6	—	—
Civil engineers	43.43	7.7	43.43	7.7	—	—
Level 9	41.40	4.9	41.40	4.9	—	—
Computer hardware engineers	48.41	10.3	48.41	10.3	—	—
Level 11	50.01	1.0	50.01	1.0	—	—
Electrical and electronics engineers	62.87	4.5	62.67	4.7	—	—
Level 12	70.14	10.0	70.14	10.0	—	—
Electrical engineers	60.25	2.5	60.25	2.5	—	—
Electronics engineers, except computer	64.05	6.7	63.77	6.8	—	—
Industrial engineers, including health and safety	47.12	2.7	47.15	2.7	—	—
Level 9	40.73	3.5	40.73	3.5	—	—
Level 11	47.49	9.5	—	—	—	—
Industrial engineers	46.66	3.0	46.68	3.0	—	—
Level 9	39.92	3.6	39.92	3.6	—	—
Mechanical engineers	46.29	9.5	46.29	9.5	—	—
Drafters	31.08	6.0	31.08	6.0	—	—
Engineering technicians, except drafters	30.27	5.3	30.27	5.3	—	—
Electrical and electronic engineering technicians	31.85	7.9	31.85	7.9	—	—
Life, physical, and social science occupations	40.79	6.6	40.69	6.9	\$43.45	16.2
Level 7	22.98	8.3	—	—	—	—
Level 9	37.87	3.5	37.64	3.3	—	—

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 2010** — 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 11	\$42.94	6.1	\$42.94	6.1	–	–
Level 13	64.46	10.0	64.46	10.0	–	–
Not able to be leveled	46.33	7.1	45.10	8.3	–	–
Life scientists	45.61	8.4	45.09	8.9	–	–
Biological scientists	42.28	9.2	42.28	9.2	–	–
Biochemists and biophysicists	43.74	10.1	43.74	10.1	–	–
Physical scientists	36.87	5.9	36.87	5.9	–	–
Market and survey researchers	57.69	9.3	57.69	9.3	–	–
Level 13	64.46	10.0	64.46	10.0	–	–
Market research analysts	57.69	9.3	57.69	9.3	–	–
Level 13	64.46	10.0	64.46	10.0	–	–
Biological technicians	27.33	6.6	26.81	7.3	–	–
Community and social services occupations	24.00	6.6	24.08	6.5	\$22.85	11.3
Level 5	14.22	11.1	–	–	–	–
Level 6	17.89	3.5	–	–	–	–
Level 7	20.43	10.1	20.51	10.6	–	–
Level 8	28.56	5.8	28.78	9.6	–	–
Level 9	27.85	6.3	27.57	6.0	–	–
Counselors	22.62	9.6	24.14	9.4	–	–
Social workers	30.07	10.9	29.59	12.1	–	–
Level 9	28.66	9.2	–	–	–	–
Child, family, and school social workers	29.01	14.8	29.01	14.8	–	–
Miscellaneous community and social service specialists	22.21	9.2	22.21	9.2	–	–
Social and human service assistants	18.07	6.8	18.07	6.8	–	–
Legal occupations	60.47	10.4	59.94	9.7	–	–
Not able to be leveled	66.29	11.7	65.47	11.8	–	–
Lawyers	70.43	9.7	70.15	9.8	–	–
Not able to be leveled	73.47	12.1	73.18	13.0	–	–
Education, training, and library occupations	39.83	4.7	44.17	7.0	26.28	9.8
Level 4	17.24	6.7	–	–	16.13	11.7
Level 6	16.95	11.2	16.23	13.6	19.04	7.0
Level 7	29.25	4.5	–	–	28.44	4.5
Level 8	33.18	10.3	–	–	–	–
Level 9	46.98	3.2	46.96	3.0	47.21	10.7
Level 10	48.26	10.0	53.43	7.1	32.27	18.7
Level 11	76.40	4.7	79.26	3.6	53.57	7.8
Level 12	77.06	2.7	–	–	–	–
Not able to be leveled	28.86	13.7	30.64	17.8	25.75	17.5
Postsecondary teachers	58.30	8.0	64.02	8.7	39.15	18.1
Level 10	45.94	14.4	53.64	10.3	32.27	18.7
Level 11	76.33	5.1	78.93	4.0	52.07	8.9
Level 12	77.06	2.7	–	–	–	–
Not able to be leveled	41.52	16.5	46.98	5.4	–	–
Social sciences teachers, postsecondary	70.16	20.7	–	–	–	–
Health teachers, postsecondary	81.06	4.2	–	–	–	–
Health specialties teachers, postsecondary	81.06	4.2	–	–	–	–
Arts, communications, and humanities teachers, postsecondary	39.43	24.3	–	–	–	–
Miscellaneous postsecondary teachers	40.64	6.0	38.94	6.9	44.04	21.4
Not able to be leveled	43.12	7.6	38.37	8.7	–	–
Primary, secondary, and special education school teachers	41.10	7.3	42.90	8.6	30.25	19.0
Level 6	16.41	7.6	–	–	–	–
Level 9	48.91	3.8	49.10	3.4	–	–
Not able to be leveled	28.39	18.6	31.95	23.2	22.38	23.4
Preschool and kindergarten teachers	22.06	19.7	21.16	20.7	–	–
Preschool teachers, except special education	18.09	14.3	16.30	9.0	–	–
Elementary and middle school teachers	43.09	6.0	47.17	4.1	26.67	21.8
Level 9	48.32	5.1	48.93	4.7	–	–
Not able to be leveled	30.12	20.8	42.93	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 2010** — 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	\$45.30	3.5	\$46.37	4.5	\$36.34	7.0
Level 9	47.76	5.7	48.34	5.2	—	—
Middle school teachers, except special and vocational education	50.44	4.9	51.10	4.2	—	—
Level 9	50.51	5.5	51.22	4.9	—	—
Secondary school teachers	52.11	5.0	52.03	5.7	—	—
Level 9	52.43	4.4	52.03	5.7	—	—
Secondary school teachers, except special and vocational education	51.99	4.5	51.74	5.4	—	—
Level 9	51.99	4.5	51.74	5.4	—	—
Special education teachers	50.97	6.8	50.76	6.9	—	—
Level 9	50.38	1.5	50.38	1.5	—	—
Special education teachers, preschool, kindergarten, and elementary school	49.21	5.5	48.64	5.1	—	—
Other teachers and instructors	24.37	24.6	—	—	26.00	21.5
Level 6	14.27	12.0	—	—	—	—
Librarians	38.08	15.0	38.08	15.0	—	—
Library technicians	27.30	4.5	—	—	—	—
Teacher assistants	15.15	8.5	15.65	14.8	14.86	9.2
Level 4	17.20	7.1	—	—	15.97	12.9
Not able to be leveled	15.14	15.8	—	—	18.60	4.1
Arts, design, entertainment, sports, and media occupations						
Not able to be leveled	30.95	10.4	31.52	10.5	17.69	14.9
Designers	31.97	8.6	33.43	7.4	19.40	20.1
Writers and editors	36.78	14.4	36.78	14.4	—	—
Not able to be leveled	34.48	16.3	—	—	—	—
Healthcare practitioner and technical occupations						
Level 5	43.17	4.2	39.11	5.2	54.38	2.5
Level 6	21.03	9.7	—	—	—	—
Level 7	33.39	13.4	32.82	16.1	34.96	7.7
Level 8	29.51	7.5	27.58	5.1	—	—
Level 9	47.33	12.1	—	—	—	—
Level 10	54.48	1.7	52.44	2.1	56.91	1.9
Level 11	31.80	12.5	23.36	28.1	—	—
Not able to be leveled	64.53	7.5	—	—	—	—
Physicians and surgeons	42.15	27.9	—	—	—	—
Registered nurses	32.91	22.0	—	—	—	—
Level 8	57.11	2.7	55.83	4.5	59.12	1.9
Level 9	53.23	8.8	—	—	—	—
Therapists	56.43	1.3	54.82	2.6	58.01	1.8
Clinical laboratory technologists and technicians	61.69	18.9	—	—	—	—
Health diagnosing and treating practitioner support technicians	31.86	9.8	32.70	6.8	—	—
Level 6	23.68	5.6	22.96	3.9	—	—
Psychiatric technicians	21.70	8.5	—	—	—	—
Licensed practical and licensed vocational nurses	25.00	6.5	25.22	6.4	—	—
Level 6	32.91	7.4	—	—	35.16	6.5
Not able to be leveled	31.43	5.7	—	—	—	—
Healthcare support occupations						
Level 3	20.70	2.6	20.45	5.2	21.29	6.1
Level 4	18.51	6.7	—	—	—	—
Level 5	20.83	4.8	19.83	6.6	22.72	1.3
Nursing, psychiatric, and home health aides	23.47	9.4	23.45	10.1	—	—
Level 3	17.95	5.9	14.90	8.0	21.82	1.7
Nursing aides, orderlies, and attendants	20.21	4.0	—	—	—	—
Miscellaneous healthcare support occupations	17.46	6.6	—	—	22.39	.5
Level 4	21.78	1.9	22.30	5.2	19.87	9.3
Level 5	21.51	4.8	20.96	6.3	22.97	2.4
Dental assistants	23.47	9.4	23.45	10.1	—	—
Medical assistants	23.07	27.5	—	—	—	—
Level 4	20.10	6.3	20.99	2.3	—	—
Not able to be leveled	22.12	.7	22.06	.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 2010 — 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)
Protective service occupations	\$33.45	5.1	\$36.62	4.6	\$12.16	15.7
Level 3	14.83	19.6	—	—	—	—
Level 5	29.30	5.7	29.89	6.6	—	—
Level 7	39.45	6.1	39.45	6.1	—	—
Level 8	45.93	4.0	45.93	4.0	—	—
Level 9	43.44	8.9	44.04	8.0	—	—
Not able to be leveled	44.89	5.3	46.19	5.3	—	—
Fire fighters	36.82	6.3	37.59	3.0	—	—
Police officers	44.27	3.7	44.27	3.7	—	—
Police and sheriff's patrol officers	44.27	3.7	44.27	3.7	—	—
Security guards and gaming surveillance officers	13.87	9.4	16.04	11.7	—	—
Security guards	13.87	9.4	16.04	11.7	—	—
Miscellaneous protective service workers	19.93	19.4	—	—	12.53	10.6
Food preparation and serving related occupations	11.02	1.7	11.82	2.8	10.00	1.7
Level 1	9.08	6.9	9.44	11.2	8.79	3.5
Level 2	9.56	2.9	9.47	5.3	9.63	1.1
Level 3	11.03	2.5	10.93	6.2	11.18	4.5
Level 4	13.09	4.5	13.94	10.7	10.21	12.7
Level 5	19.44	9.1	—	—	—	—
Not able to be leveled	11.41	3.4	11.38	4.7	—	—
First-line supervisors/managers, food preparation and serving workers	21.11	6.4	21.34	7.4	—	—
First-line supervisors/managers of food preparation and serving workers	21.09	7.1	21.34	8.2	—	—
Cooks	12.64	4.9	12.87	4.8	11.54	4.5
Level 3	10.59	4.8	10.84	6.9	—	—
Level 4	13.60	8.2	13.69	9.2	—	—
Cooks, institution and cafeteria	17.61	13.7	—	—	—	—
Cooks, restaurant	11.86	1.5	11.83	1.8	—	—
Level 3	10.57	2.0	—	—	—	—
Level 4	12.48	2.6	12.42	3.0	—	—
Food preparation workers	10.19	6.4	9.96	8.0	10.75	5.9
Level 2	9.24	9.1	—	—	—	—
Food service, tipped	8.85	3.0	9.45	7.3	8.47	2.8
Level 1	8.33	2.2	—	—	8.37	2.9
Level 2	9.32	7.2	10.65	6.6	8.39	1.5
Level 3	8.76	4.7	8.88	7.8	8.59	4.7
Level 4	8.35	6.7	—	—	—	—
Bartenders	8.95	4.7	—	—	—	—
Waiters and waitresses	8.72	3.2	9.35	11.0	8.40	2.6
Level 2	9.01	12.1	—	—	8.37	1.4
Level 3	8.72	5.3	8.91	8.9	8.45	4.2
Dining room and cafeteria attendants and bartender helpers	9.20	4.6	9.72	7.7	8.71	3.3
Level 1	8.57	2.1	—	—	8.68	3.0
Level 2	9.95	11.7	—	—	—	—
Fast food and counter workers	10.80	1.6	10.81	6.3	10.80	3.4
Level 1	9.32	6.9	—	—	9.36	8.5
Level 2	9.57	1.1	—	—	9.72	1.5
Level 3	13.01	5.4	—	—	12.90	5.0
Combined food preparation and serving workers, including fast food	10.52	2.9	10.57	7.0	10.51	3.3
Level 1	9.30	9.1	—	—	9.30	9.1
Level 2	9.26	.6	—	—	9.31	.4
Level 3	13.22	4.0	—	—	12.84	4.0
Counter attendants, cafeteria, food concession, and coffee shop	11.52	6.0	10.99	8.7	12.85	13.3
Level 2	10.74	5.6	—	—	—	—
Level 3	12.71	12.4	—	—	—	—
Dishwashers	9.85	4.6	10.34	5.0	8.60	4.3
Level 1	9.97	11.5	—	—	—	—
Level 2	9.57	15.9	—	—	—	—
Hosts and hostesses, restaurant, lounge, and coffee shop	9.59	3.5	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2010 — 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)
Building and grounds cleaning and maintenance occupations	\$14.61	4.6	\$15.73	3.6	\$10.76	7.9
Level 1	11.39	8.3	12.38	11.0	9.56	4.0
Level 2	13.61	11.4	13.94	12.8	—	—
Level 3	14.47	5.7	15.83	6.4	—	—
Level 5	21.46	12.2	—	—	—	—
Not able to be leveled	19.75	9.8	19.75	9.8	—	—
Building cleaning workers	13.95	6.1	14.82	5.6	10.59	8.5
Level 1	11.01	6.1	11.72	7.8	9.35	4.0
Level 2	13.61	15.2	14.03	17.9	—	—
Level 3	14.93	7.3	15.85	6.9	—	—
Not able to be leveled	19.54	14.2	19.54	14.2	—	—
Janitors and cleaners, except maids and housekeeping cleaners	14.66	6.9	15.82	7.2	10.44	7.1
Level 1	11.40	8.9	12.09	11.6	—	—
Level 3	14.21	8.4	15.00	7.2	—	—
Not able to be leveled	19.54	14.2	19.54	14.2	—	—
Maids and housekeeping cleaners	12.44	13.3	13.11	9.5	—	—
Level 1	10.52	5.2	11.27	6.7	—	—
Level 2	13.50	22.8	13.50	22.8	—	—
Grounds maintenance workers	15.22	8.7	17.14	6.6	—	—
Landscaping and groundskeeping workers	14.87	11.6	16.54	9.8	—	—
Personal care and service occupations	14.52	10.3	14.37	7.6	14.88	20.0
Level 1	—	—	—	—	9.80	6.2
Level 2	10.39	10.0	—	—	9.43	3.5
Level 3	13.03	5.2	—	—	12.12	10.0
Level 4	23.06	6.4	—	—	—	—
Level 6	26.97	10.4	—	—	—	—
Not able to be leveled	14.25	10.8	12.94	3.7	—	—
Child care workers	13.39	8.3	—	—	12.68	9.1
Recreation and fitness workers	23.81	14.4	—	—	24.75	26.0
Not able to be leveled	24.05	12.2	—	—	29.44	29.3
Fitness trainers and aerobics instructors	—	—	—	—	36.37	5.3
Recreation workers	16.09	17.4	—	—	14.21	14.6
Sales and related occupations	26.51	14.0	31.93	15.1	12.18	5.3
Level 1	11.12	2.7	—	—	9.95	1.6
Level 2	10.37	5.7	12.05	7.4	9.23	1.7
Level 3	14.65	3.2	14.60	7.3	14.69	4.8
Level 4	17.73	7.0	17.72	6.6	17.74	12.2
Level 5	23.68	9.8	23.96	10.5	—	—
Level 6	23.53	6.7	23.42	6.8	—	—
Level 7	34.54	12.7	34.54	12.7	—	—
Level 8	49.40	16.2	49.40	16.2	—	—
Level 9	52.14	9.5	52.14	9.5	—	—
Not able to be leveled	37.30	9.8	38.06	8.8	—	—
First-line supervisors/managers, sales workers	24.88	10.0	25.37	9.3	—	—
First-line supervisors/managers of retail sales workers	19.03	5.4	19.25	4.6	—	—
Retail sales workers	14.19	3.9	16.21	4.6	11.76	4.2
Level 1	11.12	2.7	—	—	9.95	1.6
Level 2	10.27	5.2	11.85	8.0	9.23	1.7
Level 3	15.10	2.4	15.60	7.3	14.56	6.0
Level 4	16.92	10.6	16.58	9.8	17.74	12.2
Level 5	21.54	19.1	21.70	18.9	—	—
Cashiers, all workers	12.71	5.2	13.91	6.9	11.66	3.0
Level 1	—	—	—	—	10.43	9.1
Level 2	10.21	7.1	11.25	12.9	9.40	4.3
Level 3	16.20	7.1	—	—	16.05	12.7
Cashiers	12.71	5.2	13.91	6.9	11.66	3.0
Level 1	—	—	—	—	10.43	9.1
Level 2	10.21	7.1	11.25	12.9	9.40	4.3
Level 3	16.20	7.1	—	—	16.05	12.7
Retail salespersons	14.85	8.3	17.13	9.0	11.85	11.5
Level 2	10.36	16.6	13.20	.0	8.99	8.3
Level 3	14.43	3.1	15.26	7.3	13.28	2.9

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 2010** — 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						
Retail salespersons –Continued						
Level 4	\$17.52	8.9	\$17.24	7.8	\$18.21	12.7
Insurance sales agents	33.53	16.8	33.68	19.1	–	–
Securities, commodities, and financial services sales agents	114.59	24.8	114.59	24.8	–	–
Sales representatives, wholesale and manufacturing	35.98	10.0	35.98	10.0	–	–
Sales representatives, wholesale and manufacturing, technical and scientific products	40.56	9.2	40.56	9.2	–	–
Sales representatives, wholesale and manufacturing, except technical and scientific products	32.92	18.8	32.92	18.8	–	–
Models, demonstrators, and product promoters	34.52	4.4	–	–	–	–
Demonstrators and product promoters	34.52	4.4	–	–	–	–
Miscellaneous sales and related workers	18.84	20.2	–	–	–	–
Office and administrative support occupations						
Level 1	21.59	1.7	22.28	1.8	16.84	3.5
Level 2	9.90	9.7	–	–	9.06	3.2
Level 3	14.98	5.2	15.38	6.6	13.50	5.4
Level 4	15.38	2.2	15.69	2.9	14.57	5.9
Level 4	18.25	3.1	18.19	3.2	18.82	15.6
Level 5	22.09	4.0	22.17	4.2	21.01	1.5
Level 6	24.86	3.3	25.17	3.7	21.43	11.3
Level 7	31.48	6.8	31.53	6.7	–	–
Level 8	34.76	3.9	34.76	3.9	–	–
Not able to be leveled	21.14	2.9	21.93	4.9	17.42	11.4
First-line supervisors/managers of office and administrative support workers	30.09	11.4	30.39	13.0	–	–
Level 6	25.48	6.3	25.48	6.3	–	–
Financial clerks	20.72	3.0	21.03	3.2	16.40	6.3
Level 3	15.02	6.5	15.30	6.7	–	–
Level 4	19.63	5.4	19.78	5.8	–	–
Level 5	20.61	3.3	20.40	3.2	–	–
Level 6	22.93	2.8	23.47	4.6	–	–
Not able to be leveled	23.50	7.2	23.50	7.2	–	–
Bill and account collectors	26.33	8.7	26.33	8.7	–	–
Bookkeeping, accounting, and auditing clerks	21.21	3.5	21.26	3.7	–	–
Level 4	19.74	6.4	19.86	6.9	–	–
Level 5	20.67	3.4	20.39	3.2	–	–
Level 6	22.69	2.0	23.31	4.6	–	–
Not able to be leveled	21.26	5.7	21.26	5.7	–	–
Tellers	14.75	6.6	15.16	6.8	–	–
Level 3	13.73	9.1	14.01	9.8	–	–
Customer service representatives	21.52	6.0	21.79	5.3	–	–
Level 4	16.95	6.4	16.95	6.4	–	–
Level 5	19.99	3.9	19.99	3.9	–	–
Level 6	28.39	3.5	28.39	3.5	–	–
File clerks	19.29	3.6	–	–	–	–
Hotel, motel, and resort desk clerks	12.95	5.2	13.07	5.4	–	–
Library assistants, clerical	17.81	10.7	–	–	17.77	3.1
Order clerks	17.50	4.8	17.97	6.7	–	–
Receptionists and information clerks	18.52	6.2	18.76	7.0	17.02	11.0
Level 3	16.43	4.5	–	–	–	–
Level 4	20.52	4.4	20.23	4.9	–	–
Not able to be leveled	19.52	15.1	19.66	15.2	–	–
Dispatchers	30.14	5.5	30.14	5.5	–	–
Police, fire, and ambulance dispatchers	33.91	1.3	33.91	1.3	–	–
Production, planning, and expediting clerks	30.23	3.8	30.23	3.8	–	–
Shipping, receiving, and traffic clerks	14.25	4.2	14.42	4.8	–	–
Stock clerks and order fillers	13.86	5.4	–	–	10.88	9.3
Level 1	8.94	2.5	–	–	8.94	2.5
Secretaries and administrative assistants	26.52	3.4	26.86	3.2	23.00	5.5
Level 4	20.80	9.8	20.80	9.8	–	–
Level 5	25.31	10.2	25.83	9.5	–	–
Level 6	25.57	6.2	25.81	7.0	–	–
Level 7	29.19	3.0	29.20	3.1	–	–
Not able to be leveled	25.75	5.4	26.68	5.2	–	–

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 2010** — 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	\$26.52	3.2	\$26.67	3.2	—	—
Level 5	24.52	6.2	24.65	6.2	—	—
Level 6	24.36	5.5	24.74	5.7	—	—
Level 7	28.68	2.0	28.67	2.1	—	—
Legal secretaries	31.67	4.7	33.06	1.8	—	—
Medical secretaries	24.27	8.8	24.71	8.0	—	—
Level 5	26.00	20.5	—	—	—	—
Secretaries, except legal, medical, and executive	23.52	5.0	24.07	5.0	—	—
Data entry and information processing workers	21.32	8.0	21.67	7.8	\$20.96	16.8
Word processors and typists	23.24	7.5	22.82	7.2	—	—
Insurance claims and policy processing clerks	24.05	5.2	25.54	6.6	—	—
Office clerks, general	19.41	2.6	20.40	4.0	15.29	7.1
Level 3	14.79	13.0	—	—	13.46	15.5
Level 4	17.99	5.0	18.75	5.6	—	—
Level 5	22.49	4.4	22.49	4.6	—	—
Not able to be leveled	16.88	7.6	17.62	8.1	15.71	11.5
Construction and extraction occupations	25.83	5.9	25.90	6.1	—	—
Level 3	19.37	29.4	19.37	29.4	—	—
Level 4	20.26	5.2	20.27	4.9	—	—
Level 5	24.86	2.2	24.90	2.2	—	—
Level 6	32.31	13.7	32.31	13.7	—	—
Level 7	37.50	8.5	37.50	8.5	—	—
Not able to be leveled	31.68	14.4	31.68	14.4	—	—
First-line supervisors/managers of construction trades and extraction workers	35.79	1.6	35.79	1.6	—	—
Carpenters	25.56	8.9	25.56	8.9	—	—
Level 6	31.42	14.0	31.42	14.0	—	—
Level 7	34.28	4.4	34.28	4.4	—	—
Cement masons, concrete finishers, and terrazzo workers	26.41	4.6	27.09	8.6	—	—
Cement masons and concrete finishers	26.41	4.6	27.09	8.6	—	—
Construction laborers	18.38	23.4	18.38	23.4	—	—
Construction equipment operators	25.16	15.9	25.16	15.9	—	—
Operating engineers and other construction equipment operators	29.81	16.3	29.81	16.3	—	—
Electricians	43.44	8.3	43.44	8.3	—	—
Painters and paperhangers	19.20	20.4	19.20	20.4	—	—
Painters, construction and maintenance	19.20	20.4	19.20	20.4	—	—
Installation, maintenance, and repair occupations	28.33	6.9	28.83	6.9	18.63	27.3
Level 3	13.28	12.0	—	—	—	—
Level 4	20.84	12.2	20.84	12.2	—	—
Level 5	28.16	11.0	28.25	11.2	—	—
Level 6	29.30	4.6	29.27	4.5	—	—
Level 7	41.71	17.5	41.71	17.5	—	—
Not able to be leveled	25.74	6.6	25.75	6.8	—	—
First-line supervisors/managers of mechanics, installers, and repairers	29.92	10.4	29.96	11.4	—	—
Automotive technicians and repairers	26.20	18.2	30.82	6.5	—	—
Automotive service technicians and mechanics	26.20	18.2	30.82	6.5	—	—
Bus and truck mechanics and diesel engine specialists ...	27.84	7.3	27.84	7.3	—	—
Industrial machinery installation, repair, and maintenance workers	21.96	8.2	21.99	8.2	—	—
Level 5	21.97	6.1	21.97	6.1	—	—
Level 7	34.72	5.2	34.72	5.2	—	—
Industrial machinery mechanics	28.98	9.2	28.98	9.2	—	—
Maintenance and repair workers, general	21.66	7.2	21.70	7.3	—	—
Level 5	21.97	6.1	21.97	6.1	—	—
Line installers and repairers	35.19	6.9	35.19	6.9	—	—
Miscellaneous installation, maintenance, and repair workers	36.45	23.8	36.59	24.9	—	—
Production occupations	18.96	5.0	19.01	5.2	17.05	14.7

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2010 — 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						
Level 2	\$11.92	4.4	\$11.96	4.6	—	—
Level 3	19.31	4.7	19.72	4.1	—	—
Level 4	17.84	7.1	17.76	7.4	—	—
Level 5	18.92	5.2	18.85	5.2	—	—
Level 6	31.07	4.4	30.86	4.6	—	—
Level 7	30.63	4.9	30.63	4.9	—	—
Not able to be leveled	16.25	14.9	16.25	14.9	—	—
First-line supervisors/managers of production and operating workers	25.93	19.0	25.93	19.0	—	—
Electrical, electronics, and electromechanical assemblers	13.88	11.4	13.88	11.4	—	—
Miscellaneous assemblers and fabricators	16.43	16.7	16.43	16.7	—	—
Miscellaneous food processing workers	13.45	10.1	—	—	—	—
Welding, soldering, and brazing workers	25.47	7.0	25.47	7.0	—	—
Welders, cutters, solderers, and brazers	25.47	7.0	25.47	7.0	—	—
Printers	21.24	8.4	21.24	8.4	—	—
Stationary engineers and boiler operators	39.31	3.0	39.80	2.6	—	—
Inspectors, testers, sorters, samplers, and weighers	18.47	16.4	18.47	16.4	—	—
Packaging and filling machine operators and tenders	17.23	5.9	17.23	5.9	—	—
Miscellaneous production workers	15.76	11.3	15.76	11.3	—	—
Transportation and material moving occupations	18.35	3.4	19.61	4.9	\$13.01	7.3
Level 1	10.92	9.3	10.88	15.0	10.95	8.7
Level 2	12.32	10.7	12.17	9.5	12.59	16.1
Level 3	18.35	3.6	18.69	4.8	—	—
Level 4	19.79	9.7	19.91	9.9	—	—
Level 5	25.64	7.7	25.54	8.1	—	—
Not able to be leveled	17.93	20.2	18.21	22.3	—	—
Bus drivers	19.30	6.1	20.19	2.8	—	—
Level 3	17.76	13.0	—	—	—	—
Bus drivers, transit and intercity	19.56	6.2	—	—	—	—
Driver/sales workers and truck drivers	22.28	4.3	22.75	4.4	—	—
Level 3	19.68	13.2	19.68	13.2	—	—
Level 4	23.41	5.7	23.41	5.7	—	—
Truck drivers, heavy and tractor-trailer	22.07	5.3	22.07	5.3	—	—
Level 4	20.79	12.3	20.79	12.3	—	—
Truck drivers, light or delivery services	22.56	7.9	23.85	5.3	—	—
Industrial truck and tractor operators	16.47	5.4	16.47	5.4	—	—
Laborers and material movers, hand	13.42	4.4	14.01	5.2	11.71	7.8
Level 1	10.92	9.3	10.88	15.0	10.95	8.7
Level 2	11.79	11.4	11.55	7.1	12.41	28.1
Level 3	18.20	7.1	18.20	7.1	—	—
Level 4	15.66	9.1	15.83	10.3	—	—
Not able to be leveled	13.14	17.9	12.82	19.6	—	—
Cleaners of vehicles and equipment	15.27	14.6	15.27	14.6	—	—
Laborers and freight, stock, and material movers, hand	13.29	4.4	13.77	6.1	12.09	8.5
Level 1	11.59	7.5	—	—	11.52	8.6
Level 2	12.62	9.8	—	—	—	—
Level 3	18.30	3.6	18.30	3.6	—	—
Level 4	16.30	8.8	—	—	—	—
Not able to be leveled	12.82	18.7	12.82	19.6	—	—
Packers and packagers, hand	11.73	5.6	12.34	6.5	11.14	10.3
Level 2	10.94	18.8	—	—	—	—

