

Fresno, CA

National Compensation Survey

March 2009



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This summary provides results of a March 2009 survey of occupational pay in the Fresno, CA, Metropolitan Statistical Area (MSA). The MSA consists of Fresno County. Data shown in this summary were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The NCS provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. This summary is limited to data on occupational wages and salaries.

Table 1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics.

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.

Tables 5 through 7 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, and State and local government.

Table 8 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 9 provides the same type of information for private industry workers. Table 10 provides similar data for State and local government workers.

The survey could not have been conducted without the cooperation of the many government agencies that provided pay data included in this summary. 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.

Where to find more information

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

For additional information regarding this survey, including a list of occupational classifications, please contact any BLS regional office at the address and telephone number listed on the back cover of this summary. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, telephone (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

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Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Fresno, CA, March 2009

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	\$18.94	5.8	35.9	\$16.31	7.4	36.0	\$29.28	5.7	35.9
Worker characteristics^{4,5}									
Management, professional, and related	33.03	8.5	35.3	29.86	15.0	36.7	37.11	3.3	33.7
Management, business, and financial	31.10	13.9	37.7	30.22	20.1	36.6	32.90	14.4	40.0
Professional and related	33.81	11.4	34.4	29.68	21.0	36.7	38.28	3.8	32.3
Service	15.25	9.1	32.5	10.75	4.8	30.1	24.72	12.3	38.9
Sales and office	14.21	7.5	36.7	13.56	10.3	36.6	18.17	2.8	36.9
Sales and related	13.81	34.0	34.2	13.81	34.0	34.2	—	—	—
Office and administrative support	14.39	6.2	37.9	13.43	9.0	38.2	18.17	2.8	36.9
Natural resources, construction, and maintenance	17.99	9.6	40.0	18.18	9.9	40.0	—	—	—
Construction and extraction	16.19	17.3	40.0	16.19	17.3	40.0	—	—	—
Installation, maintenance, and repair	19.92	9.5	40.0	20.54	9.7	40.0	—	—	—
Production, transportation, and material moving	14.27	12.8	37.4	14.05	13.1	37.4	—	—	—
Production	14.23	15.8	39.7	13.92	16.2	39.7	—	—	—
Transportation and material moving	14.35	19.0	33.5	14.32	19.2	33.5	—	—	—
Full time	19.92	6.6	39.3	17.21	8.3	39.5	29.96	6.1	38.7
Part time	11.16	7.0	21.4	9.84	7.5	21.9	20.20	6.3	18.3
Union	24.75	12.5	37.9	—	—	—	31.52	4.6	36.5
Nonunion	16.66	7.7	35.2	16.36	8.4	35.3	21.24	11.7	33.6
Time	18.58	5.6	35.9	15.81	7.0	35.9	29.28	5.7	35.9
Incentive	—	—	—	—	—	—	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	19.67	8.1	39.4	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	15.33	9.3	35.1	(⁶)	(⁶)	(⁶)
1-99 workers	16.05	9.7	35.7	16.07	10.1	35.5	—	—	—
100-499 workers	15.23	11.6	36.9	13.95	12.6	37.3	27.23	7.1	33.5
500 workers or more	29.88	8.1	35.3	26.44	24.5	34.2	31.46	5.4	35.8

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 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, Fresno, CA, March 2009**

