



San Francisco–Oakland– San Jose, CA National Compensation Survey April 2003

U.S. Department of Labor
Elaine L. Chao, Secretary

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Kathleen P. Utgoff, Commissioner

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Preface

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

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

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

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 691-6199, or send e-mail to ocltinfo@bls.gov.

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the San Francisco–Oakland–San Jose, CA, metropolitan area. Data were collected between September 2002 and October 2003; the average reference month is April 2003. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

NCS products

The Bureau's National Compensation Survey provides data on occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

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 480 detailed occupations 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 1–1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay.

Establishment characteristics include goods and service producing and size of establishment.

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

Table 3–1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3–2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4–1 provides mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4–2 provides work level data for full-time workers. Table 4–3 provides similar data for workers designated as part-time.

Table 5–1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5–2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational groups within the private sector.

Tables 6–1 through 6–5 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. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Worker and establishment characteristics	Total			Private industry			State and local government		
	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)	
Total	\$26.11	3.0	36.7	\$25.24	4.1	37.0	\$29.34	1.1	35.6
Worker characteristics:⁴									
White-collar occupations ⁵	30.80	2.8	37.3	30.70	3.7	38.2	31.14	1.6	34.3
Professional specialty and technical	38.01	2.6	37.1	37.84	3.3	38.7	38.48	2.8	33.4
Executive, administrative, and managerial	40.16	5.0	41.1	41.64	5.4	41.6	33.30	3.3	39.2
Sales	20.68	12.9	34.8	20.66	13.0	34.8	—	—	—
Administrative support	18.47	2.8	36.2	17.56	3.7	37.3	20.73	1.6	33.8
Blue-collar occupations ⁵	19.36	5.3	37.0	18.47	6.3	36.8	26.04	3.8	38.6
Precision production, craft, and repair	26.60	5.0	38.5	25.96	6.3	38.2	29.78	3.9	40.0
Machine operators, assemblers, and inspectors	14.97	9.9	37.4	14.97	9.9	37.4	—	—	—
Transportation and material moving	18.22	11.7	37.0	17.39	13.9	36.8	22.25	4.5	38.0
Handlers, equipment cleaners, helpers, and laborers	13.55	8.2	34.9	12.52	7.8	34.7	21.81	4.6	36.4
Service occupations ⁵	15.72	4.4	34.2	11.74	3.9	32.8	25.50	4.4	38.3
Full time	27.06	2.9	39.8	26.21	3.9	40.1	30.21	1.3	38.8
Part time	17.49	5.4	21.5	16.45	6.7	21.9	21.36	7.0	20.3
Union	26.14	2.2	35.7	23.16	4.4	35.7	28.91	1.3	35.7
Nonunion	26.09	4.6	37.3	25.84	4.8	37.4	33.40	4.6	34.5
Time	26.20	2.7	36.7	25.31	3.7	37.1	29.34	1.1	35.6
Incentive	23.97	18.0	36.2	23.97	18.0	36.2	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	20.85	7.6	35.7	20.85	7.7	35.7	—	—	—
100-499 workers	21.92	8.2	36.7	21.79	8.4	36.7	27.43	6.0	36.0
500 workers or more	30.52	1.8	37.0	31.27	2.8	38.0	29.41	1.2	35.5