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

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

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

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

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

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

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 2010

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$29.24	2.2	\$30.95	2.0	\$18.90	9.2
Management occupations	51.83	5.2	51.93	5.2	—	—
Level 7	22.71	9.8	22.71	9.8	—	—
Level 9	34.10	3.5	34.35	3.7	—	—
Level 10	44.31	10.3	44.31	10.3	—	—
Level 11	41.96	10.2	41.96	10.2	—	—
Level 12	59.80	3.1	60.26	3.0	—	—
Level 13	70.84	1.8	71.03	1.7	—	—
Not able to be leveled	56.40	5.9	56.40	5.9	—	—
General and operations managers	54.26	16.3	54.26	16.3	—	—
Not able to be leveled	58.64	14.8	58.64	14.8	—	—
Marketing and sales managers	56.53	6.4	56.46	6.4	—	—
Level 12	56.62	8.8	56.62	8.8	—	—
Not able to be leveled	55.36	11.6	55.36	11.6	—	—
Marketing managers	54.58	9.9	54.46	10.0	—	—
Level 12	56.62	8.8	56.62	8.8	—	—
Not able to be leveled	48.79	16.7	48.79	16.7	—	—
Sales managers	60.75	8.2	60.75	8.2	—	—
Not able to be leveled	64.67	6.0	64.67	6.0	—	—
Administrative services managers	43.42	7.3	43.42	7.3	—	—
Computer and information systems managers	67.32	6.4	67.32	6.4	—	—
Not able to be leveled	68.61	8.6	68.61	8.6	—	—
Financial managers	60.85	10.9	61.30	11.6	—	—
Level 12	56.35	8.0	57.37	11.2	—	—
Not able to be leveled	54.46	27.3	54.46	27.3	—	—
Industrial production managers	52.35	6.7	52.35	6.7	—	—
Not able to be leveled	57.02	3.9	57.02	3.9	—	—
Construction managers	48.40	11.6	48.40	11.6	—	—
Education administrators	38.65	15.0	39.44	14.6	—	—
Engineering managers	65.98	15.6	65.98	15.6	—	—
Property, real estate, and community association managers	27.48	19.0	27.48	19.0	—	—
Social and community service managers	31.05	9.0	31.05	9.0	—	—
Business and financial operations occupations	37.42	4.2	37.54	4.3	—	—
Level 7	24.49	1.3	24.67	1.7	—	—
Level 8	28.26	2.6	28.26	2.6	—	—
Level 9	34.65	2.3	34.67	2.3	—	—
Level 10	34.64	6.4	34.64	6.4	—	—
Level 11	46.25	2.7	46.25	2.7	—	—
Level 12	61.92	3.8	61.92	3.8	—	—
Not able to be leveled	40.97	10.4	41.16	10.7	—	—
Buyers and purchasing agents	32.38	1.7	32.93	1.6	—	—
Purchasing agents, except wholesale, retail, and farm products	32.49	6.3	32.49	6.3	—	—
Claims adjusters, appraisers, examiners, and investigators	30.10	1.6	30.10	1.6	—	—
Claims adjusters, examiners, and investigators	30.10	1.6	30.10	1.6	—	—
Human resources, training, and labor relations specialists	34.86	5.8	35.31	5.6	—	—
Management analysts	40.41	4.7	40.41	4.7	—	—
Level 11	43.30	3.7	43.30	3.7	—	—
Accountants and auditors	39.85	9.7	39.85	9.7	—	—
Level 8	32.85	3.3	32.85	3.3	—	—
Level 9	33.36	6.7	33.36	6.7	—	—
Not able to be leveled	51.95	11.9	51.95	11.9	—	—
Financial analysts and advisors	47.49	4.3	47.49	4.3	—	—
Financial analysts	48.41	4.7	48.41	4.7	—	—
Computer and mathematical science occupations	48.39	2.8	46.99	3.4	—	—
Level 7	26.97	17.1	27.50	20.6	—	—
Level 9	39.83	5.1	39.83	5.1	—	—
Level 10	47.55	4.0	47.55	4.0	—	—
Level 11	47.14	4.5	47.14	4.5	—	—
Level 12	60.44	2.7	55.72	4.2	—	—
Level 13	74.97	4.6	74.97	4.6	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2010 — 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						
Not able to be leveled	\$49.93	3.2	\$49.93	3.2	-	-
Computer programmers	39.88	8.1	39.88	8.1	-	-
Computer software engineers	52.00	3.8	52.00	3.8	-	-
Level 11	49.45	2.7	49.45	2.7	-	-
Level 12	56.43	3.3	56.43	3.3	-	-
Computer software engineers, applications	52.79	3.4	52.79	3.4	-	-
Level 11	50.31	4.5	50.31	4.5	-	-
Level 12	58.23	4.1	58.23	4.1	-	-
Computer software engineers, systems software	51.34	5.6	51.34	5.6	-	-
Level 11	47.66	.6	47.66	.6	-	-
Level 12	55.38	2.9	55.38	2.9	-	-
Not able to be leveled	54.27	3.9	54.27	3.9	-	-
Computer support specialists	31.40	8.5	31.40	8.5	-	-
Computer systems analysts	59.01	17.1	44.32	2.4	-	-
Database administrators	42.72	17.0	42.72	17.0	-	-
Network and computer systems administrators	44.92	11.8	47.26	11.0	-	-
Network systems and data communications analysts	40.70	15.3	40.70	15.3	-	-
Architecture and engineering occupations						
Level 5	45.66	6.9	45.62	6.9	-	-
Level 7	27.72	7.5	27.72	7.5	-	-
Level 8	32.09	4.2	32.09	4.2	-	-
Level 9	39.07	16.6	39.12	16.7	-	-
Level 11	39.60	1.7	39.60	1.7	-	-
Level 12	50.73	2.7	50.75	2.6	-	-
Level 12	63.75	7.5	63.75	7.5	-	-
Not able to be leveled	52.58	10.8	52.33	11.3	-	-
Architects, except naval	29.60	14.0	29.60	14.0	-	-
Architects, except landscape and naval	29.60	14.0	29.60	14.0	-	-
Engineers	50.97	5.8	50.91	5.9	-	-
Level 7	32.73	5.7	32.73	5.7	-	-
Level 9	39.60	1.7	39.60	1.7	-	-
Level 11	50.42	3.4	50.45	3.4	-	-
Level 12	63.75	7.5	63.75	7.5	-	-
Not able to be leveled	58.94	14.1	58.66	14.6	-	-
Civil engineers	41.98	7.9	41.98	7.9	-	-
Computer hardware engineers	48.41	10.3	48.41	10.3	-	-
Level 11	50.01	1.0	50.01	1.0	-	-
Electrical and electronics engineers	63.36	4.3	63.15	4.6	-	-
Level 12	70.14	10.0	70.14	10.0	-	-
Electrical engineers	60.25	2.5	60.25	2.5	-	-
Electronics engineers, except computer	64.85	6.9	64.56	6.8	-	-
Industrial engineers, including health and safety	46.66	3.0	46.68	3.0	-	-
Level 9	39.92	3.6	39.92	3.6	-	-
Industrial engineers	46.66	3.0	46.68	3.0	-	-
Level 9	39.92	3.6	39.92	3.6	-	-
Mechanical engineers	46.29	9.5	46.29	9.5	-	-
Engineering technicians, except drafters	27.29	8.8	27.29	8.8	-	-
Electrical and electronic engineering technicians	28.41	13.3	28.41	13.3	-	-
Life, physical, and social science occupations						
Level 9	41.49	7.4	41.34	7.6	-	-
Level 11	36.46	2.7	36.43	2.7	-	-
Level 13	43.39	6.4	43.39	6.4	-	-
Level 13	64.46	10.0	64.46	10.0	-	-
Not able to be leveled	46.51	7.4	45.24	8.7	-	-
Life scientists	45.84	8.6	45.32	9.0	-	-
Biological scientists	42.45	9.3	42.45	9.3	-	-
Biochemists and biophysicists	43.74	10.1	43.74	10.1	-	-
Physical scientists	35.92	5.4	35.92	5.4	-	-
Market and survey researchers	57.69	9.3	57.69	9.3	-	-
Level 13	64.46	10.0	64.46	10.0	-	-
Market research analysts	57.69	9.3	57.69	9.3	-	-
Level 13	64.46	10.0	64.46	10.0	-	-
Biological technicians	28.58	5.0	28.09	5.2	-	-

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 2010 — 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	\$22.19	7.9	\$22.25	7.8	\$21.18	11.8
Level 7	18.19	8.4	18.20	8.9	—	—
Level 9	25.94	5.9	25.49	5.6	—	—
Counselors	18.63	9.9	—	—	—	—
Social workers	29.18	13.5	28.42	13.9	—	—
Miscellaneous community and social service specialists	20.72	11.1	20.72	11.1	—	—
Social and human service assistants	16.91	4.7	16.91	4.7	—	—
Legal occupations	62.24	12.9	61.82	12.4	—	—
Not able to be leveled	69.88	12.8	69.37	13.2	—	—
Lawyers	70.42	10.1	70.17	10.2	—	—
Not able to be leveled	72.74	12.8	72.42	13.6	—	—
Education, training, and library occupations	32.27	11.1	34.86	16.1	25.07	20.2
Level 9	35.14	10.4	—	—	—	—
Level 10	46.55	13.9	—	—	—	—
Level 12	77.98	2.9	—	—	—	—
Not able to be leveled	17.97	12.4	—	—	—	—
Postsecondary teachers	53.13	14.4	60.23	16.0	—	—
Level 12	77.98	2.9	—	—	—	—
Primary, secondary, and special education school teachers	26.95	24.6	27.27	29.3	26.01	24.2
Preschool and kindergarten teachers	17.69	17.7	17.69	17.7	—	—
Preschool teachers, except special education	15.02	1.1	15.02	1.1	—	—
Elementary and middle school teachers	29.73	17.8	—	—	26.01	24.2
Elementary school teachers, except special education	36.30	5.6	—	—	—	—
Arts, design, entertainment, sports, and media occupations	31.50	10.3	32.02	10.3	17.99	18.9
Not able to be leveled	32.70	9.1	34.14	7.6	19.50	25.4
Designers	36.78	14.4	36.78	14.4	—	—
Writers and editors	34.48	16.3	—	—	—	—
Healthcare practitioner and technical occupations	44.21	5.2	40.00	6.8	54.03	2.8
Level 6	37.00	12.9	—	—	34.96	7.7
Level 9	54.89	1.8	52.38	2.5	57.02	2.0
Level 11	60.33	5.6	—	—	—	—
Not able to be leveled	38.32	28.9	35.62	29.9	—	—
Registered nurses	56.01	2.9	53.98	4.8	58.72	2.0
Level 9	56.45	1.1	53.85	2.4	58.20	1.9
Therapists	61.65	19.5	—	—	—	—
Clinical laboratory technologists and technicians	32.42	13.3	—	—	—	—
Health diagnosing and treating practitioner support technicians	23.62	5.8	—	—	—	—
Licensed practical and licensed vocational nurses	34.12	7.2	—	—	—	—
Healthcare support occupations	20.55	3.2	20.28	6.2	21.18	6.6
Level 3	18.38	7.3	—	—	—	—
Level 4	20.78	5.6	19.68	7.9	22.71	1.4
Level 5	23.14	11.4	—	—	—	—
Nursing, psychiatric, and home health aides	17.36	7.8	—	—	—	—
Nursing aides, orderlies, and attendants	16.88	7.8	—	—	—	—
Miscellaneous healthcare support occupations	21.59	2.4	22.11	6.0	19.87	9.3
Level 4	21.44	5.1	20.81	6.9	22.97	2.4
Level 5	23.14	11.4	—	—	—	—
Medical assistants	19.88	6.8	20.81	2.6	—	—
Level 4	22.05	.8	21.98	1.0	—	—
Protective service occupations	14.44	12.8	17.35	17.7	10.42	3.8
Security guards and gaming surveillance officers	12.99	9.9	14.92	13.0	—	—
Security guards	12.99	9.9	14.92	13.0	—	—
Food preparation and serving related occupations	10.81	1.5	11.56	2.6	9.84	1.7
Level 1	9.06	6.8	9.44	11.2	8.76	3.5
Level 2	9.51	2.9	9.50	5.4	9.52	1.1

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 2010 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
-Continued						
Level 3	\$10.87	2.5	\$10.67	6.8	\$11.13	4.6
Level 4	12.91	4.4	13.82	10.8	9.65	11.2
Not able to be leveled	10.91	2.3	10.88	2.4	-	-
First-line supervisors/managers, food preparation and serving workers	21.04	6.6	21.28	7.7	-	-
First-line supervisors/managers of food preparation and serving workers	21.01	7.4	21.27	8.6	-	-
Cooks	12.16	3.2	12.42	2.8	10.88	.8
Level 3	10.56	4.9	10.81	7.1	-	-
Level 4	13.54	8.3	13.69	9.2	-	-
Cooks, restaurant	11.86	1.5	11.83	1.8	-	-
Level 3	10.57	2.0	-	-	-	-
Level 4	12.48	2.6	12.42	3.0	-	-
Food preparation workers	9.98	6.3	9.69	8.0	10.68	5.9
Food service, tipped	8.86	3.0	9.49	7.5	8.47	2.8
Level 1	8.33	2.2	-	-	8.37	2.9
Level 2	9.37	7.5	10.91	5.9	8.39	1.5
Level 3	8.76	4.7	8.88	7.8	8.59	4.7
Level 4	8.35	6.7	-	-	-	-
Bartenders	8.95	4.7	-	-	-	-
Waiters and waitresses	8.72	3.2	9.35	11.0	8.40	2.6
Level 2	9.01	12.1	-	-	8.37	1.4
Level 3	8.72	5.3	8.91	8.9	8.45	4.2
Dining room and cafeteria attendants and bartender helpers	9.26	4.7	9.91	7.8	8.71	3.3
Level 1	8.57	2.1	-	-	8.68	3.0
Level 2	10.19	13.1	-	-	-	-
Fast food and counter workers	10.54	1.3	10.38	6.8	10.62	3.5
Level 1	9.26	6.9	-	-	9.29	8.7
Level 2	9.43	.4	-	-	9.51	.4
Level 3	12.76	5.5	-	-	12.87	5.2
Combined food preparation and serving workers, including fast food	10.25	2.8	9.58	3.0	10.40	3.4
Level 1	9.30	9.1	-	-	9.30	9.1
Level 2	9.26	.6	-	-	9.31	.4
Level 3	12.80	4.2	-	-	12.80	4.2
Counter attendants, cafeteria, food concession, and coffee shop	11.30	7.0	10.91	9.3	12.46	16.2
Level 3	12.71	12.4	-	-	-	-
Dishwashers	9.85	4.6	10.34	5.0	8.60	4.3
Level 1	9.97	11.5	-	-	-	-
Level 2	9.57	15.9	-	-	-	-
Hosts and hostesses, restaurant, lounge, and coffee shop	9.59	3.5	-	-	-	-
Building and grounds cleaning and maintenance occupations						
Level 1	13.37	6.4	14.33	5.7	10.76	7.9
Level 2	10.44	3.5	10.98	4.6	9.56	4.0
Level 3	13.24	11.9	13.51	13.9	-	-
Level 3	13.10	5.7	-	-	-	-
Not able to be leveled	19.81	10.1	19.81	10.1	-	-
Building cleaning workers	12.97	8.0	13.73	7.9	10.59	8.5
Level 1	10.47	4.1	10.98	4.9	9.35	4.0
Level 2	13.17	15.9	13.50	19.4	-	-
Level 3	13.43	8.4	-	-	-	-
Janitors and cleaners, except maids and housekeeping cleaners	13.17	10.5	14.25	12.1	10.44	7.1
Level 1	10.42	5.8	10.72	7.4	-	-
Maids and housekeeping cleaners	12.44	13.3	13.11	9.5	-	-
Level 1	10.52	5.2	11.27	6.7	-	-
Level 2	13.50	22.8	13.50	22.8	-	-
Grounds maintenance workers	13.38	10.9	14.83	9.4	-	-
Landscaping and groundskeeping workers	13.49	11.7	14.83	9.4	-	-

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2010 — 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	\$14.37	11.2	\$14.15	7.8	\$14.94	23.6
Level 3	13.04	5.4	—	—	11.95	11.9
Level 6	26.97	10.4	—	—	—	—
Not able to be leveled	14.33	10.7	12.94	3.7	—	—
Child care workers	13.09	8.4	—	—	12.74	10.2
Recreation and fitness workers	27.53	5.2	—	—	34.39	13.0
Fitness trainers and aerobics instructors	—	—	—	—	36.37	5.3
Sales and related occupations	26.52	14.0	31.96	15.1	12.18	5.3
Level 1	11.12	2.7	—	—	9.95	1.6
Level 2	10.37	5.7	12.05	7.4	9.23	1.7
Level 3	14.65	3.2	14.60	7.3	14.69	4.8
Level 4	17.73	7.0	17.72	6.6	17.74	12.2
Level 5	23.72	10.0	24.01	10.7	—	—
Level 6	23.53	6.7	23.42	6.8	—	—
Level 7	34.54	12.7	34.54	12.7	—	—
Level 8	49.40	16.2	49.40	16.2	—	—
Level 9	52.14	9.5	52.14	9.5	—	—
Not able to be leveled	37.30	9.8	38.06	8.8	—	—
First-line supervisors/managers, sales workers	25.00	10.1	25.52	9.5	—	—
First-line supervisors/managers of retail sales workers	18.94	5.6	19.16	4.8	—	—
Retail sales workers	14.19	3.9	16.21	4.6	11.76	4.2
Level 1	11.12	2.7	—	—	9.95	1.6
Level 2	10.27	5.2	11.85	8.0	9.23	1.7
Level 3	15.10	2.4	15.60	7.3	14.56	6.0
Level 4	16.92	10.6	16.58	9.8	17.74	12.2
Level 5	21.54	19.1	21.70	18.9	—	—
Cashiers, all workers	12.71	5.2	13.91	6.9	11.66	3.0
Level 1	—	—	—	—	10.43	9.1
Level 2	10.21	7.1	11.25	12.9	9.40	4.3
Level 3	16.20	7.1	—	—	16.05	12.7
Cashiers	12.71	5.2	13.91	6.9	11.66	3.0
Level 1	—	—	—	—	10.43	9.1
Level 2	10.21	7.1	11.25	12.9	9.40	4.3
Level 3	16.20	7.1	—	—	16.05	12.7
Retail salespersons	14.85	8.3	17.13	9.0	11.85	11.5
Level 2	10.36	16.6	13.20	.0	8.99	8.3
Level 3	14.43	3.1	15.26	7.3	13.28	2.9
Level 4	17.52	8.9	17.24	7.8	18.21	12.7
Insurance sales agents	33.53	16.8	33.68	19.1	—	—
Securities, commodities, and financial services sales agents	114.59	24.8	114.59	24.8	—	—
Sales representatives, wholesale and manufacturing	35.98	10.0	35.98	10.0	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	40.56	9.2	40.56	9.2	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	32.92	18.8	32.92	18.8	—	—
Models, demonstrators, and product promoters	34.52	4.4	—	—	—	—
Demonstrators and product promoters	34.52	4.4	—	—	—	—
Miscellaneous sales and related workers	18.84	20.2	—	—	—	—
Office and administrative support occupations	21.38	1.9	22.03	2.1	16.72	4.1
Level 1	8.94	2.6	—	—	8.94	2.6
Level 2	14.87	5.4	15.22	6.7	13.12	5.0
Level 3	15.28	2.4	15.60	3.0	14.31	6.9
Level 4	18.11	3.4	18.04	3.4	18.94	16.9
Level 5	21.96	4.8	21.97	5.0	21.73	1.9
Level 6	24.93	3.9	25.13	4.5	22.50	12.6
Level 7	31.57	7.3	31.63	7.2	—	—
Level 8	34.50	4.1	34.50	4.1	—	—
Not able to be leveled	20.70	3.2	21.47	5.6	17.32	12.2
First-line supervisors/managers of office and administrative support workers	31.13	12.3	31.60	14.4	—	—
Financial clerks	20.13	3.1	20.45	3.3	15.69	4.7
Level 3	15.02	6.5	15.30	6.7	—	—
Level 4	19.55	5.6	19.71	6.0	—	—

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 2010 — 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						
Financial clerks -Continued						
Level 5	\$20.24	3.6	\$20.09	3.4	-	-
Level 6	22.04	3.3	22.60	5.2	-	-
Not able to be leveled	23.39	8.2	23.39	8.2	-	-
Bill and account collectors	26.33	8.7	26.33	8.7	-	-
Bookkeeping, accounting, and auditing clerks	20.42	3.4	20.47	3.5	-	-
Level 4	19.65	6.7	19.77	7.3	-	-
Level 5	20.40	3.6	20.22	3.4	-	-
Level 6	21.56	2.4	22.18	5.0	-	-
Tellers	14.75	6.6	15.16	6.8	-	-
Level 3	13.73	9.1	14.01	9.8	-	-
Customer service representatives	21.52	6.0	21.79	5.3	-	-
Level 4	16.95	6.4	16.95	6.4	-	-
Level 5	19.99	3.9	19.99	3.9	-	-
Level 6	28.39	3.5	28.39	3.5	-	-
File clerks	19.29	3.6	-	-	-	-
Hotel, motel, and resort desk clerks	12.95	5.2	13.07	5.4	-	-
Order clerks	17.50	4.8	17.97	6.7	-	-
Receptionists and information clerks	18.29	6.3	18.49	7.2	-	-
Level 3	16.43	4.5	-	-	-	-
Level 4	20.64	4.7	20.33	5.2	-	-
Not able to be leveled	18.89	16.7	-	-	-	-
Production, planning, and expediting clerks	30.23	3.8	30.23	3.8	-	-
Shipping, receiving, and traffic clerks	13.82	3.5	13.97	4.0	-	-
Stock clerks and order fillers	13.88	5.5	-	-	\$10.86	9.6
Level 1	8.81	1.6	-	-	8.81	1.6
Secretaries and administrative assistants	26.60	3.7	26.99	3.5	23.00	5.5
Level 4	20.89	10.5	20.89	10.5	-	-
Level 5	25.17	11.9	25.77	11.4	-	-
Level 6	25.71	6.9	26.00	7.9	-	-
Level 7	29.16	3.2	29.17	3.2	-	-
Not able to be leveled	25.36	5.1	26.38	4.4	-	-
Executive secretaries and administrative assistants	26.45	3.4	26.60	3.3	-	-
Level 5	24.21	6.8	24.35	6.9	-	-
Level 6	24.34	5.7	24.73	5.9	-	-
Level 7	28.62	2.1	28.60	2.2	-	-
Legal secretaries	31.77	4.8	33.25	2.2	-	-
Medical secretaries	24.28	9.3	24.76	8.7	-	-
Secretaries, except legal, medical, and executive	22.84	6.6	-	-	-	-
Data entry and information processing workers	22.10	10.2	-	-	-	-
Insurance claims and policy processing clerks	24.05	5.2	25.54	6.6	-	-
Office clerks, general	19.31	3.0	20.30	4.7	15.20	8.0
Level 3	13.48	15.6	-	-	13.20	17.9
Level 4	17.95	5.4	18.80	6.0	-	-
Level 5	22.63	5.1	22.64	5.4	-	-
Not able to be leveled	16.87	7.7	17.62	8.1	15.61	12.1
Construction and extraction occupations						
Level 4	19.40	3.3	19.34	2.3	-	-
Level 5	24.70	1.7	24.73	1.7	-	-
Level 6	32.62	14.3	32.62	14.3	-	-
Level 7	38.09	9.1	38.09	9.1	-	-
Not able to be leveled	30.77	13.9	30.77	13.9	-	-
First-line supervisors/managers of construction trades and extraction workers	35.79	1.6	35.79	1.6	-	-
Carpenters	25.41	8.8	25.41	8.8	-	-
Level 6	31.42	14.0	31.42	14.0	-	-
Cement masons, concrete finishers, and terrazzo workers	26.41	4.6	27.09	8.6	-	-
Cement masons and concrete finishers	26.41	4.6	27.09	8.6	-	-
Construction laborers	17.56	27.0	17.56	27.0	-	-
Electricians	43.44	8.3	43.44	8.3	-	-
Painters and paperhangers	19.20	20.4	19.20	20.4	-	-
Painters, construction and maintenance	19.20	20.4	19.20	20.4	-	-

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2010 — 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	\$28.17	7.9	\$28.74	8.0	\$18.63	27.3
Level 4	19.36	14.0	19.36	14.0	—	—
Level 5	29.63	11.6	29.81	11.7	—	—
Level 6	28.98	5.4	28.94	5.3	—	—
Level 7	42.49	19.1	42.49	19.1	—	—
Not able to be leveled	24.62	4.5	24.60	4.6	—	—
First-line supervisors/managers of mechanics, installers, and repairers	25.75	10.3	—	—	—	—
Automotive technicians and repairers	26.26	18.7	—	—	—	—
Automotive service technicians and mechanics	26.26	18.7	—	—	—	—
Bus and truck mechanics and diesel engine specialists ...	27.63	8.0	27.63	8.0	—	—
Industrial machinery installation, repair, and maintenance workers	20.66	10.2	20.69	10.4	—	—
Industrial machinery mechanics	27.43	11.3	27.43	11.3	—	—
Maintenance and repair workers, general	20.37	10.4	20.43	10.8	—	—
Line installers and repairers	35.19	6.9	35.19	6.9	—	—
Miscellaneous installation, maintenance, and repair workers	37.27	26.1	37.47	27.5	—	—
Production occupations	18.49	4.7	18.58	4.9	14.79	10.4
Level 2	11.92	4.4	11.96	4.6	—	—
Level 3	19.31	4.7	19.72	4.1	—	—
Level 4	17.84	7.1	17.76	7.4	—	—
Level 5	18.90	5.2	18.83	5.3	—	—
Level 6	29.88	3.9	29.88	3.9	—	—
Level 7	30.44	5.1	30.44	5.1	—	—
Not able to be leveled	15.34	14.8	15.34	14.8	—	—
First-line supervisors/managers of production and operating workers	25.93	19.0	25.93	19.0	—	—
Electrical, electronics, and electromechanical assemblers	13.88	11.4	13.88	11.4	—	—
Miscellaneous assemblers and fabricators	16.43	16.7	16.43	16.7	—	—
Miscellaneous food processing workers	13.45	10.1	—	—	—	—
Welding, soldering, and brazing workers	25.47	7.0	25.47	7.0	—	—
Welders, cutters, solderers, and brazers	25.47	7.0	25.47	7.0	—	—
Printers	21.24	8.6	21.24	8.6	—	—
Inspectors, testers, sorters, samplers, and weighers	18.47	16.4	18.47	16.4	—	—
Packaging and filling machine operators and tenders	17.23	5.9	17.23	5.9	—	—
Miscellaneous production workers	15.76	11.3	15.76	11.3	—	—
Transportation and material moving occupations	17.58	4.1	18.79	5.6	12.80	8.1
Level 1	10.92	9.3	10.88	15.0	10.95	8.7
Level 2	12.32	10.7	12.17	9.5	12.59	16.1
Level 3	17.91	3.4	18.21	4.8	—	—
Level 4	19.64	9.9	19.75	10.1	—	—
Level 5	24.64	8.9	—	—	—	—
Not able to be leveled	16.09	21.8	16.20	24.7	—	—
Driver/sales workers and truck drivers	21.99	4.4	22.46	4.5	—	—
Level 3	19.68	13.2	19.68	13.2	—	—
Level 4	23.41	5.7	23.41	5.7	—	—
Truck drivers, heavy and tractor-trailer	21.57	5.2	21.57	5.2	—	—
Level 4	20.79	12.3	20.79	12.3	—	—
Truck drivers, light or delivery services	22.56	7.9	23.85	5.3	—	—
Industrial truck and tractor operators	16.47	5.4	16.47	5.4	—	—
Laborers and material movers, hand	13.42	4.4	14.01	5.2	11.71	7.8
Level 1	10.92	9.3	10.88	15.0	10.95	8.7
Level 2	11.79	11.4	11.55	7.1	12.41	28.1
Level 3	18.20	7.1	18.20	7.1	—	—
Level 4	15.66	9.1	15.83	10.3	—	—
Not able to be leveled	13.14	17.9	12.82	19.6	—	—
Cleaners of vehicles and equipment	15.27	14.6	15.27	14.6	—	—
Laborers and freight, stock, and material movers, hand	13.29	4.4	13.77	6.1	12.09	8.5
Level 1	11.59	7.5	—	—	11.52	8.6
Level 2	12.62	9.8	—	—	—	—
Level 3	18.30	3.6	18.30	3.6	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Jose-San Francisco-Oakland, CA CSA, April 2010 — 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						
Level 4	\$16.30	8.8	—	—	—	—
Not able to be leveled	12.82	18.7	\$12.82	19.6	—	—
Packers and packagers, hand	11.73	5.6	12.34	6.5	\$11.14	10.3
Level 2	10.94	18.8	—	—	—	—