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	\$18.94	5.8	\$19.92	6.6	\$11.16	7.0
Management occupations	38.61	7.5	38.85	7.5	–	–
Business and financial operations occupations	24.11	12.3	24.11	12.3	–	–
Community and social services occupations	22.04	31.9	22.29	32.9	–	–
Education, training, and library occupations	40.73	1.8	44.69	4.8	17.45	7.2
Level 7	44.61	3.5	–	–	–	–
Level 9	49.75	.9	49.75	.9	–	–
Not able to be leveled	37.92	2.5	–	–	–	–
Primary, secondary, and special education school teachers	46.33	.6	46.87	.8	–	–
Level 7	44.61	3.5	–	–	–	–
Level 9	49.73	1.1	49.73	1.1	–	–
Elementary and middle school teachers	45.25	1.2	45.88	1.0	–	–
Level 7	41.68	2.4	–	–	–	–
Elementary school teachers, except special education	45.37	1.3	46.26	.9	–	–
Level 7	41.68	2.4	–	–	–	–
Secondary school teachers	48.47	4.1	48.96	5.8	–	–
Secondary school teachers, except special and vocational education	48.47	4.1	48.96	5.8	–	–
Teacher assistants	16.08	1.7	–	–	–	–
Healthcare practitioner and technical occupations	44.69	8.9	45.96	10.0	–	–
Not able to be leveled	43.40	14.3	–	–	–	–
Protective service occupations	30.17	8.4	30.17	8.4	–	–
Police officers	28.24	2.7	28.24	2.7	–	–
Police and sheriff's patrol officers	28.24	2.7	28.24	2.7	–	–
Food preparation and serving related occupations	9.14	6.3	10.22	2.8	8.58	3.5
Building and grounds cleaning and maintenance occupations	13.14	10.6	13.32	11.3	–	–
Not able to be leveled	14.26	7.6	–	–	–	–
Building cleaning workers	11.75	14.0	11.87	15.8	–	–
Janitors and cleaners, except maids and housekeeping cleaners	12.70	17.6	12.70	17.6	–	–
Sales and related occupations	13.81	34.0	15.66	31.6	–	–
Retail sales workers	13.81	39.8	16.36	36.3	–	–
Office and administrative support occupations	14.39	6.2	14.82	4.1	–	–
Level 3	11.20	4.6	11.20	4.7	–	–
Level 4	16.08	3.5	16.10	3.5	–	–
Level 5	16.45	9.5	16.45	9.5	–	–
Financial clerks	14.71	9.5	14.71	9.5	–	–
Office clerks, general	14.22	5.7	14.43	6.1	–	–
Construction and extraction occupations	16.19	17.3	16.19	17.3	–	–
Installation, maintenance, and repair occupations	19.92	9.5	19.92	9.5	–	–
Industrial machinery installation, repair, and maintenance workers	20.52	9.7	20.52	9.7	–	–
Production occupations	14.23	15.8	14.37	16.1	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fresno, CA, March 2009** — 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	\$10.30	8.3	\$10.32	9.5	–	–
Transportation and material moving occupations	14.35	19.0	15.14	19.9	–	–
Level 3	11.52	23.2	–	–	–	–
Laborers and material movers, hand	11.21	12.2	–	–	–	–

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

² 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, Fresno, CA, March 2009

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	\$16.31	7.4	\$17.21	8.3	\$9.84	7.5
Food preparation and serving related occupations	9.08	6.6	—	—	8.58	3.5
Building and grounds cleaning and maintenance occupations	10.43	20.4	—	—	—	—
Building cleaning workers	10.43	20.4	—	—	—	—
Sales and related occupations	13.81	34.0	15.66	31.6	—	—
Retail sales workers	13.81	39.8	16.36	36.3	—	—
Office and administrative support occupations	13.43	9.0	13.85	6.7	—	—
Construction and extraction occupations	16.19	17.3	16.19	17.3	—	—
Installation, maintenance, and repair occupations	20.54	9.7	20.54	9.7	—	—
Production occupations	13.92	16.2	14.05	16.6	—	—
Level 2	10.30	8.3	10.32	9.5	—	—
Transportation and material moving occupations	14.32	19.2	15.14	19.9	—	—
Laborers and material movers, hand	11.21	12.2	—	—	—	—