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, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² 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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$26.11	3.0	\$25.24	4.1	\$29.34	1.1
All excluding sales	26.54	2.7	25.70	3.6	29.34	1.1
White collar	30.80	2.8	30.70	3.7	31.14	1.6
White collar excluding sales	32.11	2.4	32.43	3.2	31.14	1.7
Professional specialty and technical	38.01	2.6	37.84	3.3	38.48	2.8
Professional specialty	40.58	1.8	40.55	2.2	40.67	3.2
Engineers, architects, and surveyors	41.72	1.7	42.09	1.7	37.46	9.6
Civil engineers	39.76	7.4	—	—	40.13	9.3
Electrical and electronic engineers	43.13	3.9	43.12	3.9	—	—
Industrial engineers	37.26	6.4	37.26	6.4	—	—
Engineers, n.e.c.	41.42	5.0	42.15	4.6	—	—
Mathematical and computer scientists	41.18	3.9	41.21	4.0	40.34	10.8
Computer systems analysts and scientists	40.81	4.0	40.83	4.2	40.34	10.8
Natural scientists	32.72	11.1	36.43	12.6	—	—
Health related	36.33	2.3	36.18	2.7	36.75	4.8
Physicians	50.68	27.5	—	—	—	—
Registered nurses	35.85	1.6	36.97	1.8	33.13	4.3
Teachers, college and university	53.86	9.9	52.67	10.6	55.07	16.4
Psychology teachers	30.99	10.1	30.99	10.1	—	—
Business, commerce, and marketing teachers	51.21	13.3	51.21	13.3	—	—
English teachers	43.30	8.1	—	—	—	—
Other post-secondary teachers	51.76	26.0	39.78	17.2	53.48	27.6
Teachers, except college and university	43.38	1.7	23.48	5.7	44.73	1.9
Elementary school teachers	44.96	1.1	29.17	4.2	45.44	1.2
Teachers, special education	44.97	6.4	—	—	50.31	2.6
Teachers, n.e.c.	52.65	12.4	—	—	53.38	13.3
Vocational and educational counselors	26.25	8.9	17.24	9.9	—	—
Librarians, archivists, and curators	31.20	4.1	—	—	30.63	3.8
Librarians	31.20	4.1	—	—	30.63	3.8
Social scientists and urban planners	38.63	3.4	41.01	1.6	29.52	6.6
Economists	41.13	1.5	41.13	1.5	—	—
Psychologists	30.44	6.7	—	—	29.52	6.6
Social, recreation, and religious workers	25.66	3.8	22.55	5.2	28.83	2.9
Social workers	27.06	8.4	—	—	30.57	7.4
Lawyers and judges	64.78	3.3	65.11	3.4	—	—
Lawyers	64.78	3.3	65.11	3.4	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	35.53	7.4	35.95	7.8	—	—
Professional, n.e.c.	29.64	9.9	29.37	14.0	—	—
Technical	25.75	7.0	26.20	9.0	23.90	4.2
Clinical laboratory technologists and technicians	31.13	3.1	31.10	3.3	—	—
Radiological technicians	28.36	11.2	28.36	11.2	—	—
Licensed practical nurses	23.47	3.5	22.97	2.3	—	—
Health technologists and technicians, n.e.c.	—	—	—	—	21.37	3.2
Electrical and electronic technicians	24.25	3.9	23.88	3.1	—	—
Engineering technicians, n.e.c.	26.38	6.6	—	—	—	—
Airplane pilots and navigators	138.72	15.5	138.72	15.5	—	—
Computer programmers	30.41	6.0	30.41	6.0	—	—
Technical and related, n.e.c.	26.28	3.8	27.69	2.5	22.35	3.3