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

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

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

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

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

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

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 2010

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	\$35.65	1.5	\$36.83	1.6	\$26.71	4.5
Management occupations	54.01	6.0	55.25	5.2	—	—
Level 11	55.25	6.8	55.25	6.8	—	—
Not able to be leveled	52.09	16.8	57.02	11.2	—	—
Education administrators	58.35	6.4	58.82	7.3	—	—
Education administrators, elementary and secondary school	59.23	8.7	59.83	9.8	—	—
Business and financial operations occupations	36.29	5.0	36.39	5.1	—	—
Level 9	35.08	4.4	35.08	4.4	—	—
Level 10	43.08	4.4	43.08	4.4	—	—
Human resources, training, and labor relations specialists	36.78	10.8	36.78	10.8	—	—
Management analysts	34.56	6.1	—	—	—	—
Computer and mathematical science occupations	33.73	4.6	34.03	4.7	—	—
Level 9	35.89	4.3	35.89	4.3	—	—
Architecture and engineering occupations	41.75	6.6	42.39	6.3	—	—
Level 9	45.99	2.2	45.99	2.2	—	—
Engineers	48.27	7.8	50.12	5.8	—	—
Level 9	47.63	5.1	47.63	5.1	—	—
Engineering technicians, except drafters	36.89	4.4	36.89	4.4	—	—
Life, physical, and social science occupations	35.17	8.1	34.99	10.2	—	—
Community and social services occupations	30.83	4.1	31.02	4.2	—	—
Level 7	28.11	9.8	28.11	9.8	—	—
Level 8	29.45	6.7	—	—	—	—
Counselors	30.05	7.5	30.05	7.5	—	—
Social workers	33.23	7.7	—	—	—	—
Miscellaneous community and social service specialists	29.97	12.0	29.97	12.0	—	—
Legal occupations	41.62	.5	—	—	—	—
Education, training, and library occupations	45.13	2.3	50.38	2.1	27.26	6.9
Level 4	18.52	1.4	—	—	17.98	5.2
Level 6	20.60	7.3	—	—	19.04	7.0
Level 7	29.69	3.5	—	—	26.90	5.6
Level 8	35.25	9.2	—	—	—	—
Level 9	50.93	1.1	50.83	.6	53.18	11.8
Level 10	49.64	13.3	53.45	11.8	38.62	12.9
Level 11	79.41	3.8	80.87	3.3	59.44	1.1
Not able to be leveled	40.29	2.9	42.72	3.0	32.83	14.0
Postsecondary teachers	63.40	6.8	67.38	7.8	46.31	9.6
Level 10	50.58	17.1	—	—	38.62	12.9
Level 11	79.72	4.0	—	—	—	—
Not able to be leveled	49.45	8.1	46.98	5.4	—	—
Miscellaneous postsecondary teachers	41.93	4.9	38.94	6.9	49.21	20.1
Not able to be leveled	43.12	7.6	38.37	8.7	—	—
Primary, secondary, and special education school teachers	49.04	1.3	49.97	1.3	38.07	10.5
Level 9	51.14	1.0	51.08	.5	—	—
Not able to be leveled	42.05	9.2	42.95	8.3	—	—
Preschool and kindergarten teachers	36.79	3.4	—	—	—	—
Preschool teachers, except special education	30.06	4.8	—	—	—	—
Elementary and middle school teachers	48.97	2.9	49.58	3.0	—	—
Level 9	50.57	4.0	50.73	3.8	—	—
Not able to be leveled	41.67	.7	42.93	1.9	—	—
Elementary school teachers, except special education	48.57	2.6	49.20	2.9	—	—
Level 9	50.59	3.6	50.59	3.6	—	—
Not able to be leveled	40.93	1.5	—	—	—	—
Middle school teachers, except special and vocational education	50.44	4.9	51.10	4.2	—	—
Level 9	50.51	5.5	51.22	4.9	—	—

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 2010** — 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						
Secondary school teachers	\$52.09	6.3	\$51.98	7.3	–	–
Level 9	52.49	5.5	51.98	7.3	–	–
Secondary school teachers, except special and vocational education	51.93	5.8	51.60	7.0	–	–
Level 9	51.93	5.8	51.60	7.0	–	–
Special education teachers	50.97	6.8	50.76	6.9	–	–
Level 9	50.38	1.5	50.38	1.5	–	–
Special education teachers, preschool, kindergarten, and elementary school	49.21	5.5	48.64	5.1	–	–
Other teachers and instructors	29.08	23.1	–	–	\$25.44	25.6
Library technicians	26.63	8.2	–	–	–	–
Teacher assistants	17.38	5.7	19.98	3.6	16.30	8.1
Level 4	18.58	1.5	–	–	18.02	6.1
Not able to be leveled	19.38	4.9	–	–	18.60	4.1
Arts, design, entertainment, sports, and media occupations	26.66	13.2	–	–	–	–
Healthcare practitioner and technical occupations	39.65	5.6	36.63	7.0	56.70	6.6
Level 9	52.84	3.3	52.56	3.1	–	–
Level 10	24.41	14.7	–	–	–	–
Registered nurses	60.59	3.3	60.39	6.0	61.15	3.9
Level 9	56.35	4.6	56.58	5.1	–	–
Healthcare support occupations	21.74	4.8	21.55	6.2	–	–
Protective service occupations	40.11	2.4	40.65	3.1	–	–
Level 5	31.92	3.6	–	–	–	–
Level 7	39.45	6.1	39.45	6.1	–	–
Level 8	47.22	3.3	47.22	3.3	–	–
Level 9	43.44	8.9	44.04	8.0	–	–
Not able to be leveled	46.19	5.3	46.19	5.3	–	–
Fire fighters	36.82	6.3	37.59	3.0	–	–
Police officers	44.27	3.7	44.27	3.7	–	–
Police and sheriff's patrol officers	44.27	3.7	44.27	3.7	–	–
Food preparation and serving related occupations	17.09	9.0	18.10	12.5	15.36	.2
Cooks	20.74	9.2	–	–	–	–
Cooks, institution and cafeteria	20.74	9.2	–	–	–	–
Fast food and counter workers	15.23	4.4	–	–	14.80	.7
Combined food preparation and serving workers, including fast food	15.67	6.7	–	–	–	–
Building and grounds cleaning and maintenance occupations	21.03	3.1	21.03	3.1	–	–
Level 3	16.92	6.6	16.92	6.6	–	–
Building cleaning workers	19.43	5.6	19.43	5.6	–	–
Level 3	17.12	7.3	17.12	7.3	–	–
Janitors and cleaners, except maids and housekeeping cleaners	19.43	5.6	19.43	5.6	–	–
Level 3	17.12	7.3	17.12	7.3	–	–
Personal care and service occupations	16.54	11.0	–	–	14.53	11.5
Level 2	15.86	10.6	–	–	–	–
Child care workers	16.20	10.9	–	–	12.23	4.6
Recreation and fitness workers	16.45	17.0	–	–	14.51	14.6
Recreation workers	16.45	17.0	–	–	14.51	14.6
Office and administrative support occupations	23.12	2.8	24.13	2.6	17.52	3.0
Level 2	16.33	13.7	–	–	–	–
Level 3	17.06	5.4	–	–	–	–
Level 4	20.25	6.0	20.61	6.7	–	–
Level 5	22.66	4.6	23.13	5.1	19.52	5.6
Level 6	24.56	3.9	25.33	3.1	–	–
Not able to be leveled	24.26	7.8	24.81	8.9	–	–

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 2010 — 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						
Financial clerks	\$25.97	4.1	\$25.99	4.4	—	—
Level 5	23.28	3.8	—	—	—	—
Bookkeeping, accounting, and auditing clerks	26.48	4.0	26.54	4.3	—	—
Library assistants, clerical	17.89	10.8	—	—	\$17.91	2.9
Dispatchers	33.91	1.3	33.91	1.3	—	—
Police, fire, and ambulance dispatchers	33.91	1.3	33.91	1.3	—	—
Secretaries and administrative assistants	25.70	3.2	25.70	3.2	—	—
Level 5	26.18	4.5	26.18	4.5	—	—
Level 6	24.34	5.3	24.34	5.3	—	—
Executive secretaries and administrative assistants	27.90	3.5	27.90	3.5	—	—
Secretaries, except legal, medical, and executive	24.30	8.0	24.30	8.0	—	—
Data entry and information processing workers	20.01	9.4	—	—	—	—
Word processors and typists	20.38	9.6	—	—	—	—
Office clerks, general	20.21	2.7	21.21	3.1	—	—
Level 5	21.68	2.7	21.68	2.7	—	—
Construction and extraction occupations	30.34	12.8	30.34	12.8	—	—
Installation, maintenance, and repair occupations	29.39	8.9	29.39	8.9	—	—
Level 5	23.80	14.0	23.80	14.0	—	—
Level 6	31.85	4.0	31.85	4.0	—	—
Industrial machinery installation, repair, and maintenance workers	25.06	11.5	25.06	11.5	—	—
Maintenance and repair workers, general	23.39	9.0	23.39	9.0	—	—
Production occupations	37.27	6.8	37.42	7.5	—	—
Transportation and material moving occupations	27.99	6.2	28.02	6.3	—	—
Bus drivers	25.66	1.6	—	—	—	—

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

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

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

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

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

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

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 2010

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	\$30.05	1.9	\$31.71	1.7	\$19.73	7.8
Management occupations	52.06	4.7	52.26	4.7	40.43	19.5
Group II	23.59	6.6	—	—	—	—
Group III	45.98	5.6	—	—	—	—
Group IV	78.67	6.1	—	—	—	—
General and operations managers	54.51	15.1	54.51	15.1	—	—
Group III	42.10	12.5	42.10	12.5	—	—
Marketing and sales managers	56.53	6.4	56.46	6.4	—	—
Group III	57.60	6.8	—	—	—	—
Marketing managers	54.58	9.9	54.46	10.0	—	—
Group III	55.33	5.7	55.33	5.7	—	—
Sales managers	60.75	8.2	60.75	8.2	—	—
Administrative services managers	43.46	6.5	43.46	6.5	—	—
Group III	41.78	7.7	41.78	7.7	—	—
Computer and information systems managers	66.65	6.2	66.65	6.2	—	—
Financial managers	60.40	10.6	60.81	11.3	—	—
Group III	49.55	5.3	48.77	6.3	—	—
Industrial production managers	52.35	6.7	52.35	6.7	—	—
Construction managers	48.00	10.5	48.00	10.5	—	—
Education administrators	47.40	5.5	48.14	5.1	—	—
Group III	47.14	9.6	—	—	—	—
Education administrators, elementary and secondary school	52.76	9.3	52.93	9.8	—	—
Group III	50.84	14.0	50.84	14.0	—	—
Engineering managers	66.28	13.1	66.28	13.1	—	—
Group IV	73.83	5.9	73.83	5.9	—	—
Medical and health services managers	54.41	12.6	56.84	13.7	—	—
Group III	52.61	12.6	55.05	14.0	—	—
Property, real estate, and community association managers	27.48	19.0	27.48	19.0	—	—
Social and community service managers	32.42	9.0	32.42	9.0	—	—
Group III	31.28	9.3	31.28	9.3	—	—
Business and financial operations occupations	37.30	3.8	37.42	3.8	30.09	8.5
Group II	26.69	2.6	—	—	—	—
Group III	39.89	2.7	—	—	—	—
Buyers and purchasing agents	32.31	2.0	32.72	1.9	—	—
Group III	32.73	4.6	—	—	—	—
Purchasing agents, except wholesale, retail, and farm products	32.36	4.2	32.36	4.2	—	—
Claims adjusters, appraisers, examiners, and investigators	30.28	1.3	30.28	1.3	—	—
Group II	27.12	1.7	—	—	—	—
Claims adjusters, examiners, and investigators	30.28	1.3	30.28	1.3	—	—
Group II	27.12	1.7	27.12	1.7	—	—
Human resources, training, and labor relations specialists	35.32	5.0	35.67	4.9	—	—
Group III	37.74	4.5	—	—	—	—
Management analysts	39.80	4.2	39.91	4.3	—	—
Group II	28.10	1.2	28.19	1.3	—	—
Group III	41.00	4.6	41.00	4.6	—	—
Accountants and auditors	39.76	9.5	39.76	9.5	—	—
Group II	27.29	5.7	27.29	5.7	—	—
Group III	41.86	8.2	41.86	8.2	—	—
Financial analysts and advisors	47.49	4.3	47.49	4.3	—	—
Group III	47.35	6.7	—	—	—	—
Financial analysts	48.41	4.7	48.41	4.7	—	—
Group III	47.61	7.0	47.61	7.0	—	—
Computer and mathematical science occupations	47.21	2.6	45.96	2.9	—	—
Group II	28.15	8.0	—	—	—	—
Group III	51.18	3.0	—	—	—	—
Group IV	74.97	4.6	—	—	—	—
Computer programmers	37.00	4.0	37.51	4.7	—	—
Group II	30.92	4.0	—	—	—	—
Computer software engineers	51.66	3.7	51.66	3.7	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Jose-San Francisco-Oakland, CA CSA, April 2010 — 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						
Group III	\$52.17	2.2	—	—	—	—
Computer software engineers, applications	52.66	3.4	\$52.66	3.4	—	—
Group III	53.04	4.6	53.04	4.6	—	—
Computer software engineers, systems software	50.84	5.4	50.84	5.4	—	—
Group III	51.42	2.2	51.42	2.2	—	—
Computer support specialists	30.89	7.5	30.89	7.5	—	—
Group II	30.64	8.7	30.64	8.7	—	—
Computer systems analysts	57.08	17.2	43.24	2.5	—	—
Group III	59.74	17.3	44.08	3.0	—	—
Database administrators	42.72	17.0	42.72	17.0	—	—
Network and computer systems administrators	44.34	10.3	46.27	9.6	—	—
Group III	52.34	4.2	52.34	4.2	—	—
Network systems and data communications analysts	39.94	13.5	39.94	13.5	—	—
Group III	43.10	10.2	43.10	10.2	—	—
Architecture and engineering occupations	45.34	6.3	45.36	6.4	—	—
Group II	32.86	8.9	—	—	—	—
Group III	50.35	5.1	—	—	—	—
Architects, except naval	29.60	14.0	29.60	14.0	—	—
Group II	26.81	.2	—	—	—	—
Architects, except landscape and naval	29.60	14.0	29.60	14.0	—	—
Group II	26.81	.2	26.81	.2	—	—
Engineers	50.82	5.5	50.86	5.6	—	—
Group II	40.04	11.9	—	—	—	—
Group III	50.67	5.4	—	—	—	—
Civil engineers	43.43	7.7	43.43	7.7	—	—
Group III	45.68	6.7	45.68	6.7	—	—
Computer hardware engineers	48.41	10.3	48.41	10.3	—	—
Group III	51.21	10.3	51.21	10.3	—	—
Electrical and electronics engineers	62.87	4.5	62.67	4.7	—	—
Group III	57.20	13.5	—	—	—	—
Electrical engineers	60.25	2.5	60.25	2.5	—	—
Electronics engineers, except computer	64.05	6.7	63.77	6.8	—	—
Group III	56.44	16.5	56.44	16.5	—	—
Industrial engineers, including health and safety	47.12	2.7	47.15	2.7	—	—
Group III	45.72	1.5	—	—	—	—
Industrial engineers	46.66	3.0	46.68	3.0	—	—
Group III	44.97	.4	44.98	.4	—	—
Mechanical engineers	46.29	9.5	46.29	9.5	—	—
Group III	49.08	13.8	49.08	13.8	—	—
Drafters	31.08	6.0	31.08	6.0	—	—
Engineering technicians, except drafters	30.27	5.3	30.27	5.3	—	—
Group II	28.03	9.2	—	—	—	—
Electrical and electronic engineering technicians	31.85	7.9	31.85	7.9	—	—
Life, physical, and social science occupations	40.79	6.6	40.69	6.9	\$43.45	16.2
Group II	24.71	3.9	—	—	—	—
Group III	41.61	4.6	—	—	—	—
Group IV	67.43	8.4	—	—	—	—
Life scientists	45.61	8.4	45.09	8.9	—	—
Group III	41.91	5.0	—	—	—	—
Biological scientists	42.28	9.2	42.28	9.2	—	—
Group III	41.21	5.4	—	—	—	—
Biochemists and biophysicists	43.74	10.1	43.74	10.1	—	—
Group III	41.58	5.6	41.58	5.6	—	—
Physical scientists	36.87	5.9	36.87	5.9	—	—
Group III	36.25	5.9	—	—	—	—
Market and survey researchers	57.69	9.3	57.69	9.3	—	—
Group IV	64.46	10.0	—	—	—	—
Market research analysts	57.69	9.3	57.69	9.3	—	—
Group IV	64.46	10.0	64.46	10.0	—	—
Biological technicians	27.33	6.6	26.81	7.3	—	—

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 2010 — 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	\$24.00	6.6	\$24.08	6.5	\$22.85	11.3
Group II	19.83	8.1	—	—	—	—
Group III	31.14	7.2	—	—	—	—
Counselors	22.62	9.6	24.14	9.4	—	—
Group II	19.44	8.4	—	—	—	—
Group III	31.35	15.6	—	—	—	—
Social workers	30.07	10.9	29.59	12.1	—	—
Group II	22.26	12.2	—	—	—	—
Group III	34.27	8.8	—	—	—	—
Child, family, and school social workers	29.01	14.8	29.01	14.8	—	—
Miscellaneous community and social service specialists	22.21	9.2	22.21	9.2	—	—
Group II	19.33	11.1	—	—	—	—
Social and human service assistants	18.07	6.8	18.07	6.8	—	—
Group II	17.17	6.0	17.17	6.0	—	—
Legal occupations	60.47	10.4	59.94	9.7	—	—
Group III	59.30	3.0	—	—	—	—
Lawyers	70.43	9.7	70.15	9.8	—	—
Group III	68.00	3.7	68.00	3.7	—	—
Education, training, and library occupations	39.83	4.7	44.17	7.0	26.28	9.8
Group I	14.79	6.5	—	—	—	—
Group II	24.39	12.0	—	—	—	—
Group III	52.80	3.4	—	—	—	—
Postsecondary teachers	58.30	8.0	64.02	8.7	39.15	18.1
Group III	61.68	8.6	—	—	—	—
Social sciences teachers, postsecondary	70.16	20.7	—	—	—	—
Health teachers, postsecondary	81.06	4.2	—	—	—	—
Group III	81.06	4.2	—	—	—	—
Health specialties teachers, postsecondary	81.06	4.2	—	—	—	—
Group III	81.06	4.2	—	—	—	—
Arts, communications, and humanities teachers, postsecondary	39.43	24.3	—	—	—	—
Group III	53.60	17.9	—	—	—	—
Miscellaneous postsecondary teachers	40.64	6.0	38.94	6.9	44.04	21.4
Group III	38.93	8.7	—	—	—	—
Primary, secondary, and special education school teachers	41.10	7.3	42.90	8.6	30.25	19.0
Group II	23.88	23.5	—	—	—	—
Group III	48.95	3.8	—	—	—	—
Preschool and kindergarten teachers	22.06	19.7	21.16	20.7	—	—
Group II	18.41	12.5	—	—	—	—
Preschool teachers, except special education	18.09	14.3	16.30	9.0	—	—
Group II	18.41	12.5	—	—	—	—
Elementary and middle school teachers	43.09	6.0	47.17	4.1	26.67	21.8
Group III	48.32	5.1	—	—	—	—
Elementary school teachers, except special education	45.30	3.5	46.37	4.5	36.34	7.0
Group III	47.76	5.7	48.34	5.2	—	—
Middle school teachers, except special and vocational education	50.44	4.9	51.10	4.2	—	—
Group III	50.51	5.5	51.22	4.9	—	—
Secondary school teachers	52.11	5.0	52.03	5.7	—	—
Group III	52.43	4.4	—	—	—	—
Secondary school teachers, except special and vocational education	51.99	4.5	51.74	5.4	—	—
Group III	51.99	4.5	51.74	5.4	—	—
Special education teachers	50.97	6.8	50.76	6.9	—	—
Group III	50.71	1.9	—	—	—	—
Special education teachers, preschool, kindergarten, and elementary school	49.21	5.5	48.64	5.1	—	—
Group III	51.21	.2	—	—	—	—
Other teachers and instructors	24.37	24.6	—	—	26.00	21.5
Group II	20.33	18.2	—	—	—	—
Librarians	38.08	15.0	38.08	15.0	—	—
Library technicians	27.30	4.5	—	—	—	—

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 2010** — 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						
Library technicians –Continued						
Group II	\$27.30	4.5	–	–	–	–
Teacher assistants	15.15	8.5	\$15.65	14.8	\$14.86	9.2
Group I	14.69	6.7	–	–	13.65	8.2
Arts, design, entertainment, sports, and media occupations						
.....	30.95	10.4	31.52	10.5	17.69	14.9
Group II	26.03	13.2	–	–	–	–
Group III	37.45	13.3	–	–	–	–
Designers	36.78	14.4	36.78	14.4	–	–
Writers and editors	34.48	16.3	–	–	–	–
Healthcare practitioner and technical occupations						
.....	43.17	4.2	39.11	5.2	54.38	2.5
Group II	35.02	8.3	–	–	–	–
Group III	51.61	4.0	–	–	–	–
Physicians and surgeons	32.91	22.0	–	–	–	–
Group III	27.67	28.4	–	–	–	–
Registered nurses	57.11	2.7	55.83	4.5	59.12	1.9
Group II	53.23	8.8	–	–	–	–
Group III	57.90	2.1	57.00	4.6	58.87	1.9
Therapists	61.69	18.9	–	–	–	–
Clinical laboratory technologists and technicians	31.86	9.8	32.70	6.8	–	–
Health diagnosing and treating practitioner support technicians	23.68	5.6	22.96	3.9	–	–
Group II	25.04	8.3	–	–	–	–
Psychiatric technicians	25.00	6.5	25.22	6.4	–	–
Group II	25.00	6.5	25.22	6.4	–	–
Licensed practical and licensed vocational nurses	32.91	7.4	–	–	35.16	6.5
Group II	31.36	4.9	–	–	–	–
Healthcare support occupations						
.....	20.70	2.6	20.45	5.2	21.29	6.1
Group I	19.59	1.8	–	–	–	–
Group II	24.08	4.7	–	–	–	–
Nursing, psychiatric, and home health aides	17.95	5.9	14.90	8.0	21.82	1.7
Group I	18.41	4.1	–	–	–	–
Nursing aides, orderlies, and attendants	17.46	6.6	–	–	22.39	.5
Group I	18.02	4.5	–	–	22.39	.5
Miscellaneous healthcare support occupations	21.78	1.9	22.30	5.2	19.87	9.3
Group I	20.44	1.7	–	–	–	–
Group II	23.75	4.8	–	–	–	–
Dental assistants	23.07	27.5	–	–	–	–
Medical assistants	20.10	6.3	20.99	2.3	–	–
Group I	20.10	7.3	21.78	1.6	–	–
Protective service occupations						
.....	33.45	5.1	36.62	4.6	12.16	15.7
Group I	14.10	8.3	–	–	–	–
Group II	38.27	3.2	–	–	–	–
Group III	45.96	4.3	–	–	–	–
Fire fighters	36.82	6.3	37.59	3.0	–	–
Group II	36.82	6.3	37.59	3.0	–	–
Police officers	44.27	3.7	44.27	3.7	–	–
Group II	42.68	4.0	–	–	–	–
Police and sheriff's patrol officers	44.27	3.7	44.27	3.7	–	–
Group II	42.68	4.0	42.68	4.0	–	–
Security guards and gaming surveillance officers	13.87	9.4	16.04	11.7	–	–
Group I	11.81	6.0	–	–	–	–
Security guards	13.87	9.4	16.04	11.7	–	–
Group I	11.81	6.0	13.11	8.7	–	–
Miscellaneous protective service workers	19.93	19.4	–	–	12.53	10.6
Group I	18.88	20.3	–	–	–	–
Food preparation and serving related occupations						
.....	11.02	1.7	11.82	2.8	10.00	1.7
Group I	10.45	1.6	–	–	–	–
Group II	20.47	7.3	–	–	–	–

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 2010 — 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						
First-line supervisors/managers, food preparation and serving workers	\$21.11	6.4	\$21.34	7.4	—	—
Group II	22.52	9.4	—	—	—	—
First-line supervisors/managers of food preparation and serving workers	21.09	7.1	21.34	8.2	—	—
Group II	22.74	10.0	—	—	—	—
Cooks	12.64	4.9	12.87	4.8	\$11.54	4.5
Group I	12.11	4.1	—	—	—	—
Cooks, institution and cafeteria	17.61	13.7	—	—	—	—
Cooks, restaurant	11.86	1.5	11.83	1.8	—	—
Group I	11.67	.9	11.61	1.1	—	—
Food preparation workers	10.19	6.4	9.96	8.0	10.75	5.9
Group I	10.13	6.6	9.96	8.0	10.60	6.0
Food service, tipped	8.85	3.0	9.45	7.3	8.47	2.8
Group I	8.80	2.8	—	—	—	—
Bartenders	8.95	4.7	—	—	—	—
Group I	8.95	4.7	—	—	—	—
Waiters and waitresses	8.72	3.2	9.35	11.0	8.40	2.6
Group I	8.64	3.1	9.35	11.0	8.26	2.5
Dining room and cafeteria attendants and bartender helpers	9.20	4.6	9.72	7.7	8.71	3.3
Group I	9.20	4.6	9.72	7.7	8.71	3.3
Fast food and counter workers	10.80	1.6	10.81	6.3	10.80	3.4
Group I	10.78	1.7	—	—	—	—
Combined food preparation and serving workers, including fast food	10.52	2.9	10.57	7.0	10.51	3.3
Group I	10.50	3.6	—	—	10.47	4.0
Counter attendants, cafeteria, food concession, and coffee shop	11.52	6.0	10.99	8.7	12.85	13.3
Group I	11.46	6.3	10.91	9.3	12.86	13.9
Dishwashers	9.85	4.6	10.34	5.0	8.60	4.3
Group I	9.85	4.6	10.34	5.0	8.60	4.3
Hosts and hostesses, restaurant, lounge, and coffee shop	9.59	3.5	—	—	—	—
Group I	9.59	3.5	—	—	—	—
Building and grounds cleaning and maintenance occupations						
Group I	14.61	4.6	15.73	3.6	10.76	7.9
Group II	13.11	4.1	—	—	—	—
Group II	23.24	12.1	—	—	—	—
Building cleaning workers	13.95	6.1	14.82	5.6	10.59	8.5
Group I	12.76	5.6	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	14.66	6.9	15.82	7.2	10.44	7.1
Group I	13.00	3.7	13.99	4.7	10.44	7.1
Maids and housekeeping cleaners	12.44	13.3	13.11	9.5	—	—
Group I	12.44	13.3	13.11	9.5	—	—
Grounds maintenance workers	15.22	8.7	17.14	6.6	—	—
Group I	14.48	7.7	—	—	—	—
Landscaping and groundskeeping workers	14.87	11.6	16.54	9.8	—	—
Group I	13.81	12.9	16.01	17.7	—	—
Personal care and service occupations						
Group I	14.52	10.3	14.37	7.6	14.88	20.0
Group II	12.90	8.7	—	—	—	—
Group II	23.51	17.7	—	—	—	—
Child care workers	13.39	8.3	—	—	12.68	9.1
Group I	13.84	9.3	—	—	12.83	10.2
Recreation and fitness workers	23.81	14.4	—	—	24.75	26.0
Group I	17.13	17.5	—	—	—	—
Fitness trainers and aerobics instructors	—	—	—	—	36.37	5.3
Recreation workers	16.09	17.4	—	—	14.21	14.6
Group I	17.13	17.5	—	—	15.16	15.9
Sales and related occupations						
.....	26.51	14.0	31.93	15.1	12.18	5.3