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

² 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, Fresno, CA, March 2009

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	\$29.28	5.7	\$29.96	6.1	\$20.20	6.3
Business and financial operations occupations	29.34	4.5	29.34	4.5	–	–
Community and social services occupations	32.29	14.6	–	–	–	–
Education, training, and library occupations	40.73	1.8	44.69	4.8	17.45	7.2
Level 7	44.61	3.5	–	–	–	–
Level 9	49.75	.9	49.75	.9	–	–
Not able to be leveled	37.92	2.5	–	–	–	–
Primary, secondary, and special education school teachers	46.33	.6	46.87	.8	–	–
Level 7	44.61	3.5	–	–	–	–
Level 9	49.73	1.1	49.73	1.1	–	–
Elementary and middle school teachers	45.25	1.2	45.88	1.0	–	–
Level 7	41.68	2.4	–	–	–	–
Elementary school teachers, except special education	45.37	1.3	46.26	.9	–	–
Level 7	41.68	2.4	–	–	–	–
Secondary school teachers	48.47	4.1	48.96	5.8	–	–
Secondary school teachers, except special and vocational education	48.47	4.1	48.96	5.8	–	–
Teacher assistants	16.08	1.7	–	–	–	–
Healthcare practitioner and technical occupations	36.06	12.6	35.50	15.2	–	–
Protective service occupations	31.92	5.7	31.92	5.7	–	–
Police officers	28.24	2.7	28.24	2.7	–	–
Police and sheriff's patrol officers	28.24	2.7	28.24	2.7	–	–
Building and grounds cleaning and maintenance occupations	15.27	3.5	15.47	2.5	–	–
Not able to be leveled	14.26	7.6	–	–	–	–
Building cleaning workers	14.44	7.3	14.90	4.7	–	–
Office and administrative support occupations	18.17	2.8	18.47	3.1	–	–
Level 4	16.60	3.4	16.64	3.5	–	–
Level 5	18.63	5.9	18.63	5.9	–	–
Secretaries and administrative assistants	19.10	4.8	19.10	4.8	–	–
Office clerks, general	15.76	6.4	–	–	–	–

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. Civilian workers: Hourly wage percentiles¹, Fresno, CA, March 2009

Occupation ²	10	25	Median 50	75	90
All workers	\$8.03	\$10.18	\$15.00	\$23.24	\$37.82
Management occupations	24.12	25.35	36.78	53.13	53.75
Business and financial operations occupations	15.85	15.85	24.24	27.50	34.02
Community and social services occupations	10.08	10.30	15.14	35.29	47.77
Education, training, and library occupations	16.07	31.96	45.65	50.79	53.27
Primary, secondary, and special education school teachers	33.67	42.23	49.11	50.79	53.75
Elementary and middle school teachers	33.51	41.99	49.08	50.79	50.79
Elementary school teachers, except special education	32.96	42.23	48.98	50.79	50.79
Secondary school teachers	37.09	45.41	50.79	53.27	58.71
Secondary school teachers, except special and vocational education	37.09	45.41	50.79	53.27	58.71
Teacher assistants	14.55	16.07	16.07	16.79	16.79
Healthcare practitioner and technical occupations	29.08	36.74	48.25	50.00	60.10
Protective service occupations	14.30	24.02	31.18	36.20	41.79
Police officers	12.48	25.16	30.93	34.19	35.90
Police and sheriff's patrol officers	12.48	25.16	30.93	34.19	35.90
Food preparation and serving related occupations	8.00	8.00	8.03	8.90	13.10
Building and grounds cleaning and maintenance occupations	8.18	8.72	10.89	17.09	21.10
Building cleaning workers	8.18	8.18	9.00	15.61	18.56
Janitors and cleaners, except maids and housekeeping cleaners	8.18	8.18	8.72	15.61	21.10
Sales and related occupations	8.00	8.00	8.75	16.44	19.73
Retail sales workers	8.00	8.00	8.25	16.00	19.73
Office and administrative support occupations	9.20	10.75	12.91	16.22	21.87
Financial clerks	12.25	12.25	14.00	15.00	19.74
Office clerks, general	9.53	12.50	14.38	15.97	17.01
Construction and extraction occupations	10.00	13.00	16.50	20.50	21.00
Installation, maintenance, and repair occupations	10.00	12.48	23.07	24.84	25.47
Industrial machinery installation, repair, and maintenance workers	10.00	12.50	23.07	23.65	31.93
Production occupations	9.04	9.19	10.68	18.54	25.32
Transportation and material moving occupations	8.00	8.50	10.50	18.54	21.60
Laborers and material movers, hand	8.00	8.50	10.00	12.00	17.39

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 6. Private industry workers: Hourly wage percentiles¹, Fresno, CA, March 2009

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$9.25	\$13.00	\$18.62	\$25.71
Food preparation and serving related occupations	8.00	8.00	8.03	8.75	13.10
Building and grounds cleaning and maintenance occupations	8.00	8.18	8.72	9.00	21.10
Building cleaning workers	8.00	8.18	8.72	9.00	21.10
Sales and related occupations	8.00	8.00	8.75	16.44	19.73
Retail sales workers	8.00	8.00	8.25	16.00	19.73
Office and administrative support occupations	9.00	10.38	12.50	15.00	18.19
Construction and extraction occupations	10.00	13.00	16.50	20.50	21.00
Installation, maintenance, and repair occupations	10.00	12.50	23.07	24.84	25.47
Production occupations	9.04	9.19	10.68	18.54	25.32
Transportation and material moving occupations	8.00	8.50	10.50	18.54	21.60
Laborers and material movers, hand	8.00	8.50	10.00	12.00	17.39