Executive, administrative, and managerial	40.16	5.0	41.64	5.4	33.30	3.3
Executives, administrators, and managers	46.77	3.6	47.74	3.7	40.13	3.3
Administrators and officials, public administration	35.69	6.6	—	—	35.69	6.6
Financial managers	48.65	7.7	48.65	7.7	—	—
Personnel and labor relations managers	46.20	12.3	46.20	12.3	—	—
Managers, marketing, advertising, and public relations	47.37	12.0	47.37	12.0	—	—
Administrators, education and related fields	47.16	5.3	32.35	10.5	—	—
Managers, medicine and health	41.88	10.8	37.67	15.8	—	—
Managers and administrators, n.e.c.	49.92	4.2	50.12	4.3	—	—
Management related	30.74	4.6	31.54	5.8	28.31	4.8
Accountants and auditors	30.10	9.3	30.18	10.0	—	—
Other financial officers	34.99	11.5	35.61	11.9	—	—
Management analysts	32.21	3.3	31.88	3.5	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Personnel, training, and labor relations specialists	\$31.89	6.9	–	–	–	–
Construction inspectors	34.23	1.1	–	–	\$34.23	1.1
Inspectors and compliance officers, except construction	30.58	15.8	–	–	–	–
Management related, n.e.c.	29.76	7.4	\$31.80	8.3	–	–
Sales	20.68	12.9	20.66	13.0	–	–
Supervisors, sales	25.16	23.6	25.13	23.8	–	–
Sales, other business services	25.25	11.6	25.25	11.6	–	–
Sales workers, apparel	12.07	22.2	12.07	22.2	–	–
Sales workers, other commodities	28.15	29.6	28.15	29.6	–	–
Cashiers	13.11	5.3	13.05	5.6	–	–
Administrative support, including clerical	18.47	2.8	17.56	3.7	20.73	1.6
Supervisors, general office	25.95	4.1	23.92	5.5	28.28	5.4
Secretaries	20.16	5.4	19.89	7.2	20.85	7.4
Stenographers	23.16	4.5	–	–	–	–
Typists	19.18	14.3	–	–	–	–
Transportation ticket and reservation agents	14.37	5.8	14.37	5.8	–	–
Receptionists	12.81	6.5	12.81	6.5	–	–
Order clerks	16.18	5.4	16.12	5.7	–	–
Library clerks	18.40	5.9	–	–	20.02	5.0
Records clerks, n.e.c.	19.06	5.2	19.68	6.8	18.24	7.4
Bookkeepers, accounting and auditing clerks	16.90	4.4	16.74	5.0	17.61	8.7
Dispatchers	23.40	8.4	–	–	27.47	4.8
Traffic, shipping and receiving clerks	17.79	18.7	17.70	19.3	–	–
Stock and inventory clerks	14.33	10.3	13.77	10.9	–	–
Investigators and adjusters, except insurance	20.90	5.9	–	–	–	–
Eligibility clerks, social welfare	22.59	7.1	–	–	23.79	5.7
General office clerks	17.81	2.7	17.77	4.4	17.85	3.2
Bank tellers	12.24	1.3	12.24	1.3	–	–
Teachers' aides	18.47	3.3	–	–	19.17	2.8
Administrative support, n.e.c.	19.62	4.8	19.30	6.7	20.26	8.8
Blue collar	19.36	5.3	18.47	6.3	26.04	3.8
Precision production, craft, and repair	26.60	5.0	25.96	6.3	29.78	3.9
Electronic repairers, communications and industrial equipment	23.11	9.7	22.11	9.0	–	–
Mechanics and repairers, n.e.c.	24.62	6.0	22.48	5.5	30.61	8.7
Supervisors, construction trades, n.e.c.	32.21	8.8	–	–	–	–
Electricians	32.25	7.9	33.94	2.2	–	–
Machinists	24.33	5.4	24.33	5.4	–	–