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 2010 — 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						
Group I	\$13.38	3.6	—	—	—	—
Group II	27.23	6.7	—	—	—	—
First-line supervisors/managers, sales workers	24.88	10.0	\$25.37	9.3	—	—
Group II	19.69	2.8	—	—	—	—
First-line supervisors/managers of retail sales workers	19.03	5.4	19.25	4.6	—	—
Group II	19.69	2.8	19.69	2.8	—	—
Retail sales workers	14.19	3.9	16.21	4.6	\$11.76	4.2
Group I	12.97	3.5	—	—	—	—
Group II	21.52	18.1	—	—	—	—
Cashiers, all workers	12.71	5.2	13.91	6.9	11.66	3.0
Group I	12.22	5.3	—	—	—	—
Cashiers	12.71	5.2	13.91	6.9	11.66	3.0
Group I	12.22	5.3	12.97	8.3	11.64	3.2
Retail salespersons	14.85	8.3	17.13	9.0	11.85	11.5
Group I	13.66	7.0	15.48	4.3	11.78	12.4
Insurance sales agents	33.53	16.8	33.68	19.1	—	—
Securities, commodities, and financial services sales agents	114.59	24.8	114.59	24.8	—	—
Sales representatives, wholesale and manufacturing	35.98	10.0	35.98	10.0	—	—
Group II	31.57	11.4	—	—	—	—
Group III	46.63	8.0	—	—	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	40.56	9.2	40.56	9.2	—	—
Group II	32.60	11.2	32.60	11.2	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	32.92	18.8	32.92	18.8	—	—
Models, demonstrators, and product promoters	34.52	4.4	—	—	—	—
Demonstrators and product promoters	34.52	4.4	—	—	—	—
Miscellaneous sales and related workers	18.84	20.2	—	—	—	—
Office and administrative support occupations						
Group I	21.59	1.7	22.28	1.8	16.84	3.5
Group II	16.69	2.1	—	—	—	—
Group III	25.26	2.2	—	—	—	—
First-line supervisors/managers of office and administrative support workers	30.09	11.4	30.39	13.0	—	—
Group II	30.82	13.2	30.82	13.2	—	—
Financial clerks	20.72	3.0	21.03	3.2	16.40	6.3
Group I	17.44	3.4	—	—	—	—
Group II	22.13	3.0	—	—	—	—
Bill and account collectors	26.33	8.7	26.33	8.7	—	—
Bookkeeping, accounting, and auditing clerks	21.21	3.5	21.26	3.7	—	—
Group I	19.10	6.0	19.16	6.5	—	—
Group II	22.27	3.5	22.34	3.8	—	—
Tellers	14.75	6.6	15.16	6.8	—	—
Group I	14.41	6.0	14.82	6.8	—	—
Customer service representatives	21.52	6.0	21.79	5.3	—	—
Group I	16.79	6.0	16.79	6.0	—	—
Group II	25.12	5.2	25.12	5.2	—	—
File clerks	19.29	3.6	—	—	—	—
Group I	19.29	3.6	—	—	—	—
Hotel, motel, and resort desk clerks	12.95	5.2	13.07	5.4	—	—
Group I	12.41	.9	12.52	.9	—	—
Library assistants, clerical	17.81	10.7	—	—	17.77	3.1
Group I	19.44	6.8	—	—	16.96	3.0
Order clerks	17.50	4.8	17.97	6.7	—	—
Group I	16.28	5.1	—	—	—	—
Receptionists and information clerks	18.52	6.2	18.76	7.0	17.02	11.0
Group I	17.96	3.9	18.13	4.5	—	—
Dispatchers	30.14	5.5	30.14	5.5	—	—
Group II	30.14	5.5	—	—	—	—
Police, fire, and ambulance dispatchers	33.91	1.3	33.91	1.3	—	—
Group II	33.91	1.3	33.91	1.3	—	—
Production, planning, and expediting clerks	30.23	3.8	30.23	3.8	—	—
Group II	31.33	5.7	31.33	5.7	—	—
Shipping, receiving, and traffic clerks	14.25	4.2	14.42	4.8	—	—

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 2010 — 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						
Shipping, receiving, and traffic clerks —Continued						
Group I	\$13.95	4.2	\$13.95	4.2	—	—
Stock clerks and order fillers	13.86	5.4	—	—	\$10.88	9.3
Group I	13.27	8.9	—	—	10.88	9.3
Secretaries and administrative assistants	26.52	3.4	26.86	3.2	23.00	5.5
Group I	20.92	9.3	—	—	—	—
Group II	27.20	4.6	—	—	—	—
Executive secretaries and administrative assistants	26.52	3.2	26.67	3.2	—	—
Group II	26.68	3.9	26.86	3.9	—	—
Legal secretaries	31.67	4.7	33.06	1.8	—	—
Group II	31.78	4.9	33.31	1.7	—	—
Medical secretaries	24.27	8.8	24.71	8.0	—	—
Group II	26.00	20.5	—	—	—	—
Secretaries, except legal, medical, and executive	23.52	5.0	24.07	5.0	—	—
Group II	24.81	3.7	24.81	3.7	—	—
Data entry and information processing workers	21.32	8.0	21.67	7.8	20.96	16.8
Group I	21.50	14.6	—	—	—	—
Word processors and typists	23.24	7.5	22.82	7.2	—	—
Insurance claims and policy processing clerks	24.05	5.2	25.54	6.6	—	—
Group II	24.37	1.3	24.37	1.3	—	—
Office clerks, general	19.41	2.6	20.40	4.0	15.29	7.1
Group I	17.39	4.6	18.60	4.2	13.90	8.6
Group II	22.61	3.9	22.62	4.0	—	—
Construction and extraction occupations	25.83	5.9	25.90	6.1	—	—
Group I	17.65	9.4	—	—	—	—
Group II	29.85	9.0	—	—	—	—
First-line supervisors/managers of construction trades and extraction workers	35.79	1.6	35.79	1.6	—	—
Group II	34.66	5.6	34.66	5.6	—	—
Carpenters	25.56	8.9	25.56	8.9	—	—
Group II	28.78	8.6	28.78	8.6	—	—
Cement masons, concrete finishers, and terrazzo workers	26.41	4.6	27.09	8.6	—	—
Group II	27.30	1.7	—	—	—	—
Cement masons and concrete finishers	26.41	4.6	27.09	8.6	—	—
Group II	27.30	1.7	—	—	—	—
Construction laborers	18.38	23.4	18.38	23.4	—	—
Group I	18.41	26.1	18.41	26.1	—	—
Construction equipment operators	25.16	15.9	25.16	15.9	—	—
Operating engineers and other construction equipment operators	29.81	16.3	29.81	16.3	—	—
Electricians	43.44	8.3	43.44	8.3	—	—
Group II	49.71	5.1	49.71	5.1	—	—
Painters and paperhangers	19.20	20.4	19.20	20.4	—	—
Painters, construction and maintenance	19.20	20.4	19.20	20.4	—	—
Installation, maintenance, and repair occupations	28.33	6.9	28.83	6.9	18.63	27.3
Group I	16.28	9.8	—	—	—	—
Group II	31.98	7.8	—	—	—	—
First-line supervisors/managers of mechanics, installers, and repairers	29.92	10.4	29.96	11.4	—	—
Automotive technicians and repairers	26.20	18.2	30.82	6.5	—	—
Automotive service technicians and mechanics	26.20	18.2	30.82	6.5	—	—
Bus and truck mechanics and diesel engine specialists ...	27.84	7.3	27.84	7.3	—	—
Group II	30.73	7.0	30.73	7.0	—	—
Industrial machinery installation, repair, and maintenance workers	21.96	8.2	21.99	8.2	—	—
Group I	14.62	8.5	—	—	—	—
Group II	26.38	7.6	—	—	—	—
Industrial machinery mechanics	28.98	9.2	28.98	9.2	—	—
Group II	30.51	7.8	30.51	7.8	—	—
Maintenance and repair workers, general	21.66	7.2	21.70	7.3	—	—
Group II	24.73	8.4	24.73	8.4	—	—

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 2010 — 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						
Line installers and repairers	\$35.19	6.9	\$35.19	6.9	—	—
Miscellaneous installation, maintenance, and repair workers	36.45	23.8	36.59	24.9	—	—
Group II	45.19	16.6	—	—	—	—
Production occupations	18.96	5.0	19.01	5.2	\$17.05	14.7
Group I	16.02	5.0	—	—	—	—
Group II	25.32	4.4	—	—	—	—
First-line supervisors/managers of production and operating workers	25.93	19.0	25.93	19.0	—	—
Group II	23.63	23.5	23.63	23.5	—	—
Electrical, electronics, and electromechanical assemblers	13.88	11.4	13.88	11.4	—	—
Group I	15.81	9.8	—	—	—	—
Miscellaneous assemblers and fabricators	16.43	16.7	16.43	16.7	—	—
Group I	17.31	18.0	—	—	—	—
Miscellaneous food processing workers	13.45	10.1	—	—	—	—
Welding, soldering, and brazing workers	25.47	7.0	25.47	7.0	—	—
Welders, cutters, solderers, and brazers	25.47	7.0	25.47	7.0	—	—
Printers	21.24	8.4	21.24	8.4	—	—
Stationary engineers and boiler operators	39.31	3.0	39.80	2.6	—	—
Inspectors, testers, sorters, samplers, and weighers	18.47	16.4	18.47	16.4	—	—
Group II	24.05	4.6	24.05	4.6	—	—
Packaging and filling machine operators and tenders	17.23	5.9	17.23	5.9	—	—
Miscellaneous production workers	15.76	11.3	15.76	11.3	—	—
Group I	13.93	8.1	—	—	—	—
Transportation and material moving occupations	18.35	3.4	19.61	4.9	13.01	7.3
Group I	15.99	4.9	—	—	—	—
Group II	27.66	8.5	—	—	—	—
Bus drivers	19.30	6.1	20.19	2.8	—	—
Group I	17.48	7.7	—	—	—	—
Bus drivers, transit and intercity	19.56	6.2	—	—	—	—
Driver/sales workers and truck drivers	22.28	4.3	22.75	4.4	—	—
Group I	21.22	8.5	—	—	—	—
Group II	24.93	10.8	—	—	—	—
Truck drivers, heavy and tractor-trailer	22.07	5.3	22.07	5.3	—	—
Group I	21.77	6.7	21.77	6.7	—	—
Truck drivers, light or delivery services	22.56	7.9	23.85	5.3	—	—
Group I	20.45	17.4	21.78	16.0	—	—
Industrial truck and tractor operators	16.47	5.4	16.47	5.4	—	—
Laborers and material movers, hand	13.42	4.4	14.01	5.2	11.71	7.8
Group I	13.46	4.7	—	—	—	—
Cleaners of vehicles and equipment	15.27	14.6	15.27	14.6	—	—
Group I	15.27	14.6	15.27	14.6	—	—
Laborers and freight, stock, and material movers, hand	13.29	4.4	13.77	6.1	12.09	8.5
Group I	13.41	3.6	14.15	5.9	12.06	9.2
Packers and packagers, hand	11.73	5.6	12.34	6.5	11.14	10.3
Group I	11.46	7.2	12.34	6.5	10.47	10.9

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 2010

Occupation ²	10	25	Median 50	75	90
All workers	\$10.25	\$15.50	\$24.54	\$39.09	\$56.27
Management occupations	26.04	36.41	50.55	66.36	78.85
General and operations managers	24.03	33.21	50.00	79.33	84.14
Marketing and sales managers	36.41	45.67	53.87	64.89	74.40
Marketing managers	36.41	36.41	53.71	63.53	74.35
Sales managers	30.99	45.67	62.50	69.34	104.70
Administrative services managers	28.39	39.38	44.38	48.81	52.16
Computer and information systems managers	41.03	58.88	67.77	74.28	75.43
Financial managers	32.31	39.69	58.74	67.72	80.62
Industrial production managers	38.39	47.12	51.03	59.93	64.85
Construction managers	31.73	39.31	49.71	55.72	56.81
Education administrators	24.44	34.61	51.20	61.86	65.14
Education administrators, elementary and secondary school	26.63	51.20	51.20	62.04	65.14
Engineering managers	33.65	55.57	69.91	84.14	88.03
Medical and health services managers	32.75	49.15	51.08	65.17	80.56
Property, real estate, and community association managers	14.42	17.31	20.26	33.65	49.65
Social and community service managers	22.12	26.25	30.80	36.50	45.67
Business and financial operations occupations	23.56	28.29	35.34	44.32	55.25
Buyers and purchasing agents	24.62	29.16	30.99	36.06	49.15
Purchasing agents, except wholesale, retail, and farm products	24.77	30.64	30.99	31.38	49.15
Claims adjusters, appraisers, examiners, and investigators	23.08	24.81	29.47	34.02	37.27
Claims adjusters, examiners, and investigators	23.08	24.81	29.47	34.02	37.27
Human resources, training, and labor relations specialists	25.61	29.00	35.45	42.41	45.28
Management analysts	28.29	31.85	40.97	46.15	51.90
Accountants and auditors	21.64	28.51	36.06	49.39	60.52
Financial analysts and advisors	31.49	39.42	46.15	54.72	66.57
Financial analysts	31.49	40.87	47.36	52.89	66.57
Computer and mathematical science occupations	23.96	36.48	47.62	57.69	68.40
Computer programmers	28.74	31.38	36.48	38.57	45.98
Computer software engineers	38.45	44.46	51.09	59.86	68.40
Computer software engineers, applications	42.35	45.97	51.92	58.33	69.09
Computer software engineers, systems software	33.22	44.46	51.09	60.12	66.22
Computer support specialists	18.91	24.87	31.52	39.42	39.42
Computer systems analysts	31.85	40.53	51.31	83.39	83.39
Database administrators	23.96	23.96	39.88	39.88	71.27
Network and computer systems administrators	22.28	38.85	49.02	52.89	60.10
Network systems and data communications analysts	20.83	30.09	41.33	49.15	57.74
Architecture and engineering occupations	26.20	33.00	42.48	55.28	66.14
Architects, except naval	20.67	23.08	26.44	32.21	37.50
Architects, except landscape and naval	20.67	23.08	26.44	32.21	37.50
Engineers	32.18	39.12	49.03	58.88	72.56
Civil engineers	30.27	31.81	44.48	51.54	57.69
Computer hardware engineers	35.40	39.06	45.94	52.84	72.29
Electrical and electronics engineers	39.66	46.17	58.86	73.61	93.85
Electrical engineers	36.33	51.74	59.28	69.61	78.62
Electronics engineers, except computer	40.77	44.87	56.25	79.33	93.85
Industrial engineers, including health and safety	37.08	38.09	48.34	56.06	60.85
Industrial engineers	37.08	38.09	45.25	58.88	60.85
Mechanical engineers	29.81	33.54	48.50	55.09	59.06
Drafters	18.00	26.22	31.16	39.20	39.86
Engineering technicians, except drafters	17.52	23.72	27.11	34.79	48.60
Electrical and electronic engineering technicians	14.96	23.60	32.96	38.90	51.03
Life, physical, and social science occupations	21.88	29.18	38.07	48.99	61.66
Life scientists	28.83	35.81	39.56	50.96	67.40
Biological scientists	28.83	35.23	38.60	48.17	61.31
Biochemists and biophysicists	34.59	37.51	38.60	50.03	61.66
Physical scientists	28.23	31.92	35.13	38.94	52.86
Market and survey researchers	42.14	45.19	56.02	70.84	72.76
Market research analysts	42.14	45.19	56.02	70.84	72.76
Biological technicians	20.25	21.63	26.89	31.92	38.78

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2010**
 — Continued

Occupation ²	10	25	Median 50	75	90
Community and social services occupations	\$14.93	\$17.00	\$21.42	\$27.66	\$40.53
Counselors	12.50	16.20	21.88	26.14	31.45
Social workers	16.05	21.32	28.16	38.25	45.07
Child, family, and school social workers	21.32	21.32	28.37	37.19	41.59
Miscellaneous community and social service specialists	12.50	17.00	19.54	25.56	34.88
Social and human service assistants	12.46	16.00	18.46	19.44	21.74
Legal occupations	34.62	39.00	49.52	79.49	97.05
Lawyers	42.15	48.08	65.10	82.05	105.78
Education, training, and library occupations	14.00	20.00	38.75	51.42	68.40
Postsecondary teachers	25.25	35.04	51.10	81.06	93.12
Social sciences teachers, postsecondary	39.45	48.62	65.74	86.05	110.96
Health teachers, postsecondary	47.08	66.92	81.66	91.78	103.83
Health specialties teachers, postsecondary	47.08	66.92	81.66	91.78	103.83
Arts, communications, and humanities teachers, postsecondary	25.00	25.00	25.00	55.71	68.24
Miscellaneous postsecondary teachers	26.83	30.66	39.22	45.86	57.64
Primary, secondary, and special education school teachers	15.00	30.18	42.21	51.31	61.51
Preschool and kindergarten teachers	13.22	14.00	16.50	26.42	37.35
Preschool teachers, except special education	10.97	14.00	14.67	19.74	32.94
Elementary and middle school teachers	20.00	37.00	42.21	51.31	60.85
Elementary school teachers, except special education	30.46	39.21	42.31	51.31	61.84
Middle school teachers, except special and vocational education	38.92	43.31	49.34	55.16	63.01
Secondary school teachers	39.50	45.00	49.02	60.23	67.12
Secondary school teachers, except special and vocational education	39.50	45.00	47.64	59.56	67.77
Special education teachers	38.42	44.68	49.00	55.55	70.70
Special education teachers, preschool, kindergarten, and elementary school	38.42	44.68	45.73	55.55	64.09
Other teachers and instructors	10.90	13.40	18.71	33.57	47.61
Librarians	29.11	29.86	31.25	40.05	59.05
Library technicians	20.96	25.34	27.13	31.66	33.31
Teacher assistants	10.50	11.29	13.44	18.28	20.76
Arts, design, entertainment, sports, and media occupations	18.54	24.76	28.93	35.31	46.73
Designers	22.64	26.44	35.00	50.07	50.07
Writers and editors	28.93	28.93	29.07	31.59	53.99
Healthcare practitioner and technical occupations	19.05	24.64	43.21	58.31	67.02
Physicians and surgeons	11.74	12.19	13.15	25.55	81.73
Registered nurses	45.00	51.32	57.45	62.28	68.39
Therapists	20.28	42.59	77.00	80.09	80.09
Clinical laboratory technologists and technicians	20.38	24.10	29.44	45.10	49.28
Health diagnosing and treating practitioner support technicians	20.38	22.00	22.19	25.78	28.83
Psychiatric technicians	20.38	21.20	26.45	28.22	29.27
Licensed practical and licensed vocational nurses	25.75	28.18	32.83	35.00	43.21
Healthcare support occupations	13.62	17.67	21.71	23.24	26.72
Nursing, psychiatric, and home health aides	12.97	13.80	19.44	22.03	22.36
Nursing aides, orderlies, and attendants	12.31	13.60	16.20	22.36	22.77
Miscellaneous healthcare support occupations	13.62	19.16	22.44	23.57	29.03
Dental assistants	10.00	19.88	22.73	29.03	29.03
Medical assistants	13.62	17.67	21.32	23.04	23.57
Protective service occupations	11.03	21.59	35.98	43.23	51.92
Fire fighters	30.36	33.75	34.63	39.74	39.98
Police officers	34.68	39.55	44.11	49.68	51.92
Police and sheriff's patrol officers	34.68	39.55	44.11	49.68	51.92
Security guards and gaming surveillance officers	9.00	9.79	12.00	16.03	22.06
Security guards	9.00	9.79	12.00	16.03	22.06
Miscellaneous protective service workers	9.32	12.41	23.38	26.12	27.83
Food preparation and serving related occupations	8.00	8.20	9.55	12.65	15.54

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2010**
 — Continued

Occupation ²	10	25	Median 50	75	90
Food preparation and serving related occupations					
—Continued					
First-line supervisors/managers, food preparation and serving workers	\$15.63	\$16.95	\$20.00	\$22.61	\$24.84
First-line supervisors/managers of food preparation and serving workers	15.63	16.95	19.38	22.61	24.84
Cooks	8.50	10.00	11.92	14.15	16.50
Cooks, institution and cafeteria	12.03	14.05	15.84	21.63	25.38
Cooks, restaurant	9.00	10.20	11.92	13.19	15.00
Food preparation workers	8.00	8.00	8.00	12.03	14.90
Food service, tipped	8.00	8.00	8.00	8.40	10.40
Bartenders	8.00	8.00	9.00	9.79	9.79
Waiters and waitresses	8.00	8.00	8.00	8.24	9.79
Dining room and cafeteria attendants and bartender helpers	8.00	8.00	8.03	9.79	12.30
Fast food and counter workers	8.25	9.00	9.61	12.07	15.01
Combined food preparation and serving workers, including fast food	8.25	8.81	9.61	11.50	15.01
Counter attendants, cafeteria, food concession, and coffee shop	8.50	9.00	9.86	15.01	15.01
Dishwashers	8.00	8.20	9.00	10.50	13.97
Hosts and hostesses, restaurant, lounge, and coffee shop	8.67	8.67	9.00	10.00	11.25
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	8.50	10.00	12.23	18.09	22.72
Janitors and cleaners, except maids and housekeeping cleaners	8.75	10.11	12.75	19.00	24.04
Maids and housekeeping cleaners	8.35	8.82	10.48	15.47	18.09
Grounds maintenance workers	10.06	11.00	13.00	16.00	25.00
Landscaping and groundskeeping workers	10.06	11.00	13.00	16.00	25.00
Personal care and service occupations					
Child care workers	9.10	9.50	12.00	15.97	26.12
Recreation and fitness workers	10.50	10.50	13.32	14.85	19.06
Recreation workers	10.25	18.47	20.28	26.12	40.00
Recreation workers	8.94	10.00	16.66	20.63	24.49
Sales and related occupations					
First-line supervisors/managers, sales workers	14.88	17.79	21.00	24.30	44.52
First-line supervisors/managers of retail sales workers	14.51	16.00	19.60	21.00	23.80
Retail sales workers	8.50	9.69	12.53	17.91	21.45
Cashiers, all workers	8.25	9.36	10.41	15.53	20.78
Cashiers	8.25	9.36	10.41	15.53	20.78
Retail salespersons	8.50	9.75	13.16	17.41	21.45
Insurance sales agents	25.96	25.96	26.44	38.96	48.08
Securities, commodities, and financial services sales agents	22.33	31.36	60.10	152.67	152.67
Sales representatives, wholesale and manufacturing	19.44	23.13	36.30	46.33	56.58
Sales representatives, wholesale and manufacturing, technical and scientific products	26.44	29.54	46.33	48.08	56.58
Sales representatives, wholesale and manufacturing, except technical and scientific products	19.44	22.28	30.55	44.73	57.12
Models, demonstrators, and product promoters	21.46	25.00	31.93	34.15	59.84
Demonstrators and product promoters	21.46	25.00	31.93	34.15	59.84
Miscellaneous sales and related workers	12.00	12.00	15.10	18.85	41.13
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	19.63	21.73	27.14	41.20	44.44
Financial clerks	14.67	17.50	19.71	24.28	27.86
Bill and account collectors	18.75	23.07	28.07	29.99	29.99
Bookkeeping, accounting, and auditing clerks	17.20	18.36	20.00	23.25	27.20
Tellers	11.54	12.53	14.77	16.91	17.50
Customer service representatives	14.68	15.71	21.27	25.03	30.50
File clerks	14.51	19.44	19.44	21.00	21.00
Hotel, motel, and resort desk clerks	10.00	11.00	13.00	15.00	16.75
Library assistants, clerical	9.00	16.26	17.93	20.19	28.38
Order clerks	14.00	15.00	16.25	21.43	23.26

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2010**
 — Continued

Occupation ²	10	25	Median 50	75	90
Office and administrative support occupations					
—Continued					
Receptionists and information clerks	\$11.68	\$15.50	\$18.11	\$21.84	\$25.23
Dispatchers	22.00	25.00	32.50	34.86	37.68
Police, fire, and ambulance dispatchers	28.14	32.53	34.10	37.68	37.68
Production, planning, and expediting clerks	19.00	25.71	32.72	35.77	37.08
Shipping, receiving, and traffic clerks	10.25	11.62	13.00	15.51	19.00
Stock clerks and order fillers	8.50	11.00	14.00	17.50	18.50
Secretaries and administrative assistants	18.77	22.40	26.07	31.62	35.10
Executive secretaries and administrative assistants	19.66	22.66	26.48	30.94	32.78
Legal secretaries	26.07	26.11	31.79	36.27	39.57
Medical secretaries	16.49	19.32	22.00	27.82	38.05
Secretaries, except legal, medical, and executive	18.49	20.61	23.40	25.29	28.93
Data entry and information processing workers	14.20	15.74	24.00	25.75	30.60
Word processors and typists	16.27	17.94	24.74	25.75	30.60
Insurance claims and policy processing clerks	17.02	20.74	24.30	24.49	33.33
Office clerks, general	12.95	16.00	19.43	22.27	25.88
Construction and extraction occupations					
First-line supervisors/managers of construction trades and extraction workers	13.21	17.48	26.00	30.48	40.15
Carpenters	26.11	26.11	32.45	40.15	46.15
Cement masons, concrete finishers, and terrazzo workers	16.00	20.00	26.00	28.42	36.50
Cement masons and concrete finishers	22.42	22.67	25.00	28.71	31.65
Construction laborers	22.42	22.67	25.00	28.71	31.65
Construction equipment operators	12.00	12.00	15.00	26.47	26.99
Construction equipment operators	19.46	19.46	19.73	34.22	37.75
Operating engineers and other construction equipment operators	19.73	22.67	34.22	37.75	37.75
Electricians	25.72	35.60	44.50	54.71	56.25
Painters and paperhangers	11.40	14.50	17.39	24.00	24.00
Painters, construction and maintenance	11.40	14.50	17.39	24.00	24.00
Installation, maintenance, and repair occupations					
First-line supervisors/managers of mechanics, installers, and repairers	14.50	20.17	27.30	33.71	39.33
Automotive technicians and repairers	17.83	22.95	29.85	33.25	44.13
Automotive service technicians and mechanics	10.27	20.17	33.00	35.00	35.00
Bus and truck mechanics and diesel engine specialists ...	10.27	20.17	33.00	35.00	35.00
Industrial machinery installation, repair, and maintenance workers	18.14	22.28	28.46	31.77	37.30
Industrial machinery mechanics	12.40	16.40	20.22	26.37	34.58
Maintenance and repair workers, general	22.14	22.88	25.56	34.58	36.72
Line installers and repairers	14.71	16.99	20.22	26.37	32.76
Miscellaneous installation, maintenance, and repair workers	29.88	33.71	33.71	37.38	42.43
Production occupations	14.50	16.09	39.16	39.33	80.66
First-line supervisors/managers of production and operating workers	10.00	12.47	16.80	24.30	31.00
Electrical, electronics, and electromechanical assemblers	13.37	13.37	21.64	37.22	37.22
Miscellaneous assemblers and fabricators	12.47	12.47	12.47	14.46	17.73
Miscellaneous food processing workers	8.00	9.00	15.00	22.00	29.39
Welding, soldering, and brazing workers	9.00	10.00	10.50	16.05	22.31
Welders, cutters, solderers, and brazers	18.41	20.07	27.10	27.10	35.65
Printers	18.41	20.07	27.10	27.10	35.65
Stationary engineers and boiler operators	13.50	16.96	24.30	24.30	26.00
Inspectors, testers, sorters, samplers, and weighers	35.55	36.16	39.88	39.88	45.14
Packaging and filling machine operators and tenders	7.83	7.83	14.84	29.39	31.88
Miscellaneous production workers	10.50	12.60	17.60	21.54	24.69
Transportation and material moving occupations	10.00	11.45	14.50	17.90	23.36
Bus drivers	9.00	11.61	16.75	21.00	28.85
Bus drivers, transit and intercity	14.64	15.54	17.24	25.68	27.31
Driver/sales workers and truck drivers	14.64	15.54	17.15	25.68	27.92
Truck drivers, heavy and tractor-trailer	13.25	17.75	21.00	29.55	29.92
Truck drivers, light or delivery services	17.60	17.75	21.00	28.85	29.55
Industrial truck and tractor operators	11.87	14.25	24.78	29.92	31.58
Industrial truck and tractor operators	11.00	14.25	16.37	20.00	21.00