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. State and local government workers: Hourly wage percentiles¹, Fresno, CA, March 2009

Occupation ²	10	25	Median 50	75	90
All workers	\$14.50	\$17.09	\$26.71	\$40.11	\$50.79
Business and financial operations occupations	23.38	25.67	28.42	34.02	34.53
Community and social services occupations	18.63	22.25	32.01	45.78	48.71
Education, training, and library occupations	16.07	31.96	45.65	50.79	53.27
Primary, secondary, and special education school teachers	33.67	42.23	49.11	50.79	53.75
Elementary and middle school teachers	33.51	41.99	49.08	50.79	50.79
Elementary school teachers, except special education	32.96	42.23	48.98	50.79	50.79
Secondary school teachers	37.09	45.41	50.79	53.27	58.71
Secondary school teachers, except special and vocational education	37.09	45.41	50.79	53.27	58.71
Teacher assistants	14.55	16.07	16.07	16.79	16.79
Healthcare practitioner and technical occupations	15.87	28.13	34.43	43.10	48.16
Protective service occupations	22.58	25.95	32.33	36.20	41.79
Police officers	12.48	25.16	30.93	34.19	35.90
Police and sheriff's patrol officers	12.48	25.16	30.93	34.19	35.90
Building and grounds cleaning and maintenance occupations	10.89	10.89	15.61	17.09	21.78
Building cleaning workers	10.40	12.76	15.61	15.61	16.35
Office and administrative support occupations	14.50	16.73	17.38	20.88	22.21
Secretaries and administrative assistants	15.88	17.33	20.29	20.88	21.25
Office clerks, general	11.48	15.81	17.01	17.38	17.38

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. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Fresno, CA, March 2009

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	\$19.92	\$16.00	\$783	\$640	39.3	\$38,982	\$33,280	1,957
Management occupations	38.85	36.78	1,554	1,471	40.0	78,660	76,500	2,025
Business and financial operations occupations	24.11	24.24	964	970	40.0	50,152	50,425	2,080
Community and social services occupations	22.29	18.63	888	745	39.8	45,572	38,750	2,045
Education, training, and library occupations	44.69	47.63	1,556	1,683	34.8	58,664	63,656	1,313
Primary, secondary, and special education school teachers	46.87	49.13	1,632	1,720	34.8	61,457	63,656	1,311
Elementary and middle school teachers	45.88	49.08	1,609	1,720	35.1	61,015	63,656	1,330
Elementary school teachers, except special education	46.26	49.11	1,622	1,720	35.1	61,224	63,656	1,323
Secondary school teachers	48.96	50.79	1,674	1,761	34.2	62,562	65,190	1,278
Secondary school teachers, except special and vocational education	48.96	50.79	1,674	1,761	34.2	62,562	65,190	1,278
Healthcare practitioner and technical occupations	45.96	48.25	1,778	1,855	38.7	91,305	96,445	1,987
Protective service occupations	30.17	31.18	1,230	1,293	40.8	63,984	67,246	2,121
Police officers	28.24	30.93	1,130	1,237	40.0	58,734	64,334	2,080
Police and sheriff's patrol officers	28.24	30.93	1,130	1,237	40.0	58,734	64,334	2,080
Food preparation and serving related occupations	10.22	8.45	409	320	40.0	20,986	16,640	2,053
Building and grounds cleaning and maintenance occupations	13.32	10.89	533	436	40.0	22,741	18,138	1,708
Building cleaning workers	11.87	8.72	475	349	40.0	22,558	18,138	1,900
Janitors and cleaners, except maids and housekeeping cleaners	12.70	8.72	508	349	40.0	26,057	18,138	2,052
Sales and related occupations	15.66	14.00	626	560	40.0	32,574	29,120	2,080
Retail sales workers	16.36	13.00	655	520	40.0	34,037	27,040	2,080
Office and administrative support occupations	14.82	14.00	593	560	40.0	30,478	27,889	2,057
Financial clerks	14.71	14.00	588	560	40.0	30,593	29,120	2,080
Office clerks, general	14.43	15.00	577	600	40.0	29,909	29,919	2,072
Construction and extraction occupations	16.19	16.50	648	660	40.0	33,671	34,320	2,080
Installation, maintenance, and repair occupations	19.92	23.07	797	923	40.0	41,436	47,986	2,080
Industrial machinery installation, repair, and maintenance workers	20.52	23.07	821	923	40.0	42,684	47,986	2,080

See footnotes at end of table.