Electrical and electronic equipment assemblers ..	16.44	2.7	16.44	2.7	–	–
Inspectors, testers, and graders	20.51	9.1	20.51	9.1	–	–
Stationary engineers	29.76	2.0	29.25	1.6	–	–
Machine operators, assemblers, and inspectors	14.97	9.9	14.97	9.9	–	–
Miscellaneous machine operators, n.e.c.	17.65	5.0	17.65	5.0	–	–
Assemblers	14.46	13.1	14.46	13.1	–	–
Transportation and material moving	18.22	11.7	17.39	13.9	22.25	4.5
Truck drivers	15.97	13.7	15.81	13.8	–	–
Industrial truck and tractor equipment operators ..	17.78	19.3	17.78	19.3	–	–
Handlers, equipment cleaners, helpers, and laborers	13.55	8.2	12.52	7.8	21.81	4.6
Groundskeepers and gardeners, except farm	17.75	18.8	–	–	–	–
Stock handlers and baggers	11.78	5.7	11.78	5.7	–	–
Freight, stock, and material handlers, n.e.c.	18.35	12.0	18.35	12.0	–	–
Hand packers and packagers	9.02	1.7	9.02	1.7	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Laborers, except construction, n.e.c.	\$15.56	9.2	\$13.88	11.4	—	—
Service	15.72	4.4	11.74	3.9	\$25.50	4.4
Protective service	22.34	11.6	—	—	30.87	4.3
Supervisors, firefighters and fire prevention	35.73	2.1	—	—	35.73	2.1
Firefighting	27.28	5.2	—	—	27.28	5.2
Police and detectives, public service	34.49	3.9	—	—	34.49	3.9
Sheriffs, bailiffs, and other law enforcement officers	27.39	14.4	—	—	27.39	14.4
Correctional institution officers	26.05	1.0	—	—	26.05	1.0
Food service	9.50	3.0	9.28	3.6	13.97	6.6
Waiters, waitresses, and bartenders	7.61	2.7	7.61	2.7	—	—
Waiters and waitresses	7.36	2.9	7.36	2.9	—	—
Waiters'/Waitresses' assistants	8.32	7.5	8.32	7.5	—	—
Other food service	10.17	2.5	9.91	3.1	13.97	6.6
Cooks	11.65	4.8	10.96	4.0	—	—
Kitchen workers, food preparation	9.37	13.7	9.37	13.7	—	—
Food preparation, n.e.c.	9.11	9.7	8.69	11.8	—	—
Health service	15.72	4.1	15.04	3.2	19.72	12.5
Health aides, except nursing	17.73	3.9	17.08	1.1	—	—
Nursing aides, orderlies and attendants	14.61	5.3	13.89	6.5	18.63	10.1
Cleaning and building service	14.46	6.4	11.98	9.4	19.76	1.9
Maids and housemen	12.10	14.1	12.10	14.1	—	—
Janitors and cleaners	14.89	6.9	11.91	11.5	19.78	2.0
Personal service	14.91	14.8	12.50	16.6	22.13	24.2
Attendants, amusement, and recreation facilities	10.58	7.6	—	—	—	—
Welfare service aides	8.88	11.4	—	—	—	—
Child care workers, n.e.c.	22.70	35.4	—	—	—	—
Service, n.e.c.	13.94	7.8	12.84	6.7	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$27.06	2.9	\$26.21	3.9	\$30.21	1.3
All excluding sales	27.38	2.6	26.55	3.6	30.22	1.3
White collar	31.62	2.7	31.46	3.5	32.21	1.6
White collar excluding sales	32.66	2.5	32.80	3.3	32.22	1.6
Professional specialty and technical	38.36	2.6	38.17	3.4	38.91	2.5
Professional specialty	40.98	2.0	40.89	2.5	41.24	3.2
Engineers, architects, and surveyors	41.45	1.5	41.81	1.5	37.46	9.6
Civil engineers	39.76	7.4	—	—	40.13	9.3
Electrical and electronic engineers	43.13	3.9	43.12	3.9	—	—