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2010**
 — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations —Continued					
Laborers and material movers, hand	\$8.50	\$9.40	\$12.40	\$16.75	\$19.50
Cleaners of vehicles and equipment	7.69	11.00	16.75	16.75	23.47
Laborers and freight, stock, and material movers, hand	8.76	9.70	12.25	16.50	19.63
Packers and packagers, hand	8.50	9.30	10.14	14.82	17.31

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 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 2010

Occupation ²	10	25	Median 50	75	90
All workers	\$10.00	\$14.93	\$23.21	\$37.30	\$56.06
Management occupations	26.04	34.85	50.00	67.68	79.51
General and operations managers	24.03	33.21	50.00	79.33	91.35
Marketing and sales managers	36.41	45.67	53.87	64.89	74.40
Marketing managers	36.41	36.41	53.71	63.53	74.35
Sales managers	30.99	45.67	62.50	69.34	104.70
Administrative services managers	28.39	39.38	45.19	48.81	52.40
Computer and information systems managers	41.03	58.88	71.43	74.28	75.43
Financial managers	32.31	38.85	61.51	67.72	80.62
Industrial production managers	38.39	47.12	51.03	59.93	64.85
Construction managers	31.73	39.31	49.71	55.72	57.00
Education administrators	18.03	26.63	47.47	51.20	51.20
Engineering managers	33.65	55.55	69.91	84.14	88.03
Property, real estate, and community association managers	14.42	17.31	20.26	33.65	49.65
Social and community service managers	22.12	26.24	29.15	36.50	45.67
Business and financial operations occupations	22.43	27.69	35.34	45.00	56.27
Buyers and purchasing agents	24.62	24.77	30.99	39.33	49.15
Purchasing agents, except wholesale, retail, and farm products	24.77	26.64	30.99	31.38	49.15
Claims adjusters, appraisers, examiners, and investigators	23.08	24.57	29.14	32.21	40.84
Claims adjusters, examiners, and investigators	23.08	24.57	29.14	32.21	40.84
Human resources, training, and labor relations specialists	25.61	29.33	33.12	38.25	44.32
Management analysts	28.29	33.75	40.97	46.38	51.92
Accountants and auditors	21.64	27.64	36.06	49.71	60.52
Financial analysts and advisors	31.49	39.42	46.15	54.72	66.57
Financial analysts	31.49	40.87	47.36	52.89	66.57
Computer and mathematical science occupations	23.96	39.42	48.67	58.09	69.09
Computer programmers	32.70	36.48	36.48	45.98	58.62
Computer software engineers	41.05	44.92	51.09	60.10	68.40
Computer software engineers, applications	42.35	46.55	51.92	58.33	69.09
Computer software engineers, systems software	33.22	44.46	51.09	60.12	67.31
Computer support specialists	18.91	26.48	34.38	39.42	39.42
Computer systems analysts	33.18	41.86	54.28	83.39	83.39
Database administrators	23.96	23.96	39.88	39.88	71.27
Network and computer systems administrators	22.28	23.60	49.02	52.89	60.36
Network systems and data communications analysts	20.83	28.70	42.46	52.27	57.74
Architecture and engineering occupations	25.74	32.96	42.48	55.83	67.31
Architects, except naval	20.67	23.08	26.44	32.21	37.50
Architects, except landscape and naval	20.67	23.08	26.44	32.21	37.50
Engineers	32.18	39.06	48.98	59.06	72.56
Civil engineers	30.27	30.42	44.48	51.54	57.69
Computer hardware engineers	35.40	39.06	45.94	52.84	72.29
Electrical and electronics engineers	39.06	45.67	58.89	76.92	93.85
Electrical engineers	36.33	51.74	59.28	69.61	78.62
Electronics engineers, except computer	39.66	44.87	57.56	82.57	93.85
Industrial engineers, including health and safety	37.08	38.09	45.25	58.88	60.85
Industrial engineers	37.08	38.09	45.25	58.88	60.85
Mechanical engineers	29.81	33.54	48.50	55.09	59.06
Engineering technicians, except drafters	14.96	23.17	24.40	27.11	47.12
Electrical and electronic engineering technicians	14.96	17.52	24.40	32.96	55.53
Life, physical, and social science occupations	22.60	31.15	38.60	50.03	65.23
Life scientists	28.83	37.51	39.56	53.05	67.40
Biological scientists	28.83	34.99	38.60	48.56	61.31
Biochemists and biophysicists	34.59	37.51	38.60	50.03	61.66
Physical scientists	26.97	31.92	35.13	36.06	47.24
Market and survey researchers	42.14	45.19	56.02	70.84	72.76
Market research analysts	42.14	45.19	56.02	70.84	72.76
Biological technicians	21.53	22.95	27.65	31.92	38.78
Community and social services occupations	12.50	16.20	19.43	25.56	40.44
Counselors	12.50	16.20	16.20	24.05	26.14
Social workers	16.05	21.32	25.81	40.44	45.30

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2010 — Continued

Occupation ²	10	25	Median 50	75	90
Community and social services occupations					
—Continued					
Miscellaneous community and social service specialists	\$12.50	\$17.00	\$18.90	\$22.99	\$26.82
Social and human service assistants	12.26	12.50	17.67	18.90	21.58
Legal occupations					
Lawyers	36.32	39.50	50.00	80.73	98.96
.....	44.27	48.08	65.10	82.05	110.26
Education, training, and library occupations					
Postsecondary teachers	11.55	14.67	25.40	42.21	62.34
Primary, secondary, and special education school teachers	25.00	25.25	47.08	76.22	92.63
Preschool and kindergarten teachers	14.00	15.00	20.00	39.83	42.21
Preschool teachers, except special education	10.97	14.00	14.67	19.74	25.40
Elementary and middle school teachers	10.97	14.00	14.48	16.50	19.74
Elementary school teachers, except special education	15.00	20.00	30.46	41.27	42.21
.....	28.39	30.46	40.46	42.21	42.21
Arts, design, entertainment, sports, and media occupations					
Designers	21.06	24.76	28.93	35.00	50.00
Writers and editors	22.64	26.44	35.00	50.07	50.07
.....	28.93	28.93	29.07	31.59	53.99
Healthcare practitioner and technical occupations					
Registered nurses	22.00	25.91	44.50	58.31	64.57
Therapists	45.00	52.84	57.45	60.97	65.33
Clinical laboratory technologists and technicians	20.28	42.59	77.00	80.09	80.09
Health diagnosing and treating practitioner support technicians	20.38	22.89	29.44	45.10	49.28
Licensed practical and licensed vocational nurses	21.20	22.00	22.00	23.00	25.91
.....	27.50	29.95	35.00	35.00	43.21
Healthcare support occupations					
Nursing, psychiatric, and home health aides	13.62	17.67	21.62	23.25	26.72
Nursing aides, orderlies, and attendants	12.31	13.60	17.06	22.24	22.36
Miscellaneous healthcare support occupations	12.09	12.97	14.10	22.36	22.36
Medical assistants	13.62	18.80	22.44	23.57	29.03
.....	13.62	17.67	20.58	22.44	23.57
Protective service occupations					
Security guards and gaming surveillance officers	9.00	9.79	12.00	15.77	22.44
Security guards	9.00	9.79	11.95	14.45	20.00
.....	9.00	9.79	11.95	14.45	20.00
Food preparation and serving related occupations					
First-line supervisors/managers, food preparation and serving workers	8.00	8.20	9.47	12.05	15.16
First-line supervisors/managers of food preparation and serving workers	15.63	16.95	20.00	22.61	24.84
Cooks	15.63	16.95	19.38	22.61	24.84
Cooks, restaurant	8.50	10.00	11.76	14.00	15.75
Food preparation workers	9.00	10.20	11.92	13.19	15.00
Food service, tipped	8.00	8.00	8.00	12.00	14.90
Bartenders	8.00	8.00	8.00	8.40	10.40
Waiters and waitresses	8.00	8.00	9.00	9.79	9.79
Dining room and cafeteria attendants and bartender helpers	8.00	8.00	8.00	8.24	9.79
Fast food and counter workers	8.00	8.00	8.03	9.79	14.31
Combined food preparation and serving workers, including fast food	8.25	8.95	9.50	11.22	15.01
Counter attendants, cafeteria, food concession, and coffee shop	8.20	8.81	9.47	11.00	14.30
Dishwashers	8.50	9.00	9.50	15.01	15.01
Hosts and hostesses, restaurant, lounge, and coffee shop	8.00	8.20	9.00	10.50	13.97
.....	8.67	8.67	9.00	10.00	11.25
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	8.50	10.00	12.00	15.00	22.64
Janitors and cleaners, except maids and housekeeping cleaners	8.40	9.08	11.84	14.14	22.29
Maids and housekeeping cleaners	8.40	10.00	12.00	13.56	24.48
.....	8.35	8.82	10.48	15.47	18.09

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2010 — Continued

Occupation ²	10	25	Median 50	75	90
Building and grounds cleaning and maintenance occupations –Continued					
Grounds maintenance workers	\$10.06	\$10.08	\$12.50	\$15.00	\$16.00
Landscaping and groundskeeping workers	10.06	10.06	13.00	15.00	16.33
Personal care and service occupations					
Child care workers	9.11	9.36	12.00	15.05	26.12
Recreation and fitness workers	10.50	10.50	12.88	14.68	15.60
	20.19	20.28	26.12	36.13	41.21
Sales and related occupations					
First-line supervisors/managers, sales workers	9.00	11.11	17.65	28.01	48.08
First-line supervisors/managers of retail sales workers	14.62	17.79	21.00	24.30	44.52
Retail sales workers	14.51	16.00	17.98	21.00	23.80
Cashiers, all workers	8.50	9.69	12.53	17.91	21.45
Cashiers	8.25	9.36	10.41	15.53	20.78
Retail salespersons	8.25	9.36	10.41	15.53	20.78
Insurance sales agents	8.50	9.75	13.16	17.41	21.45
Securities, commodities, and financial services sales agents	25.96	25.96	26.44	38.96	48.08
Sales representatives, wholesale and manufacturing, technical and scientific products	22.33	31.36	60.10	152.67	152.67
Sales representatives, wholesale and manufacturing, except technical and scientific products	19.44	23.13	36.30	46.33	56.58
Models, demonstrators, and product promoters	26.44	29.54	46.33	48.08	56.58
Demonstrators and product promoters	19.44	22.28	30.55	44.73	57.12
Miscellaneous sales and related workers	21.46	25.00	31.93	34.15	59.84
	21.46	25.00	31.93	34.15	59.84
	12.00	12.00	15.10	18.85	41.13
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	12.50	16.05	20.19	25.72	31.80
Financial clerks	18.64	23.60	30.01	43.48	44.44
Bill and account collectors	14.23	17.50	19.52	22.22	26.79
Bookkeeping, accounting, and auditing clerks	18.75	23.07	28.07	29.99	29.99
Tellers	17.20	18.32	19.71	21.63	26.25
Customer service representatives	11.54	12.53	14.77	16.91	17.50
File clerks	14.68	15.71	21.27	25.03	30.50
Hotel, motel, and resort desk clerks	14.51	19.44	19.44	21.00	21.00
Order clerks	10.00	11.00	13.00	15.00	16.75
Receptionists and information clerks	14.00	15.00	16.25	21.43	23.26
Production, planning, and expediting clerks	11.68	15.39	18.11	21.84	25.23
Shipping, receiving, and traffic clerks	19.00	25.71	32.72	35.77	37.08
Stock clerks and order fillers	10.25	11.62	12.85	15.51	19.00
Secretaries and administrative assistants	8.50	11.00	14.00	17.50	18.50
Executive secretaries and administrative assistants	18.77	22.07	26.07	31.80	35.19
Legal secretaries	19.66	22.66	26.24	30.94	33.33
Medical secretaries	26.07	26.11	31.80	36.27	39.57
Secretaries, except legal, medical, and executive	16.49	17.66	22.00	27.82	38.05
Data entry and information processing workers	18.77	18.77	24.65	25.29	25.29
Insurance claims and policy processing clerks	12.50	14.20	24.74	25.75	30.60
Office clerks, general	17.02	20.74	24.30	24.49	33.33
	12.95	16.00	19.23	22.03	26.44
Construction and extraction occupations					
First-line supervisors/managers of construction trades and extraction workers	13.21	17.39	26.00	30.00	40.15
Carpenters	26.11	26.11	32.45	40.15	46.15
Cement masons, concrete finishers, and terrazzo workers	16.00	20.00	26.00	26.25	36.50
Cement masons and concrete finishers	22.42	22.67	25.00	28.71	31.65
Construction laborers	22.42	22.67	25.00	28.71	31.65
Electricians	12.00	12.00	15.00	26.89	27.05
Painters and paperhangers	25.72	35.60	44.50	54.71	56.25
Painters, construction and maintenance	11.40	14.50	17.39	24.00	24.00
	11.40	14.50	17.39	24.00	24.00
Installation, maintenance, and repair occupations					
First-line supervisors/managers of mechanics, installers, and repairers	14.05	19.00	27.10	33.71	39.33
Automotive technicians and repairers	17.83	19.48	22.95	32.97	33.25
Automotive service technicians and mechanics	10.27	20.17	33.00	35.00	35.00
	10.27	20.17	33.00	35.00	35.00

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2010 — Continued

Occupation ²	10	25	Median 50	75	90
Installation, maintenance, and repair occupations					
-Continued					
Bus and truck mechanics and diesel engine specialists ...	\$18.14	\$19.64	\$26.73	\$31.77	\$37.30
Industrial machinery installation, repair, and maintenance workers	12.40	14.05	19.00	25.47	34.58
Industrial machinery mechanics	22.14	22.88	25.47	34.58	34.75
Maintenance and repair workers, general	10.13	16.40	17.05	22.13	35.10
Line installers and repairers	29.88	33.71	33.71	37.38	42.43
Miscellaneous installation, maintenance, and repair workers	13.50	16.09	39.33	39.33	80.66
Production occupations					
10.00	12.21	16.05	22.91	29.76	
First-line supervisors/managers of production and operating workers	13.37	13.37	21.64	37.22	37.22
Electrical, electronics, and electromechanical assemblers	12.47	12.47	12.47	14.46	17.73
Miscellaneous assemblers and fabricators	8.00	9.00	15.00	22.00	29.39
Miscellaneous food processing workers	9.00	10.00	10.50	16.05	22.31
Welding, soldering, and brazing workers	18.41	20.07	27.10	27.10	35.65
Welders, cutters, solderers, and brazers	18.41	20.07	27.10	27.10	35.65
Printers	13.50	16.50	24.30	24.30	26.00
Inspectors, testers, sorters, samplers, and weighers	7.83	7.83	14.84	29.39	31.88
Packaging and filling machine operators and tenders	10.50	12.60	17.60	21.54	24.69
Miscellaneous production workers	10.00	11.45	14.50	17.90	23.36
Transportation and material moving occupations					
8.92	11.35	16.33	19.25	27.33	
Driver/sales workers and truck drivers	13.25	17.75	21.00	29.55	29.92
Truck drivers, heavy and tractor-trailer	17.60	17.75	20.71	22.27	29.55
Truck drivers, light or delivery services	11.87	14.25	24.78	29.92	31.58
Industrial truck and tractor operators	11.00	14.25	16.37	20.00	21.00
Laborers and material movers, hand	8.50	9.40	12.40	16.75	19.50
Cleaners of vehicles and equipment	7.69	11.00	16.75	16.75	23.47
Laborers and freight, stock, and material movers, hand	8.76	9.70	12.25	16.50	19.63
Packers and packagers, hand	8.50	9.30	10.14	14.82	17.31

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 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 2010

Occupation ²	10	25	Median 50	75	90
All workers	\$17.56	\$22.72	\$32.14	\$44.57	\$57.33
Management occupations	31.72	43.77	54.98	65.14	77.34
Education administrators	39.32	48.66	61.86	65.14	71.59
Education administrators, elementary and secondary school	48.66	52.36	61.86	65.14	71.59
Business and financial operations occupations	28.11	30.64	35.81	42.41	44.57
Human resources, training, and labor relations specialists	23.46	24.64	40.36	42.41	50.86
Management analysts	24.83	30.90	35.78	41.28	41.51
Computer and mathematical science occupations	25.48	29.05	31.94	38.85	44.10
Architecture and engineering occupations	26.22	33.64	42.48	50.77	53.93
Engineers	40.76	43.25	50.77	52.52	56.06
Engineering technicians, except drafters	31.95	33.49	34.79	38.90	48.60
Life, physical, and social science occupations	20.14	23.97	35.35	48.99	52.86
Community and social services occupations	21.36	23.46	30.00	35.53	41.23
Counselors	21.42	21.88	26.42	37.05	43.92
Social workers	27.66	28.37	30.54	37.19	41.59
Miscellaneous community and social service specialists	21.05	21.36	31.19	34.88	38.66
Legal occupations	21.08	21.92	27.99	44.76	93.91
Education, training, and library occupations	17.94	31.64	44.68	55.04	72.12
Postsecondary teachers	31.10	40.65	57.52	82.81	99.65
Miscellaneous postsecondary teachers	28.12	31.58	39.22	45.86	60.71
Primary, secondary, and special education school teachers	35.80	41.41	47.49	55.59	64.56
Preschool and kindergarten teachers	21.70	26.42	35.27	39.43	58.17
Preschool teachers, except special education	16.29	26.42	32.94	37.35	39.43
Elementary and middle school teachers	36.50	41.41	48.17	55.26	63.96
Elementary school teachers, except special education	36.04	40.89	48.09	55.31	64.05
Middle school teachers, except special and vocational education	38.92	43.31	49.34	55.16	63.01
Secondary school teachers	39.50	45.00	47.64	59.06	72.23
Secondary school teachers, except special and vocational education	39.50	45.00	46.72	56.57	73.52
Special education teachers	38.42	44.68	49.00	55.55	70.70
Special education teachers, preschool, kindergarten, and elementary school	38.42	44.68	45.73	55.55	64.09
Other teachers and instructors	14.00	16.93	20.11	44.21	47.61
Library technicians	16.90	23.25	29.15	31.66	33.58
Teacher assistants	10.74	13.53	17.94	20.39	22.25
Arts, design, entertainment, sports, and media occupations	18.54	18.54	24.97	35.31	35.85
Healthcare practitioner and technical occupations	12.19	14.98	30.43	59.90	73.89
Registered nurses	45.77	49.72	61.86	67.31	79.05
Healthcare support occupations	19.44	19.44	22.15	23.22	24.19
Protective service occupations	26.12	33.75	39.61	46.37	53.55
Fire fighters	30.36	33.75	34.63	39.74	39.98
Police officers	34.68	39.55	44.11	49.68	51.92
Police and sheriff's patrol officers	34.68	39.55	44.11	49.68	51.92
Food preparation and serving related occupations	12.51	13.79	17.32	20.95	24.36
Cooks	15.84	16.99	21.63	25.38	25.38
Cooks, institution and cafeteria	15.84	16.99	21.63	25.38	25.38
Fast food and counter workers	12.77	13.41	14.78	17.56	17.56
Combined food preparation and serving workers, including fast food	13.41	14.26	15.54	17.56	17.56

See footnotes at end of table.

Table 8. State and local government workers: Hourly wage percentiles¹, San Jose-San Francisco-Oakland, CA CSA, April 2010 — Continued

Occupation ²	10	25	Median 50	75	90
Building and grounds cleaning and maintenance occupations	\$14.71	\$16.34	\$21.80	\$22.89	\$26.75
Building cleaning workers	14.71	16.34	19.05	22.67	24.04
Janitors and cleaners, except maids and housekeeping cleaners	14.71	16.34	19.05	22.67	24.04
Personal care and service occupations	9.10	12.11	16.66	20.00	24.49
Child care workers	12.11	12.42	18.25	18.25	19.06
Recreation and fitness workers	9.00	10.25	16.66	22.62	24.49
Recreation workers	9.00	10.25	16.66	22.62	24.49
Office and administrative support occupations	16.27	18.51	22.55	26.96	31.21
Financial clerks	21.02	22.87	25.40	27.29	30.70
Bookkeeping, accounting, and auditing clerks	20.03	23.13	25.69	28.90	30.70
Library assistants, clerical	9.00	16.26	17.95	20.19	28.38
Dispatchers	28.14	32.53	34.10	37.68	37.68
Police, fire, and ambulance dispatchers	28.14	32.53	34.10	37.68	37.68
Secretaries and administrative assistants	20.61	23.17	24.79	28.93	32.14
Executive secretaries and administrative assistants	22.89	25.31	27.79	30.75	32.14
Secretaries, except legal, medical, and executive	18.49	21.20	23.17	28.93	30.37
Data entry and information processing workers	15.35	16.27	18.83	25.68	26.24
Word processors and typists	15.50	16.82	18.83	25.68	26.97
Office clerks, general	15.64	18.03	20.54	22.55	24.54
Construction and extraction occupations	23.54	24.72	30.27	33.37	38.79
Installation, maintenance, and repair occupations	20.22	20.96	29.51	33.91	38.24
Industrial machinery installation, repair, and maintenance workers	20.22	20.22	20.96	29.51	36.72
Maintenance and repair workers, general	20.22	20.22	20.22	26.38	30.22
Production occupations	29.13	35.17	36.16	39.88	45.14
Transportation and material moving occupations	20.18	25.68	27.31	27.92	36.89
Bus drivers	20.54	25.68	27.24	27.92	27.92

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 9. Full-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2010

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$12.00	\$17.50	\$26.16	\$40.84	\$57.45
Management occupations	26.04	36.41	50.55	67.31	79.33
General and operations managers	24.03	33.21	50.00	79.33	84.14
Marketing and sales managers	36.41	45.67	53.87	64.89	74.40
Marketing managers	36.41	36.41	53.37	63.53	74.35
Sales managers	30.99	45.67	62.50	69.34	104.70
Administrative services managers	28.39	39.38	44.38	48.81	52.16
Computer and information systems managers	41.03	58.88	67.77	74.28	75.43
Financial managers	30.42	38.85	61.51	67.72	80.62
Industrial production managers	38.39	47.12	51.03	59.93	64.85
Construction managers	31.73	39.31	49.71	55.72	56.81
Education administrators	26.63	35.62	51.20	61.86	65.14
Education administrators, elementary and secondary school	26.63	51.20	51.20	63.99	65.14
Engineering managers	33.65	55.57	69.91	84.14	88.03
Medical and health services managers	27.12	49.15	51.08	75.69	80.56
Property, real estate, and community association managers	14.42	17.31	20.26	33.65	49.65
Social and community service managers	22.12	26.25	30.80	36.50	45.67
Business and financial operations occupations	23.65	28.29	35.45	44.57	55.79
Buyers and purchasing agents	24.62	30.64	30.99	37.02	49.15
Purchasing agents, except wholesale, retail, and farm products	24.77	30.64	30.99	31.38	49.15
Claims adjusters, appraisers, examiners, and investigators	23.08	24.81	29.47	34.02	37.27
Claims adjusters, examiners, and investigators	23.08	24.81	29.47	34.02	37.27
Human resources, training, and labor relations specialists	25.61	29.33	35.45	42.41	45.28
Management analysts	28.29	32.01	40.97	46.15	51.90
Accountants and auditors	21.64	28.51	36.06	49.39	60.52
Financial analysts and advisors	31.49	39.42	46.15	54.72	66.57
Financial analysts	31.49	40.87	47.36	52.89	66.57
Computer and mathematical science occupations	24.19	36.48	47.22	54.97	64.02
Computer programmers	28.00	31.38	36.48	40.32	45.98
Computer software engineers	38.45	44.46	51.09	59.86	68.40
Computer software engineers, applications	42.35	45.97	51.92	58.33	69.09
Computer software engineers, systems software	33.22	44.46	51.09	60.12	66.22
Computer support specialists	18.91	24.87	31.52	39.42	39.42
Computer systems analysts	28.85	34.86	43.68	49.78	55.36
Database administrators	23.96	23.96	39.88	39.88	71.27
Network and computer systems administrators	22.28	40.79	49.02	52.89	60.10
Network systems and data communications analysts	20.83	30.09	41.33	49.15	57.74
Architecture and engineering occupations	26.22	33.00	42.48	55.29	66.14
Architects, except naval	20.67	23.08	26.44	32.21	37.50
Architects, except landscape and naval	20.67	23.08	26.44	32.21	37.50
Engineers	32.69	39.24	49.15	58.88	72.56
Civil engineers	30.27	31.81	44.48	51.54	57.69
Computer hardware engineers	35.40	39.06	45.94	52.84	72.29
Electrical and electronics engineers	39.66	46.07	58.86	73.31	93.85
Electrical engineers	36.33	51.74	59.28	69.61	78.62
Electronics engineers, except computer	40.77	44.87	55.88	79.09	93.85
Industrial engineers, including health and safety	37.08	38.09	48.34	56.06	60.85
Industrial engineers	37.08	38.09	45.25	58.88	60.85
Mechanical engineers	29.81	33.54	48.50	55.09	59.06
Drafters	18.00	26.22	31.16	39.20	39.86
Engineering technicians, except drafters	17.52	23.72	27.11	34.79	48.60
Electrical and electronic engineering technicians	14.96	23.60	32.96	38.90	51.03
Life, physical, and social science occupations	21.79	29.18	37.81	48.99	63.14
Life scientists	28.83	35.35	39.56	50.11	67.40
Biological scientists	28.83	35.23	38.60	48.17	61.31
Biochemists and biophysicists	34.59	37.51	38.60	50.03	61.66
Physical scientists	28.23	31.92	35.13	38.94	52.86
Market and survey researchers	42.14	45.19	56.02	70.84	72.76

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2010 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Life, physical, and social science occupations					
—Continued					
Market research analysts	\$42.14	\$45.19	\$56.02	\$70.84	\$72.76
Biological technicians	20.14	21.63	25.54	31.81	31.92
Community and social services occupations	14.93	17.00	21.42	27.35	40.53
Counselors	16.20	16.20	22.12	26.82	40.69
Social workers	16.05	21.32	28.16	38.25	45.07
Child, family, and school social workers	21.32	21.32	28.37	37.19	41.59
Miscellaneous community and social service specialists	12.50	17.00	19.54	25.56	34.88
Social and human service assistants	12.46	16.00	18.46	19.44	21.74
Legal occupations	34.62	38.98	49.47	79.33	97.05
Lawyers	44.27	48.08	65.10	82.05	102.56
Education, training, and library occupations	14.67	27.33	42.31	55.45	74.68
Postsecondary teachers	25.25	40.65	62.34	86.03	97.58
Miscellaneous postsecondary teachers	28.85	31.59	39.22	43.27	47.79
Primary, secondary, and special education school teachers	14.67	33.35	44.68	53.17	62.01
Preschool and kindergarten teachers	10.97	14.00	16.50	25.40	35.80
Preschool teachers, except special education	10.97	14.00	14.67	17.35	19.74
Elementary and middle school teachers	32.83	40.89	46.93	54.30	62.47
Elementary school teachers, except special education	31.50	40.53	44.67	52.84	62.29
Middle school teachers, except special and vocational education	38.13	44.87	49.93	56.35	63.96
Secondary school teachers	39.50	45.00	48.25	59.97	67.12
Secondary school teachers, except special and vocational education	39.50	45.00	47.64	59.06	67.12
Special education teachers	38.17	44.68	45.97	55.14	70.70
Special education teachers, preschool, kindergarten, and elementary school	38.17	44.21	44.68	55.55	64.18
Librarians	29.11	29.86	31.25	40.05	59.05
Teacher assistants	10.50	10.98	15.19	19.60	20.76
Arts, design, entertainment, sports, and media occupations	20.54	24.97	28.93	35.31	46.73
Designers	22.64	26.44	35.00	50.07	50.07
Healthcare practitioner and technical occupations	15.00	22.00	33.19	57.00	63.43
Registered nurses	42.14	50.82	57.45	60.97	67.02
Clinical laboratory technologists and technicians	22.44	25.61	29.44	45.10	49.28
Health diagnosing and treating practitioner support technicians	20.38	22.00	22.00	23.14	28.06
Psychiatric technicians	20.38	21.20	26.45	28.83	29.27
Healthcare support occupations	12.97	17.67	20.94	23.25	29.03
Nursing, psychiatric, and home health aides	11.85	12.97	14.00	16.64	19.44
Miscellaneous healthcare support occupations	17.67	19.40	22.44	23.95	29.03
Medical assistants	17.67	18.36	21.61	23.11	23.57
Protective service occupations	15.70	29.22	38.40	43.68	53.45
Fire fighters	31.88	33.75	35.50	39.74	42.60
Police officers	34.68	39.55	44.11	49.68	51.92
Police and sheriff's patrol officers	34.68	39.55	44.11	49.68	51.92
Security guards and gaming surveillance officers	10.00	11.95	14.45	20.25	24.00
Security guards	10.00	11.95	14.45	20.25	24.00
Food preparation and serving related occupations	8.00	8.50	10.46	14.05	17.56
First-line supervisors/managers, food preparation and serving workers	15.63	18.66	20.00	22.61	24.84
First-line supervisors/managers of food preparation and serving workers	15.63	16.95	20.00	22.61	24.84
Cooks	8.50	10.20	12.03	15.00	17.75
Cooks, restaurant	8.38	10.00	11.92	13.50	15.00
Food preparation workers	8.00	8.00	8.00	10.75	15.01