Table 8. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Fresno, CA, March 2009 — 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	\$14.37	\$12.10	\$575	\$484	40.0	\$28,201	\$22,214	1,962
Transportation and material moving occupations	15.14	11.50	567	480	37.5	29,506	24,960	1,949

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 9. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Fresno, CA, March 2009

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	\$17.21	\$13.66	\$680	\$560	39.5	\$34,702	\$27,789	2,017
Sales and related occupations	15.66	14.00	626	560	40.0	32,574	29,120	2,080
Retail sales workers	16.36	13.00	655	520	40.0	34,037	27,040	2,080
Office and administrative support occupations	13.85	12.84	554	514	40.0	28,433	26,458	2,052
Construction and extraction occupations	16.19	16.50	648	660	40.0	33,671	34,320	2,080
Installation, maintenance, and repair occupations	20.54	23.07	821	923	40.0	42,714	47,986	2,080
Production occupations	14.05	10.68	562	427	40.0	27,522	22,214	1,958
Transportation and material moving occupations	15.14	11.50	567	480	37.5	29,506	24,960	1,949

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 10. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Fresno, CA, March 2009

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$29.96	\$28.13	\$1,159	\$1,145	38.7	\$52,866	\$55,557	1,764
Business and financial operations occupations	29.34	28.42	1,174	1,137	40.0	61,022	59,114	2,080
Education, training, and library occupations	44.69	47.63	1,556	1,683	34.8	58,664	63,656	1,313
Primary, secondary, and special education school teachers	46.87	49.13	1,632	1,720	34.8	61,457	63,656	1,311
Elementary and middle school teachers	45.88	49.08	1,609	1,720	35.1	61,015	63,656	1,330
Elementary school teachers, except special education	46.26	49.11	1,622	1,720	35.1	61,224	63,656	1,323
Secondary school teachers	48.96	50.79	1,674	1,761	34.2	62,562	65,190	1,278
Secondary school teachers, except special and vocational education	48.96	50.79	1,674	1,761	34.2	62,562	65,190	1,278
Healthcare practitioner and technical occupations	35.50	35.23	1,375	1,495	38.7	68,386	73,278	1,926
Protective service occupations	31.92	32.33	1,305	1,314	40.9	67,851	68,332	2,125
Police officers	28.24	30.93	1,130	1,237	40.0	58,734	64,334	2,080
Police and sheriff's patrol officers	28.24	30.93	1,130	1,237	40.0	58,734	64,334	2,080
Building and grounds cleaning and maintenance occupations	15.47	15.61	619	624	40.0	25,014	26,600	1,617
Building cleaning workers	14.90	15.61	596	624	40.0	30,004	32,469	2,014
Office and administrative support occupations	18.47	17.46	739	698	40.0	38,286	36,313	2,073
Secretaries and administrative assistants	19.10	20.29	764	811	40.0	39,540	39,254	2,070

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.

Appendix: Technical Note

Survey scope

This survey of the Fresno, CA, Metropolitan Statistical Area (MSA) 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.

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.

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-proportional-to-size sample of establishments. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

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 or part-time, union or nonunion, and time or 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. 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. The greater the number of people working in a job in the establishment, the greater its chance of selection.

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. A complete list of all individual occupations, classified by the major group to which they belong, is available from BLS.

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 and also identified as being in a union or a nonunion job.

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>.

Collection period

Survey data were collected over a 14-month period for the larger areas in the NCS program. For the smaller 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.

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.

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.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	12,255
Total in sample	74
Responding	55
Refused or unable to provide data	13
Out of business or not in survey scope	6

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 suf-

ficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Data reliability

The data in this summary 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 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 summary 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.