Industrial engineers	37.26	6.4	37.26	6.4	—	—
Engineers, n.e.c.	40.60	5.1	41.35	4.8	—	—
Mathematical and computer scientists	41.18	3.9	41.21	4.0	40.34	10.8
Computer systems analysts and scientists	40.81	4.0	40.83	4.2	40.34	10.8
Natural scientists	32.72	11.1	36.43	12.6	—	—
Health related	35.92	4.2	35.45	5.4	36.90	6.0
Physicians	49.94	29.0	—	—	—	—
Registered nurses	33.62	2.7	34.90	3.0	31.70	4.9
Teachers, college and university	57.75	9.4	54.51	10.7	62.25	14.4
Other post-secondary teachers	61.21	26.2	—	—	—	—
Teachers, except college and university	44.13	2.8	23.70	5.1	45.38	3.2
Elementary school teachers	44.98	1.1	28.54	4.0	45.44	1.2
Teachers, special education	44.97	6.4	—	—	50.31	2.6
Teachers, n.e.c.	52.29	14.1	—	—	52.64	14.6
Vocational and educational counselors	27.07	11.8	—	—	—	—
Librarians, archivists, and curators	31.20	4.1	—	—	30.63	3.8
Librarians	31.20	4.1	—	—	30.63	3.8
Social scientists and urban planners	38.84	3.8	41.01	1.6	29.48	7.6
Economists	41.13	1.5	41.13	1.5	—	—
Psychologists	30.51	7.8	—	—	29.48	7.6
Social, recreation, and religious workers	26.33	3.7	23.35	2.6	28.87	2.9
Social workers	28.43	5.9	—	—	30.64	7.7
Lawyers and judges	64.78	3.3	65.11	3.4	—	—
Lawyers	64.78	3.3	65.11	3.4	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	35.71	7.6	35.95	7.8	—	—
Professional, n.e.c.	29.11	11.5	29.37	14.0	—	—
Technical	26.02	6.7	26.50	8.7	24.15	4.0
Clinical laboratory technologists and technicians	31.21	2.0	31.18	2.1	—	—
Licensed practical nurses	23.50	5.9	22.51	3.7	—	—
Health technologists and technicians, n.e.c.	18.03	8.8	—	—	21.37	3.2
Electrical and electronic technicians	24.25	3.9	23.88	3.1	—	—
Engineering technicians, n.e.c.	27.40	6.3	—	—	—	—
Airplane pilots and navigators	138.72	15.5	138.72	15.5	—	—
Computer programmers	30.02	6.8	30.02	6.8	—	—
Technical and related, n.e.c.	26.46	3.9	27.73	2.5	22.68	4.9
Executive, administrative, and managerial	40.22	5.0	41.68	5.4	33.38	3.4
Executives, administrators, and managers	46.84	3.6	47.83	3.7	40.15	3.4
Administrators and officials, public administration	35.69	6.6	—	—	35.69	6.6
Financial managers	48.65	7.7	48.65	7.7	—	—
Personnel and labor relations managers	46.20	12.3	46.20	12.3	—	—
Managers, marketing, advertising, and public relations	47.37	12.0	47.37	12.0	—	—
Administrators, education and related fields	47.27	5.3	31.99	10.8	—	—
Managers, medicine and health	43.39	10.5	41.58	4.0	—	—
Managers and administrators, n.e.c.	49.92	4.2	50.12	4.3	—	—
Management related	30.75	4.7	31.54	5.8	28.30	4.9
Accountants and auditors	30.10	9.3	30.18	10.0	—	—
Other financial officers	34.99	11.5	35.61	11.9	—	—
Management analysts	32.65	4.9	31.88	3.5	—	—
Personnel, training, and labor relations specialists	31.89	6.9	—	—	—	—
Construction inspectors	34.23	1.1	—	—	34.23	1.1