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2010 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Food preparation and serving related occupations					
—Continued					
Food service, tipped	\$8.00	\$8.00	\$8.21	\$9.30	\$14.75
Waiters and waitresses	8.00	8.00	8.16	8.24	14.75
Dining room and cafeteria attendants and bartender helpers	8.00	8.00	8.21	10.61	14.79
Fast food and counter workers	8.81	9.00	9.47	12.33	15.01
Combined food preparation and serving workers, including fast food	8.81	8.81	9.47	10.50	14.46
Counter attendants, cafeteria, food concession, and coffee shop	8.50	9.00	9.50	15.01	15.01
Dishwashers	8.17	9.00	9.00	12.65	13.97
Building and grounds cleaning and maintenance occupations	9.00	10.80	13.74	20.40	24.48
Building cleaning workers	8.50	10.11	13.49	18.17	23.40
Janitors and cleaners, except maids and housekeeping cleaners	9.08	11.51	13.75	21.00	24.48
Maids and housekeeping cleaners	8.35	9.00	12.23	18.09	18.09
Grounds maintenance workers	11.00	13.00	15.08	22.70	25.00
Landscaping and groundskeeping workers	11.00	13.00	15.00	18.64	25.00
Personal care and service occupations	9.36	9.69	12.00	16.83	24.49
Sales and related occupations	10.48	14.51	21.00	35.89	53.38
First-line supervisors/managers, sales workers	14.51	17.98	21.00	24.30	44.52
First-line supervisors/managers of retail sales workers	14.51	17.79	19.60	21.00	23.80
Retail sales workers	9.79	10.65	14.95	19.22	22.21
Cashiers, all workers	9.79	10.05	12.00	18.39	20.78
Cashiers	9.79	10.05	12.00	18.39	20.78
Retail salespersons	10.11	12.53	15.06	19.14	21.45
Insurance sales agents	25.96	25.96	26.44	38.96	48.08
Securities, commodities, and financial services sales agents	22.33	31.36	60.10	152.67	152.67
Sales representatives, wholesale and manufacturing	19.44	23.13	36.30	46.33	56.58
Sales representatives, wholesale and manufacturing, technical and scientific products	26.44	29.54	46.33	48.08	56.58
Sales representatives, wholesale and manufacturing, except technical and scientific products	19.44	22.28	30.55	44.73	57.12
Office and administrative support occupations	14.31	17.41	21.00	26.25	32.21
First-line supervisors/managers of office and administrative support workers	18.89	20.01	28.99	42.45	44.44
Financial clerks	15.50	18.00	19.76	24.77	27.86
Bill and account collectors	18.75	23.07	28.07	29.99	29.99
Bookkeeping, accounting, and auditing clerks	17.50	18.42	20.15	23.25	27.20
Tellers	12.00	13.10	15.50	16.91	18.00
Customer service representatives	15.12	15.94	21.75	25.10	30.58
Hotel, motel, and resort desk clerks	10.00	11.00	13.00	15.00	16.75
Order clerks	14.00	15.00	18.00	21.43	23.26
Receptionists and information clerks	11.68	15.50	18.11	21.96	25.23
Dispatchers	22.00	25.00	32.50	34.86	37.68
Police, fire, and ambulance dispatchers	28.14	32.53	34.10	37.68	37.68
Production, planning, and expediting clerks	19.00	25.71	32.72	35.77	37.08
Shipping, receiving, and traffic clerks	10.50	11.62	13.00	15.51	19.00
Secretaries and administrative assistants	19.23	22.60	26.07	31.80	35.90
Executive secretaries and administrative assistants	21.00	22.66	26.48	30.96	33.33
Legal secretaries	26.07	26.67	34.03	37.00	39.64
Medical secretaries	16.49	17.66	22.00	29.53	38.05
Secretaries, except legal, medical, and executive	18.49	21.58	23.99	25.29	30.37
Data entry and information processing workers	12.28	17.08	24.00	24.74	26.24
Word processors and typists	16.82	18.83	24.74	24.74	26.24
Insurance claims and policy processing clerks	20.74	22.08	24.30	27.95	33.33
Office clerks, general	15.39	17.44	20.00	22.55	27.10
Construction and extraction occupations	13.21	17.48	26.00	30.88	40.15

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2010 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Construction and extraction occupations —Continued					
First-line supervisors/managers of construction trades and extraction workers	\$26.11	\$26.11	\$32.45	\$40.15	\$46.15
Carpenters	16.00	20.00	26.00	28.42	36.50
Cement masons, concrete finishers, and terrazzo workers	22.42	25.00	28.65	28.71	31.65
Cement masons and concrete finishers	22.42	25.00	28.65	28.71	31.65
Construction laborers	12.00	12.00	15.00	26.47	26.99
Construction equipment operators	19.46	19.46	19.73	34.22	37.75
Operating engineers and other construction equipment operators	19.73	22.67	34.22	37.75	37.75
Electricians	25.72	35.60	44.50	54.71	56.25
Painters and paperhangers	11.40	14.50	17.39	24.00	24.00
Painters, construction and maintenance	11.40	14.50	17.39	24.00	24.00
Installation, maintenance, and repair occupations	16.00	20.22	27.93	33.71	39.33
First-line supervisors/managers of mechanics, installers, and repairers	17.83	19.96	30.45	33.25	44.13
Automotive technicians and repairers	22.59	27.93	33.00	35.00	35.00
Automotive service technicians and mechanics	22.59	27.93	33.00	35.00	35.00
Bus and truck mechanics and diesel engine specialists	18.14	22.28	28.46	31.77	37.30
Industrial machinery installation, repair, and maintenance workers	12.40	16.40	20.22	26.38	34.58
Industrial machinery mechanics	22.14	22.88	25.56	34.58	36.72
Maintenance and repair workers, general	14.71	16.99	20.22	26.37	32.76
Line installers and repairers	29.88	33.71	33.71	37.38	42.43
Miscellaneous installation, maintenance, and repair workers	14.50	16.09	34.90	39.33	80.66
Production occupations	10.00	12.47	16.80	24.30	31.00
First-line supervisors/managers of production and operating workers	13.37	13.37	21.64	37.22	37.22
Electrical, electronics, and electromechanical assemblers	12.47	12.47	12.47	14.46	17.73
Miscellaneous assemblers and fabricators	8.00	9.00	15.00	22.00	29.39
Welding, soldering, and brazing workers	18.41	20.07	27.10	27.10	35.65
Welders, cutters, solderers, and brazers	18.41	20.07	27.10	27.10	35.65
Printers	13.50	16.96	24.30	24.30	26.00
Stationary engineers and boiler operators	35.55	35.83	39.88	42.13	45.14
Inspectors, testers, sorters, samplers, and weighers	7.83	7.83	14.84	29.39	31.88
Packaging and filling machine operators and tenders	10.50	12.60	17.60	21.54	24.69
Miscellaneous production workers	10.00	11.45	14.50	17.90	23.36
Transportation and material moving occupations	9.93	13.26	17.15	21.92	29.55
Bus drivers	14.64	16.15	17.24	25.68	27.92
Driver/sales workers and truck drivers	14.75	17.75	21.00	29.55	29.92
Truck drivers, heavy and tractor-trailer	17.60	17.75	21.00	28.85	29.55
Truck drivers, light or delivery services	12.00	14.75	29.92	29.92	31.58
Industrial truck and tractor operators	11.00	14.25	16.37	20.00	21.00
Laborers and material movers, hand	8.76	10.14	13.26	16.75	20.50
Cleaners of vehicles and equipment	7.69	11.00	16.75	16.75	23.47
Laborers and freight, stock, and material movers, hand	8.76	9.93	12.30	17.77	19.74
Packers and packagers, hand	10.00	10.14	10.74	14.71	17.31

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 2010

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$8.03	\$9.29	\$12.95	\$22.01	\$43.76
Management occupations	11.56	24.44	45.30	53.67	53.67
Business and financial operations occupations	18.77	31.21	33.55	34.32	34.32
Life, physical, and social science occupations	26.00	32.33	45.73	58.78	58.78
Community and social services occupations	12.50	12.50	19.05	28.21	43.46
Education, training, and library occupations	12.06	15.00	20.10	33.31	48.06
Postsecondary teachers	20.10	25.00	30.60	48.62	76.22
Miscellaneous postsecondary teachers	19.80	22.84	33.14	62.45	81.06
Primary, secondary, and special education school teachers	15.00	20.00	28.91	40.46	43.31
Elementary and middle school teachers	15.00	15.00	20.00	40.46	41.27
Elementary school teachers, except special education	20.83	38.48	40.46	41.27	41.27
Other teachers and instructors	14.00	16.93	20.11	30.00	47.47
Teacher assistants	10.74	12.06	12.54	18.00	21.62
Arts, design, entertainment, sports, and media occupations	10.00	10.92	13.70	21.00	24.35
Healthcare practitioner and technical occupations	29.10	43.76	56.54	64.49	79.13
Registered nurses	48.00	54.72	58.31	64.49	70.13
Licensed practical and licensed vocational nurses	28.18	32.14	35.00	35.64	43.21
Healthcare support occupations	13.62	20.00	22.36	22.81	24.69
Nursing, psychiatric, and home health aides	20.00	20.90	22.36	22.36	22.77
Nursing aides, orderlies, and attendants	22.01	22.03	22.36	22.77	22.81
Miscellaneous healthcare support occupations	13.62	13.62	21.92	23.51	24.75
Protective service occupations	9.00	9.79	9.79	12.50	21.59
Miscellaneous protective service workers	9.32	9.32	12.41	14.58	16.01
Food preparation and serving related occupations	8.00	8.00	9.00	11.00	14.31
Cooks	8.50	9.31	11.57	13.00	15.84
Food preparation workers	8.00	8.00	8.75	14.90	14.90
Food service, tipped	8.00	8.00	8.00	8.03	9.79
Waiters and waitresses	8.00	8.00	8.00	8.00	9.79
Dining room and cafeteria attendants and bartender helpers	8.00	8.00	8.03	8.03	10.39
Fast food and counter workers	8.20	8.95	9.86	12.07	15.24
Combined food preparation and serving workers, including fast food	8.20	8.92	9.75	11.53	15.01
Counter attendants, cafeteria, food concession, and coffee shop	8.50	9.86	10.65	16.40	20.80
Dishwashers	7.95	7.95	8.20	9.00	9.00
Building and grounds cleaning and maintenance occupations	8.65	8.82	10.06	12.00	12.50
Building cleaning workers	8.40	8.82	10.00	12.00	12.00
Janitors and cleaners, except maids and housekeeping cleaners	8.31	8.75	10.00	12.00	12.00
Personal care and service occupations	8.40	9.25	10.00	15.50	33.00
Child care workers	9.00	9.90	14.50	14.68	14.68
Recreation and fitness workers	9.10	12.35	20.63	36.13	43.26
Fitness trainers and aerobics instructors	20.95	35.00	36.13	41.21	46.97
Recreation workers	8.66	9.65	14.10	16.66	20.63
Sales and related occupations	8.00	8.75	9.79	14.82	20.39
Retail sales workers	8.00	8.60	9.75	13.55	20.78
Cashiers, all workers	8.00	9.00	9.79	13.89	20.78
Cashiers	8.00	9.00	9.79	13.89	20.78
Retail salespersons	8.00	8.50	9.75	13.48	20.11

See footnotes at end of table.

Table 10. **Part-time¹ civilian workers: Hourly wage percentiles², San Jose-San Francisco-Oakland, CA CSA, April 2010** — Continued

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
Office and administrative support occupations	\$9.62	\$12.07	\$15.64	\$21.13	\$26.11
Financial clerks	11.75	12.82	15.10	17.20	25.52
Library assistants, clerical	16.26	16.66	17.09	19.30	21.14
Receptionists and information clerks	9.62	13.80	18.50	18.50	22.62
Stock clerks and order fillers	8.00	8.50	9.65	12.54	15.63
Secretaries and administrative assistants	17.09	21.13	22.75	26.11	28.92
Data entry and information processing workers	14.20	15.35	18.83	25.75	30.60
Office clerks, general	10.00	12.00	13.00	20.00	22.50
Installation, maintenance, and repair occupations	9.90	10.28	10.60	25.20	29.21
Production occupations	9.00	10.25	14.75	21.22	36.16
Transportation and material moving occupations	8.50	9.15	12.30	16.00	18.30
Laborers and material movers, hand	8.40	8.75	9.40	13.22	18.30
Laborers and freight, stock, and material movers, hand	8.00	9.00	11.45	12.95	18.30
Packers and packagers, hand	8.50	8.75	9.30	16.00	18.30

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

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or 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 2010

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$31.71	\$26.16	\$1,257	\$1,040	39.6	\$64,455	\$53,269	2,032
Management occupations	52.26	50.55	2,106	2,043	40.3	108,862	104,000	2,083
General and operations managers	54.51	50.00	2,188	2,000	40.1	113,486	104,000	2,082
Marketing and sales managers	56.46	53.87	2,273	2,155	40.3	118,211	112,050	2,094
Marketing managers	54.46	53.37	2,191	2,148	40.2	113,916	111,717	2,092
Sales managers	60.75	62.50	2,450	2,500	40.3	127,423	130,000	2,098
Administrative services managers	43.46	44.38	1,751	1,796	40.3	91,072	93,413	2,096
Computer and information systems managers	66.65	67.77	2,693	2,901	40.4	140,057	150,856	2,101
Financial managers	60.81	61.51	2,439	2,460	40.1	126,841	127,932	2,086
Industrial production managers	52.35	51.03	2,115	2,169	40.4	110,002	112,783	2,101
Construction managers	48.00	49.71	2,031	1,988	42.3	105,603	103,386	2,200
Education administrators	48.14	51.20	1,918	2,048	39.8	92,063	98,800	1,912
Education administrators, elementary and secondary school	52.93	51.20	2,107	2,048	39.8	100,760	106,502	1,904
Engineering managers	66.28	69.91	2,668	2,797	40.2	138,716	145,419	2,093
Medical and health services managers	56.84	51.08	2,274	2,043	40.0	118,230	106,246	2,080
Property, real estate, and community association managers	27.48	20.26	1,099	810	40.0	57,165	42,141	2,080
Social and community service managers	32.42	30.80	1,297	1,232	40.0	67,438	64,064	2,080
Business and financial operations occupations	37.42	35.45	1,509	1,428	40.3	78,455	74,256	2,097
Buyers and purchasing agents	32.72	30.99	1,351	1,255	41.3	70,243	65,270	2,147
Purchasing agents, except wholesale, retail, and farm products	32.36	30.99	1,348	1,255	41.6	70,072	65,270	2,165
Claims adjusters, appraisers, examiners, and investigators	30.28	29.47	1,201	1,178	39.7	62,447	61,235	2,062
Claims adjusters, examiners, and investigators	30.28	29.47	1,201	1,178	39.7	62,447	61,235	2,062
Human resources, training, and labor relations specialists	35.67	35.45	1,430	1,418	40.1	74,364	73,734	2,085
Management analysts	39.91	40.97	1,608	1,639	40.3	83,625	85,211	2,095
Accountants and auditors	39.76	36.06	1,587	1,442	39.9	82,514	75,001	2,075
Financial analysts and advisors	47.49	46.15	1,889	1,750	39.8	98,243	91,000	2,069
Financial analysts	48.41	47.36	1,924	1,894	39.7	100,069	98,500	2,067
Computer and mathematical science occupations	45.96	47.22	1,898	1,942	41.3	98,671	101,001	2,147
Computer programmers	37.51	36.48	1,622	1,824	43.2	84,324	94,845	2,248
Computer software engineers	51.66	51.09	2,135	2,089	41.3	111,036	108,642	2,149
Computer software engineers, applications	52.66	51.92	2,143	2,089	40.7	111,428	108,605	2,116
Computer software engineers, systems software	50.84	51.09	2,129	2,263	41.9	110,704	117,676	2,178
Computer support specialists	30.89	31.52	1,198	1,100	38.8	62,020	57,200	2,008
Computer systems analysts	43.24	43.68	1,725	1,747	39.9	89,698	90,854	2,074
Database administrators	42.72	39.88	1,863	1,994	43.6	96,861	103,693	2,268
Network and computer systems administrators	46.27	49.02	2,061	2,115	44.5	107,153	110,001	2,316
Network systems and data communications analysts	39.94	41.33	1,597	1,653	40.0	83,067	85,962	2,080
Architecture and engineering occupations	45.36	42.48	1,849	1,781	40.8	95,524	92,527	2,106
Architects, except naval	29.60	26.44	1,165	1,000	39.3	60,557	52,001	2,046
Architects, except landscape and naval	29.60	26.44	1,165	1,000	39.3	60,557	52,001	2,046
Engineers	50.86	49.15	2,100	2,041	41.3	109,190	106,132	2,147
Civil engineers	43.43	44.48	1,707	1,779	39.3	88,744	92,527	2,043
Computer hardware engineers	48.41	45.94	2,101	2,004	43.4	109,255	104,189	2,257

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 2010 — 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								
Electrical and electronics engineers	\$62.67	\$58.86	\$2,633	\$2,468	42.0	\$136,916	\$128,328	2,185
Electrical engineers	60.25	59.28	2,410	2,371	40.0	125,329	123,302	2,080
Electronics engineers, except computer	63.77	55.88	2,742	2,468	43.0	142,584	128,328	2,236
Industrial engineers, including health and safety	47.15	48.34	1,912	1,934	40.5	99,400	100,556	2,108
Industrial engineers	46.68	45.25	1,895	1,810	40.6	98,530	94,128	2,111
Mechanical engineers	46.29	48.50	1,851	1,940	40.0	96,277	100,872	2,080
Drafters	31.08	31.16	1,243	1,246	40.0	64,639	64,817	2,080
Engineering technicians, except drafters	30.27	27.11	1,211	1,084	40.0	59,256	55,715	1,958
Electrical and electronic engineering technicians	31.85	32.96	1,274	1,318	40.0	66,242	68,553	2,080
Life, physical, and social science occupations								
Life scientists	40.69	37.81	1,641	1,520	40.3	85,150	78,950	2,093
Biological scientists	45.09	39.56	1,812	1,582	40.2	94,246	82,281	2,090
Biochemists and biophysicists	42.28	38.60	1,700	1,544	40.2	88,411	80,278	2,091
Physical scientists	43.74	38.60	1,752	1,544	40.1	91,117	80,278	2,083
Market and survey researchers	36.87	35.13	1,477	1,405	40.1	76,787	73,070	2,083
Market research analysts	57.69	56.02	2,395	2,513	41.5	124,519	130,688	2,158
Biological technicians	57.69	56.02	2,395	2,513	41.5	124,519	130,688	2,158
	26.81	25.54	1,072	1,021	40.0	55,759	53,113	2,080
Community and social services occupations								
Counselors	24.08	21.42	965	857	40.1	49,920	44,558	2,073
Social workers	24.14	22.12	959	885	39.7	48,785	45,500	2,021
Child, family, and school social workers	29.59	28.16	1,199	1,126	40.5	62,101	53,685	2,099
Miscellaneous community and social service specialists	29.01	28.37	1,151	1,135	39.7	58,949	51,637	2,032
Social and human service assistants	22.21	19.54	889	782	40.0	46,206	40,643	2,080
	18.07	18.46	723	738	40.0	37,583	38,397	2,080
Legal occupations								
Lawyers	59.94	49.47	2,423	2,120	40.4	126,013	110,240	2,102
	70.15	65.10	2,863	2,731	40.8	148,882	141,999	2,122
Education, training, and library occupations								
Postsecondary teachers	44.17	42.31	1,650	1,584	37.4	68,088	61,603	1,541
Miscellaneous postsecondary teachers	64.02	62.34	2,508	2,472	39.2	113,393	97,128	1,771
Primary, secondary, and special education school teachers	38.94	39.22	1,505	1,518	38.7	63,189	61,903	1,623
Preschool and kindergarten teachers	42.90	44.68	1,550	1,609	36.1	59,082	59,842	1,377
Preschool teachers, except special education	21.16	16.50	814	619	38.5	35,343	32,175	1,670
Elementary and middle school teachers	16.30	14.67	629	587	38.6	28,862	27,300	1,770
Elementary school teachers, except special education	47.17	46.93	1,647	1,642	34.9	60,333	60,102	1,279
Middle school teachers, except special and vocational education	46.37	44.67	1,619	1,616	34.9	59,250	59,333	1,278
Secondary school teachers	51.10	49.93	1,781	1,772	34.9	65,652	65,904	1,285
Secondary school teachers, except special and vocational education	52.03	48.25	1,943	1,687	37.3	73,682	65,819	1,416
Special education teachers	51.74	47.64	1,936	1,687	37.4	73,497	63,725	1,420
	50.76	45.97	1,778	1,675	35.0	65,648	61,652	1,293

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 2010 — 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								
Special education teachers, preschool, kindergarten, and elementary school	\$48.64	\$44.68	\$1,716	\$1,675	35.3	\$63,400	\$61,652	1,304
Librarians	38.08	31.25	1,528	1,269	40.1	74,894	70,491	1,967
Teacher assistants	15.65	15.19	579	563	37.0	27,302	24,965	1,745
Arts, design, entertainment, sports, and media occupations								
Designers	31.52	28.93	1,239	1,157	39.3	64,434	60,166	2,044
Designers	36.78	35.00	1,471	1,400	40.0	76,512	72,800	2,080
Healthcare practitioner and technical occupations								
Physicians and surgeons	39.11	33.19	1,618	1,448	41.4	84,137	75,275	2,151
Registered nurses	–	–	1,447	986	62.1	75,221	51,251	3,229
Clinical laboratory technologists and technicians	55.83	57.45	2,205	2,298	39.5	114,634	119,496	2,053
Health diagnosing and treating practitioner support technicians	32.70	29.44	1,308	1,178	40.0	68,015	61,235	2,080
Psychiatric technicians	22.96	22.00	917	880	39.9	47,670	45,760	2,076
Psychiatric technicians	25.22	26.45	1,003	1,058	39.8	52,169	55,020	2,068
Healthcare support occupations								
Nursing, psychiatric, and home health aides	20.45	20.94	775	778	37.9	40,295	40,441	1,971
Miscellaneous healthcare support occupations	14.90	14.00	596	560	40.0	31,000	29,120	2,080
Medical assistants	22.30	22.44	831	898	37.2	43,196	46,675	1,937
Medical assistants	20.99	21.61	791	766	37.7	41,113	39,853	1,958
Protective service occupations								
Fire fighters	36.62	38.40	1,553	1,659	42.4	79,122	85,238	2,161
Police officers	37.59	35.50	1,936	1,882	51.5	100,663	97,838	2,678
Police and sheriff's patrol officers ...	44.27	44.11	1,771	1,764	40.0	91,001	91,208	2,055
Security guards and gaming surveillance officers	44.27	44.11	1,771	1,764	40.0	91,001	91,208	2,055
Security guards	16.04	14.45	642	578	40.0	32,442	29,809	2,022
Security guards	16.04	14.45	642	578	40.0	32,442	29,809	2,022
Food preparation and serving related occupations								
First-line supervisors/managers, food preparation and serving workers ..	11.82	10.46	447	397	37.8	23,153	20,621	1,959
First-line supervisors/managers of food preparation and serving workers	21.34	20.00	823	800	38.5	42,455	41,600	1,989
Cooks	21.34	20.00	824	775	38.6	42,464	40,300	1,990
Cooks, restaurant	12.87	12.03	487	477	37.8	25,304	24,785	1,966
Food preparation workers	11.83	11.92	440	420	37.2	22,875	21,840	1,933
Food service, tipped	9.96	8.00	390	320	39.2	20,121	16,640	2,021
Waiters and waitresses	9.45	8.21	337	320	35.7	17,320	16,640	1,834
Dining room and cafeteria attendants and bartender helpers	9.35	8.16	338	320	36.1	17,564	16,640	1,879
Fast food and counter workers	9.72	8.21	340	300	35.0	17,034	14,560	1,752
Combined food preparation and serving workers, including fast food	10.81	9.47	422	366	39.1	21,837	19,032	2,020
Counter attendants, cafeteria, food concession, and coffee shop	10.57	9.47	412	352	39.0	21,414	18,319	2,026
Dishwashers	10.99	9.50	430	380	39.2	22,155	19,760	2,016
Dishwashers	10.34	9.00	389	360	37.6	20,203	18,720	1,954
Building and grounds cleaning and maintenance occupations								
Building cleaning workers	15.73	13.74	605	540	38.4	31,336	28,059	1,992
Building cleaning workers	14.82	13.49	567	520	38.3	29,481	27,040	1,990

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 2010 — 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								
–Continued								
Janitors and cleaners, except maids and housekeeping cleaners	\$15.82	\$13.75	\$609	\$542	38.5	\$31,692	\$28,196	2,003
Maids and housekeeping cleaners	13.11	12.23	496	442	37.8	25,787	22,991	1,967
Grounds maintenance workers	17.14	15.08	667	600	38.9	34,301	31,200	2,001
Landscaping and groundskeeping workers	16.54	15.00	642	600	38.8	32,961	31,200	1,993
Personal care and service occupations								
.....	14.37	12.00	509	463	35.4	26,471	24,066	1,842
Sales and related occupations								
.....	31.93	21.00	1,245	831	39.0	64,722	43,222	2,027
First-line supervisors/managers, sales workers	25.37	21.00	1,024	840	40.3	53,229	43,680	2,098
First-line supervisors/managers of retail sales workers	19.25	19.60	779	784	40.4	40,486	40,768	2,103
Retail sales workers	16.21	14.95	620	560	38.2	32,220	29,145	1,987
Cashiers, all workers	13.91	12.00	529	419	38.0	27,483	21,788	1,975
Cashiers	13.91	12.00	529	419	38.0	27,483	21,788	1,975
Retail salespersons	17.13	15.06	657	587	38.3	34,168	30,546	1,994
Insurance sales agents	33.68	26.44	1,323	1,038	39.3	68,789	54,001	2,042
Securities, commodities, and financial services sales agents	114.59	60.10	4,584	2,404	40.0	238,353	125,000	2,080
Sales representatives, wholesale and manufacturing	35.98	36.30	1,440	1,452	40.0	74,891	75,510	2,081
Sales representatives, wholesale and manufacturing, technical and scientific products	40.56	46.33	1,625	1,853	40.1	84,483	96,373	2,083
Sales representatives, wholesale and manufacturing, except technical and scientific products	32.92	30.55	1,317	1,238	40.0	68,499	64,397	2,081
Office and administrative support occupations								
.....	22.28	21.00	878	833	39.4	45,507	43,139	2,042
First-line supervisors/managers of office and administrative support workers	30.39	28.99	1,175	1,160	38.7	60,909	60,299	2,004
Financial clerks	21.03	19.76	836	788	39.8	43,425	40,997	2,065
Bill and account collectors	26.33	28.07	1,053	1,123	40.0	54,763	58,375	2,080
Bookkeeping, accounting, and auditing clerks	21.26	20.15	848	806	39.9	44,088	41,933	2,074
Tellers	15.16	15.50	602	620	39.7	31,325	32,240	2,066
Customer service representatives	21.79	21.75	871	870	40.0	45,315	45,230	2,080
Hotel, motel, and resort desk clerks	13.07	13.00	520	550	39.8	27,053	28,596	2,069
Order clerks	17.97	18.00	719	720	40.0	37,386	37,440	2,080
Receptionists and information clerks	18.76	18.11	741	681	39.5	38,353	35,416	2,045
Dispatchers	30.14	32.50	1,233	1,301	40.9	64,113	67,662	2,127
Police, fire, and ambulance dispatchers	33.91	34.10	1,408	1,421	41.5	73,213	73,872	2,159
Production, planning, and expediting clerks	30.23	32.72	1,209	1,309	40.0	62,873	68,047	2,080
Shipping, receiving, and traffic clerks	14.42	13.00	577	520	40.0	29,986	27,040	2,080
Secretaries and administrative assistants								
.....	26.86	26.07	1,045	1,028	38.9	54,223	53,161	2,019
Executive secretaries and administrative assistants	26.67	26.48	1,061	1,042	39.8	55,169	54,185	2,068
Legal secretaries	33.06	34.03	1,243	1,276	37.6	64,633	66,360	1,955
Medical secretaries	24.71	22.00	896	815	36.3	46,611	42,390	1,886
Secretaries, except legal, medical, and executive	24.07	23.99	958	960	39.8	48,803	48,194	2,027
Data entry and information processing workers	21.67	24.00	858	960	39.6	44,633	49,920	2,060

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 2010 — 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								
Word processors and typists	\$22.82	\$24.74	\$902	\$989	39.6	\$46,923	\$51,451	2,057
Insurance claims and policy processing clerks	25.54	24.30	992	927	38.9	51,609	48,196	2,021
Office clerks, general	20.40	20.00	812	800	39.8	42,219	41,600	2,070
Construction and extraction occupations	25.90	26.00	1,024	1,040	39.6	51,351	52,000	1,983
First-line supervisors/managers of construction trades and extraction workers	35.79	32.45	1,422	1,298	39.7	69,043	62,634	1,929
Carpenters	25.56	26.00	1,005	1,040	39.3	49,773	52,000	1,947
Cement masons, concrete finishers, and terrazzo workers	27.09	28.65	1,084	1,146	40.0	48,112	51,678	1,776
Cement masons and concrete finishers	27.09	28.65	1,084	1,146	40.0	48,112	51,678	1,776
Construction laborers	18.38	15.00	735	600	40.0	36,889	31,200	2,007
Construction equipment operators	25.16	19.73	1,006	789	40.0	52,335	41,028	2,080
Operating engineers and other construction equipment operators	29.81	34.22	1,192	1,369	40.0	62,006	71,186	2,080
Electricians	43.44	44.50	1,621	1,562	37.3	84,281	81,224	1,940
Painters and paperhangers	19.20	17.39	768	696	40.0	39,945	36,177	2,080
Painters, construction and maintenance	19.20	17.39	768	696	40.0	39,945	36,177	2,080
Installation, maintenance, and repair occupations	28.83	27.93	1,139	1,085	39.5	59,230	56,420	2,054
First-line supervisors/managers of mechanics, installers, and repairers	29.96	30.45	1,212	1,218	40.4	63,015	63,326	2,103
Automotive technicians and repairers	30.82	33.00	1,088	1,085	35.3	56,578	56,420	1,836
Automotive service technicians and mechanics	30.82	33.00	1,088	1,085	35.3	56,578	56,420	1,836
Bus and truck mechanics and diesel engine specialists	27.84	28.46	1,114	1,138	40.0	57,917	59,197	2,080
Industrial machinery installation, repair, and maintenance workers	21.99	20.22	880	809	40.0	45,741	42,062	2,080
Industrial machinery mechanics	28.98	25.56	1,159	1,022	40.0	60,276	53,165	2,080
Maintenance and repair workers, general	21.70	20.22	868	809	40.0	45,134	42,062	2,080
Line installers and repairers	35.19	33.71	1,408	1,349	40.0	73,192	70,123	2,080
Miscellaneous installation, maintenance, and repair workers	36.59	34.90	1,464	1,396	40.0	76,106	72,592	2,080
Production occupations	19.01	16.80	757	663	39.8	39,322	34,493	2,069
First-line supervisors/managers of production and operating workers	25.93	21.64	1,047	968	40.4	54,448	50,340	2,100
Electrical, electronics, and electromechanical assemblers	13.88	12.47	555	499	40.0	28,869	25,940	2,080
Miscellaneous assemblers and fabricators	16.43	15.00	657	600	40.0	34,176	31,200	2,080
Welding, soldering, and brazing workers	25.47	27.10	1,019	1,084	40.0	52,970	56,368	2,080
Welders, cutters, solderers, and brazers	25.47	27.10	1,019	1,084	40.0	52,970	56,368	2,080
Printers	21.24	24.30	850	972	40.0	44,112	50,540	2,077
Stationary engineers and boiler operators	39.80	39.88	1,575	1,595	39.6	79,133	82,950	1,988
Inspectors, testers, sorters, samplers, and weighers	18.47	14.84	728	594	39.4	37,781	30,873	2,045
Packaging and filling machine operators and tenders	17.23	17.60	689	704	40.0	35,838	36,608	2,080
Miscellaneous production workers	15.76	14.50	630	580	40.0	32,775	30,160	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 2010 — 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	\$19.61	\$17.15	\$768	\$670	39.2	\$39,874	\$34,840	2,034
Bus drivers	20.19	17.24	773	666	38.3	39,657	34,632	1,964
Driver/sales workers and truck drivers	22.75	21.00	939	891	41.3	48,841	46,322	2,147
Truck drivers, heavy and tractor-trailer	22.07	21.00	940	854	42.6	48,896	44,408	2,215
Truck drivers, light or delivery services	23.85	29.92	938	1,197	39.3	48,759	62,234	2,044
Industrial truck and tractor operators ..	16.47	16.37	659	655	40.0	34,264	34,050	2,080
Laborers and material movers, hand ..	14.01	13.26	545	491	38.9	28,316	25,512	2,021
Cleaners of vehicles and equipment	15.27	16.75	611	670	40.0	31,753	34,840	2,080
Laborers and freight, stock, and material movers, hand	13.77	12.30	533	468	38.7	27,714	24,336	2,012
Packers and packagers, hand	12.34	10.74	458	406	37.1	23,829	21,133	1,932

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 2010

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$30.95	\$25.29	\$1,226	\$991	39.6	\$63,407	\$51,351	2,049
Management occupations	51.93	50.00	2,096	2,000	40.4	108,826	104,000	2,096
General and operations managers	54.26	50.00	2,185	2,000	40.3	113,324	104,000	2,088
Marketing and sales managers	56.46	53.87	2,273	2,155	40.3	118,211	112,050	2,094
Marketing managers	54.46	53.37	2,191	2,148	40.2	113,916	111,717	2,092
Sales managers	60.75	62.50	2,450	2,500	40.3	127,423	130,000	2,098
Administrative services managers	43.42	45.19	1,769	1,827	40.7	91,965	94,994	2,118
Computer and information systems managers	67.32	71.43	2,723	2,944	40.4	141,570	153,088	2,103
Financial managers	61.30	62.50	2,459	2,500	40.1	127,886	130,000	2,086
Industrial production managers	52.35	51.03	2,115	2,169	40.4	110,002	112,783	2,101
Construction managers	48.40	49.71	2,062	1,988	42.6	107,199	103,386	2,215
Education administrators	39.44	47.47	1,575	1,899	39.9	79,361	98,733	2,012
Engineering managers	65.98	69.91	2,659	2,797	40.3	138,271	145,419	2,096
Property, real estate, and community association managers	27.48	20.26	1,099	810	40.0	57,165	42,141	2,080
Social and community service managers	31.05	29.15	1,242	1,166	40.0	64,578	60,632	2,080
Business and financial operations occupations	37.54	35.45	1,515	1,418	40.4	78,798	73,734	2,099
Buyers and purchasing agents	32.93	30.99	1,374	1,350	41.7	71,441	70,179	2,170
Purchasing agents, except wholesale, retail, and farm products	32.49	30.99	1,378	1,255	42.4	71,677	65,270	2,206
Claims adjusters, appraisers, examiners, and investigators	30.10	29.14	1,192	1,142	39.6	62,001	59,400	2,060
Claims adjusters, examiners, and investigators	30.10	29.14	1,192	1,142	39.6	62,001	59,400	2,060
Human resources, training, and labor relations specialists	35.31	35.45	1,412	1,418	40.0	73,437	73,734	2,080
Management analysts	40.41	40.97	1,630	1,639	40.3	84,746	85,211	2,097
Accountants and auditors	39.85	36.06	1,590	1,442	39.9	82,704	75,001	2,075
Financial analysts and advisors	47.49	46.15	1,889	1,750	39.8	98,243	91,000	2,069
Financial analysts	48.41	47.36	1,924	1,894	39.7	100,069	98,500	2,067
Computer and mathematical science occupations	46.99	48.08	1,946	1,971	41.4	101,207	102,515	2,154
Computer programmers	39.88	36.48	1,776	1,824	44.5	92,337	94,845	2,315
Computer software engineers	52.00	51.09	2,151	2,117	41.4	111,846	110,096	2,151
Computer software engineers, applications	52.79	51.92	2,149	2,089	40.7	111,726	108,605	2,116
Computer software engineers, systems software	51.34	51.09	2,153	2,269	41.9	111,950	118,000	2,181
Computer support specialists	31.40	34.38	1,206	1,100	38.4	62,735	57,200	1,998
Computer systems analysts	44.32	45.11	1,767	1,804	39.9	91,905	93,827	2,074
Database administrators	42.72	39.88	1,863	1,994	43.6	96,861	103,693	2,268
Network and computer systems administrators	47.26	49.02	2,148	2,404	45.4	111,675	125,000	2,363
Network systems and data communications analysts	40.70	42.46	1,628	1,698	40.0	84,658	88,321	2,080
Architecture and engineering occupations	45.62	42.48	1,863	1,802	40.8	96,171	93,513	2,108
Architects, except naval	29.60	26.44	1,165	1,000	39.3	60,557	52,001	2,046
Architects, except landscape and naval	29.60	26.44	1,165	1,000	39.3	60,557	52,001	2,046
Engineers	50.91	48.97	2,105	2,049	41.4	109,476	106,536	2,151
Civil engineers	41.98	44.48	1,642	1,692	39.1	85,378	88,001	2,034
Computer hardware engineers	48.41	45.94	2,101	2,004	43.4	109,255	104,189	2,257
Electrical and electronics engineers	63.15	58.86	2,659	2,495	42.1	138,269	129,750	2,189
Electrical engineers	60.25	59.28	2,410	2,371	40.0	125,329	123,302	2,080
Electronics engineers, except computer	64.56	57.54	2,789	2,690	43.2	145,031	139,900	2,247

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 2010 — 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								
Industrial engineers, including health and safety	\$46.68	\$45.25	\$1,895	\$1,810	40.6	\$98,530	\$94,128	2,111
Industrial engineers	46.68	45.25	1,895	1,810	40.6	98,530	94,128	2,111
Mechanical engineers	46.29	48.50	1,851	1,940	40.0	96,277	100,872	2,080
Engineering technicians, except drafters	27.29	24.40	1,092	976	40.0	52,059	49,329	1,907
Electrical and electronic engineering technicians	28.41	24.40	1,136	976	40.0	59,095	50,756	2,080
Life, physical, and social science occupations								
Life scientists	41.34	38.58	1,668	1,544	40.4	86,758	80,278	2,099
Biological scientists	45.32	39.56	1,822	1,582	40.2	94,729	82,281	2,090
Biological scientists	42.45	38.60	1,708	1,544	40.2	88,798	80,278	2,092
Biochemists and biophysicists	43.74	38.60	1,752	1,544	40.1	91,117	80,278	2,083
Physical scientists	35.92	35.13	1,439	1,405	40.1	74,819	73,070	2,083
Market and survey researchers	57.69	56.02	2,395	2,513	41.5	124,519	130,688	2,158
Market research analysts	57.69	56.02	2,395	2,513	41.5	124,519	130,688	2,158
Biological technicians	28.09	27.65	1,124	1,106	40.0	58,424	57,514	2,080
Community and social services occupations								
Social workers	22.25	19.43	894	777	40.2	46,489	40,421	2,090
Miscellaneous community and social service specialists	28.42	25.81	1,158	1,032	40.7	60,216	53,685	2,119
Social and human service assistants	20.72	18.90	829	756	40.0	43,095	39,318	2,080
.....	16.91	17.67	677	707	40.0	35,183	36,754	2,080
Legal occupations								
Lawyers	61.82	50.00	2,502	2,308	40.5	130,091	119,995	2,104
.....	70.17	62.50	2,866	2,731	40.8	149,039	141,999	2,124
Education, training, and library occupations								
Postsecondary teachers	34.86	28.39	1,370	1,136	39.3	62,011	52,520	1,779
Primary, secondary, and special education school teachers	60.23	58.60	2,377	2,211	39.5	112,976	106,000	1,876
Preschool and kindergarten teachers	27.27	19.74	1,055	808	38.7	43,480	37,598	1,594
Preschool teachers, except special education	17.69	14.67	693	587	39.2	30,512	28,246	1,725
.....	15.02	14.48	585	579	39.0	26,923	27,300	1,793
Arts, design, entertainment, sports, and media occupations								
Designers	32.02	29.07	1,258	1,157	39.3	65,439	60,166	2,044
.....	36.78	35.00	1,471	1,400	40.0	76,512	72,800	2,080
Healthcare practitioner and technical occupations								
Registered nurses	40.00	36.19	1,581	1,448	39.5	82,209	75,275	2,055
.....	53.98	57.45	2,121	2,280	39.3	110,289	118,560	2,043
Healthcare support occupations								
Miscellaneous healthcare support occupations	20.28	20.58	763	762	37.6	39,654	39,603	1,955
Medical assistants	22.11	22.44	818	874	37.0	42,522	45,448	1,923
.....	20.81	21.61	779	752	37.4	40,529	39,104	1,947
Protective service occupations								
Security guards and gaming surveillance officers	17.35	14.22	694	569	40.0	36,089	29,578	2,080
Security guards	14.92	13.27	597	531	40.0	31,026	27,602	2,080
.....	14.92	13.27	597	531	40.0	31,026	27,602	2,080
Food preparation and serving related occupations								
First-line supervisors/managers, food preparation and serving workers ..	11.56	10.20	437	387	37.8	22,720	20,124	1,965
.....	21.28	20.00	819	800	38.5	42,590	41,600	2,002

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 2010 — 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 –Continued								
First-line supervisors/managers of food preparation and serving workers	\$21.27	\$19.38	\$820	\$775	38.5	\$42,617	\$40,300	2,003
Cooks	12.42	12.00	468	464	37.7	24,355	24,128	1,961
Cooks, restaurant	11.83	11.92	440	420	37.2	22,875	21,840	1,933
Food preparation workers	9.69	8.00	380	320	39.2	19,759	16,640	2,039
Food service, tipped	9.49	8.21	338	320	35.6	17,591	16,640	1,853
Waiters and waitresses	9.35	8.16	338	320	36.1	17,564	16,640	1,879
Dining room and cafeteria attendants and bartender helpers	9.91	8.21	345	280	34.8	17,917	14,560	1,808
Fast food and counter workers	10.38	9.47	405	360	39.0	21,043	18,720	2,028
Combined food preparation and serving workers, including fast food	9.58	9.47	371	352	38.8	19,316	18,319	2,017
Counter attendants, cafeteria, food concession, and coffee shop	10.91	9.50	427	380	39.1	22,194	19,760	2,035
Dishwashers	10.34	9.00	389	360	37.6	20,203	18,720	1,954
Building and grounds cleaning and maintenance occupations								
Building cleaning workers	14.33	13.00	546	518	38.1	28,332	26,520	1,977
Janitors and cleaners, except maids and housekeeping cleaners	13.73	12.50	521	476	37.9	27,072	24,752	1,972
Maids and housekeeping cleaners	14.25	12.75	542	500	38.0	28,161	26,000	1,977
Grounds maintenance workers	13.11	12.23	496	442	37.8	25,787	22,991	1,967
Landscaping and groundskeeping workers	14.83	14.00	573	560	38.7	29,376	29,120	1,980
Personal care and service occupations								
.....	14.15	12.00	503	448	35.6	26,179	23,296	1,850
Sales and related occupations								
First-line supervisors/managers, sales workers	31.96	21.00	1,246	831	39.0	64,776	43,222	2,027
First-line supervisors/managers of retail sales workers	25.52	21.00	1,030	840	40.4	53,558	43,680	2,099
Retail sales workers	19.16	19.60	775	784	40.5	40,320	40,768	2,104
Cashiers, all workers	16.21	14.95	620	560	38.2	32,220	29,145	1,987
Cashiers	13.91	12.00	529	419	38.0	27,483	21,788	1,975
Retail salespersons	13.91	12.00	529	419	38.0	27,483	21,788	1,975
Insurance sales agents	17.13	15.06	657	587	38.3	34,168	30,546	1,994
Securities, commodities, and financial services sales agents	33.68	26.44	1,323	1,038	39.3	68,789	54,001	2,042
Sales representatives, wholesale and manufacturing	114.59	60.10	4,584	2,404	40.0	238,353	125,000	2,080
Sales representatives, wholesale and manufacturing, technical and scientific products	35.98	36.30	1,440	1,452	40.0	74,891	75,510	2,081
Sales representatives, wholesale and manufacturing, except technical and scientific products	40.56	46.33	1,625	1,853	40.1	84,483	96,373	2,083
.....	32.92	30.55	1,317	1,238	40.0	68,499	64,397	2,081
Office and administrative support occupations								
First-line supervisors/managers of office and administrative support workers	22.03	20.74	869	814	39.4	45,195	42,347	2,051
Financial clerks	31.60	30.19	1,215	1,208	38.4	63,157	62,799	1,999
Bill and account collectors	20.45	19.52	813	781	39.8	42,265	40,606	2,067
Bookkeeping, accounting, and auditing clerks	26.33	28.07	1,053	1,123	40.0	54,763	58,375	2,080
.....	20.47	19.71	817	788	39.9	42,474	40,997	2,075

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 2010 — 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								
Tellers	\$15.16	\$15.50	\$602	\$620	39.7	\$31,325	\$32,240	2,066
Customer service representatives	21.79	21.75	871	870	40.0	45,315	45,230	2,080
Hotel, motel, and resort desk clerks ...	13.07	13.00	520	550	39.8	27,053	28,596	2,069
Order clerks	17.97	18.00	719	720	40.0	37,386	37,440	2,080
Receptionists and information clerks ..	18.49	17.03	730	681	39.5	37,959	35,416	2,053
Production, planning, and expediting clerks	30.23	32.72	1,209	1,309	40.0	62,873	68,047	2,080
Shipping, receiving, and traffic clerks	13.97	13.00	559	520	40.0	29,067	27,040	2,080
Secretaries and administrative assistants	26.99	26.07	1,047	1,028	38.8	54,438	53,477	2,017
Executive secretaries and administrative assistants	26.60	26.24	1,058	1,038	39.8	55,029	54,001	2,069
Legal secretaries	33.25	34.17	1,247	1,281	37.5	64,832	66,630	1,950
Medical secretaries	24.76	22.00	892	773	36.0	46,376	40,186	1,873
Insurance claims and policy processing clerks	25.54	24.30	992	927	38.9	51,609	48,196	2,021
Office clerks, general	20.30	19.43	809	777	39.8	42,055	40,421	2,072
Construction and extraction occupations								
First-line supervisors/managers of construction trades and extraction workers	25.65	26.00	1,014	1,040	39.5	50,720	51,678	1,978
Carpenters	35.79	32.45	1,422	1,298	39.7	69,043	62,634	1,929
Cement masons, concrete finishers, and terrazzo workers	25.41	26.00	998	1,040	39.3	49,392	52,000	1,944
Cement masons and concrete finishers	27.09	28.65	1,084	1,146	40.0	48,112	51,678	1,776
Construction laborers	27.09	28.65	1,084	1,146	40.0	48,112	51,678	1,776
Electricians	17.56	15.00	702	600	40.0	35,089	31,200	1,998
Painters and paperhangers	43.44	44.50	1,621	1,562	37.3	84,281	81,224	1,940
Painters, construction and maintenance	19.20	17.39	768	696	40.0	39,945	36,177	2,080
Installation, maintenance, and repair occupations								
Bus and truck mechanics and diesel engine specialists	28.74	27.69	1,134	1,085	39.4	58,951	56,420	2,051
Industrial machinery installation, repair, and maintenance workers	27.63	26.73	1,105	1,069	40.0	57,472	55,598	2,080
Industrial machinery mechanics	20.69	19.00	828	760	40.0	43,042	39,520	2,080
Maintenance and repair workers, general	27.43	25.47	1,097	1,019	40.0	57,048	52,978	2,080
Line installers and repairers	20.43	17.05	817	682	40.0	42,500	35,464	2,080
Miscellaneous installation, maintenance, and repair workers	35.19	33.71	1,408	1,349	40.0	73,192	70,123	2,080
Production occupations								
First-line supervisors/managers of production and operating workers	37.47	39.33	1,499	1,573	40.0	77,929	81,806	2,080
Electrical, electronics, and electromechanical assemblers	18.58	16.05	740	642	39.8	38,473	33,386	2,070
Miscellaneous assemblers and fabricators	25.93	21.64	1,047	968	40.4	54,448	50,340	2,100
Welding, soldering, and brazing workers	13.88	12.47	555	499	40.0	28,869	25,940	2,080
Welders, cutters, solderers, and brazers	16.43	15.00	657	600	40.0	34,176	31,200	2,080
Printers	25.47	27.10	1,019	1,084	40.0	52,970	56,368	2,080
Inspectors, testers, sorters, samplers, and weighers	25.47	27.10	1,019	1,084	40.0	52,970	56,368	2,080
Packaging and filling machine operators and tenders	21.24	24.30	850	972	40.0	44,111	50,540	2,077
	18.47	14.84	728	594	39.4	37,781	30,873	2,045
	17.23	17.60	689	704	40.0	35,838	36,608	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 2010 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations –Continued								
Miscellaneous production workers	\$15.76	\$14.50	\$630	\$580	40.0	\$32,775	\$30,160	2,080
Transportation and material moving occupations	18.79	16.75	734	670	39.1	38,163	34,840	2,031
Driver/sales workers and truck drivers	22.46	21.00	928	858	41.3	48,246	44,616	2,148
Truck drivers, heavy and tractor-trailer	21.57	20.71	921	842	42.7	47,891	43,763	2,220
Truck drivers, light or delivery services	23.85	29.92	938	1,197	39.3	48,759	62,234	2,044
Industrial truck and tractor operators ..	16.47	16.37	659	655	40.0	34,264	34,050	2,080
Laborers and material movers, hand ..	14.01	13.26	545	491	38.9	28,316	25,512	2,021
Cleaners of vehicles and equipment	15.27	16.75	611	670	40.0	31,753	34,840	2,080
Laborers and freight, stock, and material movers, hand	13.77	12.30	533	468	38.7	27,714	24,336	2,012
Packers and packagers, hand	12.34	10.74	458	406	37.1	23,829	21,133	1,932

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 2010

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	\$36.83	\$33.94	\$1,472	\$1,364	40.0	\$71,081	\$64,309	1,930
Management occupations	55.25	55.13	2,190	2,205	39.6	109,171	105,747	1,976
Education administrators	58.82	61.86	2,336	2,474	39.7	106,046	101,209	1,803
Education administrators, elementary and secondary school	59.83	61.86	2,373	2,474	39.7	106,483	101,209	1,780
Business and financial operations occupations	36.39	35.81	1,455	1,432	40.0	75,643	74,485	2,079
Human resources, training, and labor relations specialists	36.78	40.36	1,486	1,614	40.4	77,261	83,949	2,100
Computer and mathematical science occupations	34.03	33.66	1,361	1,346	40.0	70,483	70,009	2,071
Architecture and engineering occupations	42.39	42.48	1,695	1,699	40.0	88,163	88,352	2,080
Engineers	50.12	50.77	2,005	2,031	40.0	104,245	105,602	2,080
Engineering technicians, except drafters	36.89	34.79	1,476	1,392	40.0	76,736	72,363	2,080
Life, physical, and social science occupations	34.99	35.35	1,400	1,414	40.0	71,324	70,595	2,038
Community and social services occupations	31.02	30.54	1,231	1,188	39.7	62,479	61,358	2,014
Counselors	30.05	26.42	1,183	1,070	39.4	58,517	50,136	1,947
Miscellaneous community and social service specialists	29.97	31.19	1,199	1,248	40.0	62,345	64,875	2,080
Education, training, and library occupations	50.38	47.47	1,821	1,681	36.2	71,311	65,542	1,415
Postsecondary teachers	67.38	64.04	2,623	2,562	38.9	113,726	96,400	1,688
Miscellaneous postsecondary teachers	38.94	39.22	1,505	1,518	38.7	63,189	61,903	1,623
Primary, secondary, and special education school teachers	49.97	47.96	1,753	1,687	35.1	64,826	62,431	1,297
Elementary and middle school teachers	49.58	48.23	1,712	1,745	34.5	62,734	64,044	1,265
Elementary school teachers, except special education	49.20	48.17	1,695	1,737	34.5	62,006	63,612	1,260
Middle school teachers, except special and vocational education	51.10	49.93	1,781	1,772	34.9	65,652	65,904	1,285
Secondary school teachers	51.98	47.02	1,904	1,687	36.6	71,209	62,431	1,370
Secondary school teachers, except special and vocational education	51.60	46.72	1,894	1,687	36.7	70,871	62,431	1,373
Special education teachers	50.76	45.97	1,778	1,675	35.0	65,648	61,652	1,293
Special education teachers, preschool, kindergarten, and elementary school	48.64	44.68	1,716	1,675	35.3	63,400	61,652	1,304
Teacher assistants	19.98	19.60	679	718	34.0	29,275	29,648	1,465
Healthcare practitioner and technical occupations	36.63	29.27	1,743	1,217	47.6	90,616	63,294	2,474
Registered nurses	60.39	59.46	2,416	2,378	40.0	125,489	123,673	2,078
Healthcare support occupations	21.55	22.15	862	886	40.0	44,826	46,072	2,080
Protective service occupations	40.65	39.74	1,746	1,764	43.0	88,550	91,229	2,179
Fire fighters	37.59	35.50	1,936	1,882	51.5	100,663	97,838	2,678
Police officers	44.27	44.11	1,771	1,764	40.0	91,001	91,208	2,055
Police and sheriff's patrol officers	44.27	44.11	1,771	1,764	40.0	91,001	91,208	2,055

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 2010 — 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	\$18.10	\$17.56	\$714	\$702	39.5	\$33,147	\$36,519	1,831
Building and grounds cleaning and maintenance occupations	21.03	21.80	835	872	39.7	43,193	45,344	2,054
Building cleaning workers	19.43	19.05	772	762	39.8	40,170	39,628	2,067
Janitors and cleaners, except maids and housekeeping cleaners	19.43	19.05	772	762	39.8	40,170	39,628	2,067
Office and administrative support occupations	24.13	23.63	946	933	39.2	47,775	46,904	1,980
Financial clerks	25.99	25.40	1,036	999	39.9	53,257	51,938	2,049
Bookkeeping, accounting, and auditing clerks	26.54	25.84	1,057	1,016	39.8	54,965	52,832	2,071
Dispatchers	33.91	34.10	1,408	1,421	41.5	73,213	73,872	2,159
Police, fire, and ambulance dispatchers	33.91	34.10	1,408	1,421	41.5	73,213	73,872	2,159
Secretaries and administrative assistants	25.70	24.79	1,025	992	39.9	52,276	50,107	2,034
Executive secretaries and administrative assistants	27.90	27.79	1,108	1,102	39.7	57,590	57,300	2,064
Secretaries, except legal, medical, and executive	24.30	23.17	972	927	40.0	48,634	48,194	2,001
Office clerks, general	21.21	21.84	836	822	39.4	43,486	42,723	2,051
Construction and extraction occupations	30.34	30.27	1,214	1,211	40.0	63,108	62,966	2,080
Installation, maintenance, and repair occupations	29.39	29.51	1,174	1,180	39.9	61,023	61,375	2,076
Industrial machinery installation, repair, and maintenance workers	25.06	20.96	1,002	838	40.0	52,117	43,597	2,080
Maintenance and repair workers, general	23.39	20.22	935	809	40.0	48,642	42,062	2,080
Production occupations	37.42	39.88	1,483	1,475	39.6	74,914	74,526	2,002
Transportation and material moving occupations	28.02	27.31	1,138	1,092	40.6	57,715	56,805	2,060

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 2010**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$29.24	\$24.98	\$27.87	\$41.53
Management, professional, and related	43.83	37.51	43.82	51.72
Management, business, and financial	45.03	37.73	46.71	53.42
Professional and related	43.09	37.37	41.40	50.83
Service	13.11	11.79	14.03	20.51
Sales and office	23.37	23.56	19.47	28.62
Sales and related	26.52	27.61	18.21	37.86
Office and administrative support	21.38	20.67	20.26	25.18
Natural resources, construction, and maintenance	26.82	25.25	32.61	32.25
Construction and extraction	25.58	23.30	-	-
Installation, maintenance, and repair	28.17	27.61	28.59	31.36
Production, transportation, and material moving	18.13	16.59	16.40	23.78
Production	18.49	18.00	16.71	21.02
Transportation and material moving	17.58	15.01	15.89	-
	Relative error ³ (percent)			
All workers	2.2	3.8	5.3	3.8
Management, professional, and related	3.0	3.5	7.8	2.3
Management, business, and financial	3.9	5.5	7.9	3.1
Professional and related	2.8	3.8	7.7	2.1
Service	3.0	2.5	7.7	7.5
Sales and office	5.8	10.0	5.6	5.9
Sales and related	14.0	20.6	9.0	10.3
Office and administrative support	1.9	3.1	5.5	3.3
Natural resources, construction, and maintenance	5.0	6.5	7.1	4.0
Construction and extraction	6.0	4.6	-	-
Installation, maintenance, and repair	7.9	11.5	10.1	5.4
Production, transportation, and material moving	3.3	3.7	5.1	16.7
Production	4.7	5.5	7.2	20.0
Transportation and material moving	4.1	3.7	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 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 2010

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	\$26.77	\$21.00	\$1,056	\$822	39.4	\$54,558	\$42,640	2,038
Management occupations	41.84	36.50	1,693	1,461	40.4	87,724	75,994	2,097
General and operations managers	48.20	38.46	1,949	1,538	40.4	100,907	80,001	2,093
Financial managers	40.17	39.69	1,607	1,588	40.0	83,553	82,551	2,080
Education administrators	39.11	51.20	1,564	2,048	40.0	78,558	74,096	2,009
Property, real estate, and community association managers	27.66	20.26	1,106	810	40.0	57,538	42,141	2,080
Social and community service managers	29.43	26.25	1,177	1,050	40.0	61,214	54,600	2,080
Business and financial operations occupations ...	32.73	29.01	1,313	1,160	40.1	68,273	60,341	2,086
Accountants and auditors	39.65	36.06	1,581	1,442	39.9	82,220	75,001	2,073
Computer and mathematical science occupations	39.08	39.42	1,738	1,824	44.5	90,375	94,845	2,312
Architecture and engineering occupations	42.62	39.20	1,750	1,591	41.1	90,986	82,722	2,135
Engineers	50.59	45.04	2,148	2,148	42.5	111,694	111,700	2,208
Electrical and electronics engineers	59.09	48.92	2,704	2,631	45.8	140,633	136,810	2,380
Life, physical, and social science occupations	36.03	35.72	1,437	1,442	39.9	74,742	75,001	2,074
Physical scientists	36.94	35.43	1,470	1,427	39.8	76,463	74,194	2,070
Community and social services occupations	21.31	18.90	857	756	40.2	44,549	39,318	2,091
Miscellaneous community and social service specialists	20.90	18.90	836	756	40.0	43,479	39,318	2,080
Social and human service assistants	16.81	17.67	672	707	40.0	34,969	36,754	2,080
Legal occupations	58.53	48.08	2,380	2,019	40.7	123,759	104,996	2,115
Lawyers	66.65	57.69	2,744	2,500	41.2	142,678	130,000	2,141
Education, training, and library occupations	22.74	19.74	881	790	38.7	37,736	32,500	1,660
Primary, secondary, and special education school teachers	23.88	19.74	918	790	38.4	37,728	37,598	1,580
Arts, design, entertainment, sports, and media occupations	31.47	27.65	1,259	1,106	40.0	65,452	57,504	2,080
Healthcare practitioner and technical occupations	34.42	30.00	1,352	1,200	39.3	70,316	62,400	2,043
Healthcare support occupations	20.20	19.40	724	692	35.8	37,629	35,959	1,863
Miscellaneous healthcare support occupations	21.10	20.00	743	692	35.2	38,656	35,992	1,832
Food preparation and serving related occupations	11.15	9.50	421	360	37.8	21,908	18,720	1,964
Cooks	12.48	11.92	465	439	37.3	24,183	22,814	1,937
Cooks, restaurant	11.75	11.33	428	408	36.5	22,278	21,216	1,896
Food preparation workers	9.09	8.00	356	320	39.1	18,490	16,640	2,034
Food service, tipped	9.19	8.00	337	320	36.7	17,542	16,640	1,909
Waiters and waitresses	8.97	8.00	332	320	37.1	17,290	16,640	1,927
Fast food and counter workers	9.28	9.05	359	352	38.6	18,650	18,319	2,010
Dishwashers	10.34	9.00	389	360	37.6	20,203	18,720	1,954
Building and grounds cleaning and maintenance occupations	13.73	12.75	508	424	37.0	26,419	22,022	1,924
Building cleaning workers	13.17	11.51	485	412	36.8	25,200	21,424	1,913
Janitors and cleaners, except maids and housekeeping cleaners	14.51	12.10	543	460	37.4	28,249	23,941	1,947
Personal care and service occupations	12.79	11.20	483	437	37.8	25,140	22,714	1,966
Sales and related occupations	33.49	21.00	1,298	831	38.8	67,507	43,222	2,016
Retail sales workers	15.57	13.79	596	494	38.3	31,002	25,688	1,991
Cashiers, all workers	13.31	10.48	500	414	37.6	26,023	21,512	1,955
Cashiers	13.31	10.48	500	414	37.6	26,023	21,512	1,955

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 2010 — 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								
Retail salespersons	\$16.62	\$14.08	\$651	\$540	39.2	\$33,874	\$28,080	2,038
Insurance sales agents	33.68	26.44	1,323	1,038	39.3	68,789	54,001	2,042
Securities, commodities, and financial services sales agents	125.10	63.04	5,004	2,521	40.0	260,211	131,113	2,080
Sales representatives, wholesale and manufacturing	32.72	30.00	1,288	1,182	39.4	66,995	61,443	2,048
Sales representatives, wholesale and manufacturing, technical and scientific products	33.56	35.89	1,342	1,436	40.0	69,795	74,653	2,080
Sales representatives, wholesale and manufacturing, except technical and scientific products	32.39	24.80	1,268	962	39.1	65,926	50,003	2,035
Office and administrative support occupations	20.93	19.23	820	764	39.2	42,654	39,707	2,038
First-line supervisors/managers of office and administrative support workers	31.45	30.19	1,191	1,208	37.9	61,915	62,799	1,969
Financial clerks	20.05	19.09	796	764	39.7	41,415	39,707	2,065
Bookkeeping, accounting, and auditing clerks ...	20.10	19.52	801	781	39.9	41,673	40,606	2,073
Tellers	15.11	15.50	599	620	39.6	31,135	32,240	2,061
Customer service representatives	22.29	24.19	892	968	40.0	46,360	50,315	2,080
Receptionists and information clerks	15.33	15.39	596	615	38.9	31,004	32,001	2,023
Shipping, receiving, and traffic clerks	14.69	13.18	588	527	40.0	30,559	27,414	2,080
Secretaries and administrative assistants	25.61	23.50	966	978	37.7	50,217	50,831	1,961
Executive secretaries and administrative assistants	22.97	23.21	915	920	39.8	47,598	47,840	2,072
Insurance claims and policy processing clerks	26.90	24.30	1,032	927	38.4	53,654	48,196	1,994
Office clerks, general	19.23	19.23	768	769	39.9	39,910	39,998	2,075
Construction and extraction occupations	23.35	24.00	926	960	39.6	46,099	49,920	1,975
First-line supervisors/managers of construction trades and extraction workers	32.40	32.12	1,296	1,285	40.0	60,361	54,303	1,863
Construction laborers	15.21	13.00	608	520	40.0	30,391	26,000	1,998
Painters and paperhangers	19.20	17.39	768	696	40.0	39,945	36,177	2,080
Painters, construction and maintenance	19.20	17.39	768	696	40.0	39,945	36,177	2,080
Installation, maintenance, and repair occupations	28.36	26.04	1,113	1,042	39.3	57,899	54,167	2,042
Bus and truck mechanics and diesel engine specialists	25.98	26.04	1,039	1,042	40.0	54,046	54,167	2,080
Industrial machinery installation, repair, and maintenance workers	17.56	16.65	703	666	40.0	36,532	34,632	2,080
Miscellaneous installation, maintenance, and repair workers	37.52	39.33	1,501	1,573	40.0	78,041	81,806	2,080
Production occupations	18.09	16.05	716	642	39.6	37,221	33,386	2,057
First-line supervisors/managers of production and operating workers	25.05	21.64	1,002	865	40.0	52,109	45,001	2,080
Transportation and material moving occupations	15.35	16.15	606	603	39.5	31,492	31,377	2,052
Driver/sales workers and truck drivers	17.72	17.75	754	710	42.5	39,185	36,920	2,211
Laborers and material movers, hand	13.59	12.50	527	464	38.8	27,384	24,115	2,015
Laborers and freight, stock, and material movers, hand	12.35	11.39	472	428	38.2	24,548	22,256	1,987

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 2010

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	\$35.97	\$31.26	\$1,432	\$1,238	39.8	\$74,167	\$64,355	2,062
Management occupations	60.27	58.88	2,428	2,458	40.3	126,277	127,795	2,095
General and operations managers	64.72	56.25	2,589	2,250	40.0	134,611	116,990	2,080
Marketing and sales managers	58.92	59.41	2,410	2,500	40.9	125,320	130,000	2,127
Marketing managers	61.18	53.87	2,534	2,527	41.4	131,771	131,422	2,154
Sales managers	54.80	62.50	2,192	2,500	40.0	113,980	130,000	2,080
Computer and information systems managers	69.75	74.28	2,825	2,971	40.5	146,925	154,500	2,106
Financial managers	71.40	67.72	2,869	2,709	40.2	149,172	140,860	2,089
Industrial production managers	54.13	52.63	2,190	2,169	40.5	113,888	112,783	2,104
Engineering managers	81.13	84.14	3,298	3,365	40.7	171,510	175,001	2,114
Business and financial operations occupations	40.51	37.57	1,642	1,503	40.5	85,368	78,144	2,107
Buyers and purchasing agents	34.18	30.99	1,456	1,500	42.6	75,715	77,998	2,215
Claims adjusters, appraisers, examiners, and								
investigators	30.42	29.47	1,217	1,179	40.0	63,283	61,300	2,080
Claims adjusters, examiners, and investigators	30.42	29.47	1,217	1,179	40.0	63,283	61,300	2,080
Human resources, training, and labor relations								
specialists	34.88	33.12	1,395	1,325	40.0	72,548	68,896	2,080
Management analysts	43.08	40.97	1,711	1,639	39.7	88,986	85,211	2,066
Accountants and auditors	40.03	37.57	1,599	1,503	39.9	83,137	78,144	2,077
Financial analysts and advisors	46.53	42.89	1,849	1,673	39.7	96,157	87,000	2,067
Financial analysts	47.47	42.89	1,884	1,673	39.7	97,978	87,000	2,064
Computer and mathematical science occupations	49.82	49.29	2,014	2,015	40.4	104,729	104,761	2,102
Computer software engineers	53.58	51.92	2,181	2,089	40.7	113,393	108,605	2,116
Computer software engineers, applications	52.79	51.92	2,149	2,089	40.7	111,726	108,605	2,116
Computer software engineers, systems software	54.50	51.61	2,218	2,192	40.7	115,315	114,000	2,116
Computer support specialists	28.46	28.31	1,076	1,100	37.8	55,965	57,200	1,966
Computer systems analysts	44.32	45.11	1,767	1,804	39.9	91,905	93,827	2,074
Network systems and data communications								
analysts	40.70	42.46	1,628	1,698	40.0	84,658	88,321	2,080
Architecture and engineering occupations	46.99	45.67	1,914	1,908	40.7	98,490	97,937	2,096
Engineers	51.00	49.30	2,093	2,025	41.0	108,838	105,317	2,134
Computer hardware engineers	48.21	45.94	2,095	1,987	43.5	108,961	103,299	2,260
Electrical and electronics engineers	65.82	59.62	2,633	2,385	40.0	136,911	123,999	2,080
Electrical engineers	61.62	59.28	2,465	2,371	40.0	128,179	123,302	2,080
Industrial engineers, including health and safety	46.71	45.09	1,898	1,810	40.6	98,712	94,128	2,113
Industrial engineers	46.71	45.09	1,898	1,810	40.6	98,712	94,128	2,113
Mechanical engineers	45.27	46.88	1,811	1,875	40.0	94,163	97,504	2,080
Engineering technicians, except drafters	28.26	24.40	1,130	976	40.0	52,863	50,756	1,871
Electrical and electronic engineering technicians	29.48	24.40	1,179	976	40.0	61,316	50,756	2,080
Life, physical, and social science occupations	44.00	38.60	1,787	1,544	40.6	92,909	80,278	2,111
Life scientists	47.38	39.56	1,906	1,582	40.2	99,129	82,281	2,092
Biological scientists	44.19	38.60	1,780	1,544	40.3	92,536	80,278	2,094
Biochemists and biophysicists	46.11	38.60	1,848	1,544	40.1	96,086	80,278	2,084
Market and survey researchers	60.68	59.78	2,537	2,591	41.8	131,926	134,736	2,174
Market research analysts	60.68	59.78	2,537	2,591	41.8	131,926	134,736	2,174
Biological technicians	28.09	27.65	1,124	1,106	40.0	58,424	57,514	2,080
Community and social services occupations	28.41	23.33	1,136	933	40.0	59,085	48,524	2,080
Education, training, and library occupations	43.06	31.25	1,710	1,250	39.7	80,534	65,000	1,870
Postsecondary teachers	60.23	58.60	2,377	2,211	39.5	112,976	106,000	1,876
Arts, design, entertainment, sports, and media occupations	32.90	31.59	1,258	1,208	38.2	65,419	62,793	1,989
Healthcare practitioner and technical occupations	45.96	50.82	1,829	2,033	39.8	95,091	105,706	2,069
Registered nurses	57.06	57.45	2,262	2,298	39.6	117,629	119,496	2,062
Healthcare support occupations	20.37	22.44	813	898	39.9	42,271	46,675	2,075

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 2010** — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Healthcare support occupations –Continued								
Miscellaneous healthcare support occupations	\$23.60	\$23.18	\$941	\$927	39.9	\$48,932	\$48,214	2,073
Protective service occupations	19.65	15.85	786	634	40.0	40,864	32,968	2,080
Security guards and gaming surveillance officers ..	16.46	14.45	658	578	40.0	34,228	30,056	2,080
Security guards	16.46	14.45	658	578	40.0	34,228	30,056	2,080
Food preparation and serving related occupations	12.75	11.05	482	420	37.8	25,080	21,861	1,967
Food service, tipped	10.04	8.24	340	330	33.9	17,672	17,139	1,761
Building and grounds cleaning and maintenance occupations	15.11	13.49	598	540	39.6	30,925	28,059	2,047
Building cleaning workers	14.49	13.49	574	540	39.6	29,859	28,059	2,060
Janitors and cleaners, except maids and housekeeping cleaners	13.55	13.56	537	530	39.6	27,912	27,573	2,060
Maids and housekeeping cleaners	15.00	13.49	594	540	39.6	30,900	28,059	2,060
Personal care and service occupations	16.06	12.71	528	514	32.9	27,438	26,728	1,709
Sales and related occupations	28.92	21.00	1,139	812	39.4	59,244	42,249	2,049
First-line supervisors/managers, sales workers	30.85	21.83	1,254	873	40.7	65,217	45,406	2,114
Retail sales workers	17.29	17.22	659	587	38.1	34,256	30,546	1,982
Cashiers, all workers	16.37	18.40	649	736	39.7	33,746	38,272	2,062
Cashiers	16.37	18.40	649	736	39.7	33,746	38,272	2,062
Retail salespersons	17.51	16.83	661	587	37.7	34,376	30,546	1,963
Sales representatives, wholesale and manufacturing	44.54	48.08	1,864	1,923	41.8	96,906	100,000	2,176
Office and administrative support occupations	23.59	22.68	939	906	39.8	48,821	47,133	2,069
Financial clerks	21.69	21.15	864	846	39.9	44,953	43,992	2,073
Bookkeeping, accounting, and auditing clerks ..	21.94	21.15	877	846	40.0	45,628	43,992	2,080
Customer service representatives	21.27	19.53	851	781	40.0	44,244	40,622	2,080
Receptionists and information clerks	21.29	21.84	852	874	40.0	44,282	45,427	2,080
Secretaries and administrative assistants	28.06	27.16	1,113	1,087	39.7	57,885	56,501	2,063
Executive secretaries and administrative assistants	27.95	27.40	1,111	1,089	39.8	57,776	56,638	2,067
Insurance claims and policy processing clerks	22.59	22.42	903	897	40.0	46,982	46,634	2,080
Office clerks, general	21.68	21.21	862	842	39.8	44,846	43,805	2,068
Construction and extraction occupations	36.94	33.00	1,439	1,320	38.9	73,599	67,486	1,992
Electricians	43.44	44.50	1,621	1,562	37.3	84,281	81,224	1,940
Installation, maintenance, and repair occupations	29.77	32.59	1,188	1,304	39.9	61,758	67,783	2,075
Industrial machinery installation, repair, and maintenance workers	26.39	25.47	1,055	1,019	40.0	54,881	52,978	2,080
Maintenance and repair workers, general	23.56	16.81	942	672	40.0	48,995	34,959	2,080
Production occupations	18.99	16.01	760	640	40.0	39,509	33,280	2,081
Miscellaneous assemblers and fabricators	18.89	16.81	756	672	40.0	39,295	34,967	2,080
Inspectors, testers, sorters, samplers, and weighers	18.80	14.84	752	594	40.0	39,099	30,873	2,080
Miscellaneous production workers	17.14	15.90	686	636	40.0	35,649	33,072	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 2010 — 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	\$26.32	\$21.04	\$1,006	\$849	38.2	\$52,303	\$44,138	1,987
Driver/sales workers and truck drivers	27.98	29.55	1,119	1,182	40.0	58,189	61,464	2,080
Truck drivers, heavy and tractor-trailer	26.98	28.85	1,079	1,154	40.0	56,110	60,008	2,080
Truck drivers, light or delivery services	28.78	29.92	1,151	1,197	40.0	59,864	62,234	2,080
Laborers and material movers, hand	15.09	14.58	590	583	39.1	30,703	30,326	2,034
Laborers and freight, stock, and material movers, hand	16.37	16.66	648	666	39.6	33,692	34,657	2,059

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 2010

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	\$31.49	\$28.13	\$35.34	\$29.64	\$29.41	\$36.95
Management, professional, and related	43.13	45.01	42.39	43.55	43.76	40.23
Management, business, and financial	44.33	—	44.72	45.11	45.05	45.82
Professional and related	43.01	45.16	42.11	42.49	42.90	34.87
Service	25.98	17.15	32.59	12.51	12.37	—
Sales and office	21.56	20.19	23.20	23.67	23.68	22.37
Sales and related	17.52	17.52	—	27.73	27.75	—
Office and administrative support	23.14	23.04	23.20	21.28	21.26	22.47
Natural resources, construction, and maintenance	34.16	34.81	31.30	21.83	21.88	—
Construction and extraction	36.73	38.16	30.34	21.39	21.39	—
Installation, maintenance, and repair	33.03	33.18	32.36	22.61	22.79	—
Production, transportation, and material moving	25.29	24.30	31.49	15.74	15.72	—
Production	27.32	26.08	37.98	16.47	16.46	—
Transportation and material moving	23.73	22.82	28.33	14.32	14.27	—
	Relative error ⁴ (percent)					
All workers	2.4	4.3	1.7	2.4	2.5	6.0
Management, professional, and related	2.6	4.9	2.5	3.0	3.2	6.0
Management, business, and financial	4.6	—	5.1	3.7	3.9	5.9
Professional and related	2.9	5.2	2.9	2.9	2.9	12.1
Service	6.2	7.1	3.3	3.5	3.5	—
Sales and office	2.2	3.1	2.7	6.2	6.3	7.3
Sales and related	8.7	8.7	—	15.3	15.3	—
Office and administrative support	2.1	3.3	2.7	2.0	2.0	7.8
Natural resources, construction, and maintenance	6.0	7.0	5.7	3.1	3.1	—
Construction and extraction	3.4	3.8	12.8	1.1	1.1	—
Installation, maintenance, and repair	9.4	11.4	3.8	6.6	6.9	—
Production, transportation, and material moving	4.3	4.2	8.7	2.0	2.0	—
Production	3.3	2.6	6.1	4.0	4.0	—
Transportation and material moving	4.9	5.0	6.4	3.8	3.9	—

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 2010

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$29.69	\$28.78	\$36.62	\$36.62
Management, professional, and related	43.61	44.00	38.75	38.75
Management, business, and financial	45.66	45.68	33.52	33.52
Professional and related	42.53	43.00	–	–
Service	16.43	12.99	–	–
Sales and office	20.93	20.71	38.72	38.72
Sales and related	19.27	19.26	44.30	44.30
Office and administrative support	21.62	21.40	21.15	21.15
Natural resources, construction, and maintenance	27.31	27.08	–	–
Construction and extraction	–	25.56	–	–
Installation, maintenance, and repair	28.89	28.81	–	–
Production, transportation, and material moving	18.66	18.07	–	–
Production	18.84	18.37	–	–
Transportation and material moving	18.40	17.59	–	–
	Relative error ⁴ (percent)			
All workers	1.7	2.0	20.9	20.9
Management, professional, and related	2.2	2.6	29.3	29.3
Management, business, and financial	3.2	3.6	28.2	28.2
Professional and related	1.8	2.1	–	–
Service	3.1	2.6	–	–
Sales and office	2.0	2.2	23.1	23.1
Sales and related	6.4	6.4	26.8	26.8
Office and administrative support	1.6	1.8	6.9	6.9
Natural resources, construction, and maintenance	4.6	5.1	–	–
Construction and extraction	–	5.9	–	–
Installation, maintenance, and repair	6.7	7.7	–	–
Production, transportation, and material moving	3.9	3.8	–	–
Production	5.5	5.2	–	–
Transportation and material moving	3.8	4.7	–	–

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 2010

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	-	-	\$19.12	-	\$37.71	-	-	\$12.69	\$19.66
Management, professional, and related	-	-	39.40	-	41.61	-	-	32.70	24.55
Management, business, and financial	-	-	37.08	-	39.35	-	-	34.67	28.06
Professional and related	-	-	43.34	-	52.62	-	-	-	21.97
Service	-	-	13.65	-	-	-	-	11.39	11.71
Sales and office	-	-	16.59	-	36.31	-	-	14.04	15.67
Sales and related	-	-	16.05	-	-	-	-	12.26	-
Office and administrative support	-	-	17.60	-	21.13	-	-	15.43	15.94
Natural resources, construction, and maintenance	-	-	23.93	-	22.04	-	-	21.01	23.53
Construction and extraction	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	23.74	-	22.04	-	-	21.01	23.53
Production, transportation, and material moving	-	-	17.92	-	-	-	-	12.53	-
Production	-	-	20.65	-	-	-	-	12.60	-
Transportation and material moving ...	-	-	17.12	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	-	4.1	-	9.7	-	-	4.2	8.6
Management, professional, and related	-	-	7.3	-	5.6	-	-	19.0	4.4
Management, business, and financial	-	-	6.1	-	8.5	-	-	20.9	3.5
Professional and related	-	-	9.9	-	4.6	-	-	-	8.3
Service	-	-	8.9	-	-	-	-	5.0	9.3
Sales and office	-	-	3.4	-	20.0	-	-	1.9	10.7
Sales and related	-	-	1.3	-	-	-	-	23.2	-
Office and administrative support	-	-	7.2	-	4.3	-	-	11.1	2.2
Natural resources, construction, and maintenance	-	-	8.2	-	9.7	-	-	2.9	15.4
Construction and extraction	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	9.0	-	9.7	-	-	2.9	15.4
Production, transportation, and material moving	-	-	3.8	-	-	-	-	5.1	-
Production	-	-	6.4	-	-	-	-	5.2	-
Transportation and material moving ...	-	-	5.5	-	-	-	-	-	-

¹ Industry sectors are determined by the 2007 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 report. 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 "Union workers" 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 14-month period for the larger metropolitan areas in the NCS program. For the smaller metropolitan areas, data were collected over a 5-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 respondents

at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group.

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

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

Estimation

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

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

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

Percentiles

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only 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 2010**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	3,058,600	2,644,800	413,700
Management, professional, and related	1,149,700	916,900	232,800
Management, business, and financial	369,100	328,200	40,900
Professional and related	780,600	588,700	191,900
Service	559,400	475,700	83,800
Sales and office	800,800	737,700	63,100
Sales and related	308,000	307,500	–
Office and administrative support	492,900	430,200	62,700
Natural resources, construction, and maintenance	228,200	208,200	20,000
Construction and extraction	108,100	102,800	5,300
Installation, maintenance, and repair	118,800	104,800	14,000
Production, transportation, and material moving	320,500	306,400	14,000
Production	180,500	175,600	4,800
Transportation and material moving	140,000	130,800	9,200

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 2010**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	149,978	144,465	5,513
Total in sample	922	813	109
Responding	552	457	95
Refused or unable to provide data	260	247	13
Out of business or not in survey scope	110	109	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 2007 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
		41-9012	Models
39-5091	Makeup Artists, Theatrical and Performance	41-9020	Real Estate Brokers and Sales Agents
39-5092	Manicurists and Pedicurists	41-9021	Real Estate Brokers
39-5093	Shampooers	41-9022	Real Estate Sales Agents
39-5094	Skin Care Specialists	41-9031	Sales Engineers
39-6010	Baggage Porters, Bellhops, and Concierges	41-9041	Telemarketers
39-6011	Baggage Porters and Bellhops	41-9090	Miscellaneous Sales and Related Workers
39-6012	Concierges	41-9091	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
39-6020	Tour and Travel Guides		
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		
43-4021	Correspondence Clerks	45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers
43-4031	Court, Municipal, and License Clerks		
43-4041	Credit Authorizers, Checkers, and Clerks	45-2011	Agricultural Inspectors
43-4051	Customer Service Representatives	45-2021	Animal Breeders
43-4061	Eligibility Interviewers, Government Programs	45-2041	Graders and Sorters, Agricultural Products
43-4071	File Clerks	45-2090	Miscellaneous Agricultural Workers
43-4081	Hotel, Motel, and Resort Desk Clerks	45-2091	Agricultural Equipment Operators
43-4111	Interviewers, Except Eligibility and Loan	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse
43-4121	Library Assistants, Clerical		
43-4131	Loan Interviewers and Clerks	45-2093	Farmworkers, Farm and Ranch Animals
43-4141	New Accounts Clerks	45-3011	Fishers and Related Fishing Workers
43-4151	Order Clerks	45-3021	Hunters and Trappers
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	45-4011	Forest and Conservation Workers
43-4171	Receptionists and Information Clerks	45-4020	Logging Workers
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	45-4021	Fallers
43-5011	Cargo and Freight Agents	45-4022	Logging Equipment Operators
43-5021	Couriers and Messengers	45-4023	Log Graders and Scalers
43-5030	Dispatchers	47-0000	Construction and Extraction Occupations
43-5031	Police, Fire, and Ambulance Dispatchers	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers
43-5032	Dispatchers, Except Police, Fire, and Ambulance	47-2011	Boilermakers
43-5041	Meter Readers, Utilities	47-2020	Brickmasons, Blockmasons, and Stonemasons
43-5061	Production, Planning, and Expediting Clerks	47-2021	Brickmasons and Blockmasons
43-5071	Shipping, Receiving, and Traffic Clerks	47-2022	Stonemasons
43-5081	Stock Clerks and Order Fillers	47-2031	Carpenters
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	47-2040	Carpet, Floor, and Tile Installers and Finishers
43-6010	Secretaries and Administrative Assistants	47-2041	Carpet Installers
43-6011	Executive Secretaries and Administrative Assistants	47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles
43-6012	Legal Secretaries	47-2043	Floor Sanders and Finishers
43-6013	Medical Secretaries	47-2044	Tile and Marble Setters
43-6014	Secretaries, Except Legal, Medical, and Executive	47-2050	Cement Masons, Concrete Finishers, and Terrazzo Workers
43-9011	Computer Operators	47-2051	Cement Masons and Concrete Finishers
43-9020	Data Entry and Information Processing Workers	47-2053	Terrazzo Workers and Finishers
43-9021	Data Entry Keyers	47-2061	Construction Laborers
43-9022	Word Processors and Typists	47-2070	Construction Equipment Operators
43-9031	Desktop Publishers	47-2071	Paving, Surfacing, and Tamping Equipment Operators
43-9041	Insurance Claims and Policy Processing Clerks	47-2072	Pile-Driver Operators
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	47-2073	Operating Engineers and Other Construction Equipment Operators
43-9061	Office Clerks, General	47-2080	Drywall Installers, Ceiling Tile Installers, and Tapers
43-9071	Office Machine Operators, Except Computer	47-2081	Drywall and Ceiling Tile Installers
43-9081	Proofreaders and Copy Markers	47-2082	Tapers
43-9111	Statistical Assistants	47-2111	Electricians
		47-2121	Glaziers

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