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Inspectors and compliance officers, except construction	\$30.58	15.8	–	–	–	–
Management related, n.e.c.	29.76	7.4	\$31.80	8.3	–	–
Sales	22.62	13.4	22.61	13.4	–	–
Supervisors, sales	25.16	23.6	25.13	23.8	–	–
Sales, other business services	25.25	11.6	25.25	11.6	–	–
Sales workers, apparel	13.20	26.3	13.20	26.3	–	–
Sales workers, other commodities	30.62	27.3	30.62	27.3	–	–
Cashiers	13.97	4.6	13.87	4.5	–	–
Administrative support, including clerical	18.81	3.2	17.88	4.0	\$21.56	2.6
Supervisors, general office	26.04	4.1	23.92	5.5	–	–
Secretaries	20.20	5.6	19.93	7.4	20.85	7.4
Typists	19.18	14.3	–	–	–	–
Transportation ticket and reservation agents	14.60	.0	14.60	.0	–	–
Receptionists	12.83	7.4	12.83	7.4	–	–
Order clerks	16.68	6.8	16.63	7.2	–	–
Records clerks, n.e.c.	19.93	5.3	19.68	6.8	–	–
Bookkeepers, accounting and auditing clerks	17.12	4.9	16.74	5.0	20.06	2.5
Dispatchers	23.11	9.6	–	–	27.17	6.8
Traffic, shipping and receiving clerks	17.81	18.7	17.72	19.3	–	–
Stock and inventory clerks	14.36	10.4	13.79	11.0	–	–
Investigators and adjusters, except insurance	20.90	5.9	–	–	–	–
Eligibility clerks, social welfare	22.59	7.1	–	–	23.79	5.7
General office clerks	18.31	2.7	18.22	4.6	18.42	2.8
Bank tellers	12.94	.2	12.94	.2	–	–
Administrative support, n.e.c.	19.88	5.0	–	–	20.80	10.5
Blue collar	19.80	5.6	18.87	6.7	26.44	4.2
Precision production, craft, and repair	26.55	5.1	25.88	6.5	29.78	3.9
Electronic repairers, communications and industrial equipment	23.05	11.1	21.91	10.2	–	–
Mechanics and repairers, n.e.c.	24.62	6.0	22.48	5.5	30.61	8.7
Supervisors, construction trades, n.e.c.	32.21	8.8	–	–	–	–
Electricians	32.40	8.3	34.26	1.1	–	–
Machinists	24.33	5.4	24.33	5.4	–	–
Electrical and electronic equipment assemblers ..	16.44	2.7	16.44	2.7	–	–
Inspectors, testers, and graders	20.51	9.1	20.51	9.1	–	–
Stationary engineers	29.76	2.0	29.25	1.6	–	–
Machine operators, assemblers, and inspectors	14.87	9.8	14.87	9.8	–	–
Miscellaneous machine operators, n.e.c.	17.65	5.0	17.65	5.0	–	–
Assemblers	14.46	13.1	14.46	13.1	–	–
Transportation and material moving	18.43	12.5	17.61	14.8	22.57	6.1
Truck drivers	15.93	14.1	15.77	14.2	–	–
Industrial truck and tractor equipment operators ..	17.78	19.3	17.78	19.3	–	–
Handlers, equipment cleaners, helpers, and laborers	14.10	9.6	12.81	9.7	22.46	2.1
Groundskeepers and gardeners, except farm	17.75	18.8	–	–	–	–
Stock handlers and baggers	12.35	5.5	12.35	5.5	–	–
Freight, stock, and material handlers, n.e.c.	19.83	12.0	19.83	12.0	–	–
Hand packers and packagers	9.01	1.6	9.01	1.6	–	–
Laborers, except construction, n.e.c.	16.04	10.5	14.35	13.1	–	–
Service	16.89	5.5	12.27	4.3	26.40	4.6
Protective service	22.85	13.6	–	–	30.92	4.4
Supervisors, firefighters and fire prevention	35.73	2.1	–	–	35.73	2.1
Firefighting	27.28	5.2	–	–	27.28	5.2

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Protective service—Continued						
Police and detectives, public service	\$34.49	3.9	—	—	\$34.49	3.9
Sheriffs, bailiffs, and other law enforcement officers	27.39	14.4	—	—	27.39	14.4
Correctional institution officers	26.05	1.0	—	—	26.05	1.0
Food service	10.03	3.8	\$9.81	3.8	—	—
Waiters, waitresses, and bartenders	7.46	4.5	7.46	4.5	—	—
Waiters and waitresses	7.10	2.2	7.10	2.2	—	—
Other food service	11.31	4.9	11.02	4.4	—	—
Cooks	11.93	6.4	11.08	4.6	—	—
Food preparation, n.e.c.	9.86	2.0	9.77	1.6	—	—
Health service	15.54	4.7	14.61	3.0	20.05	13.1
Health aides, except nursing	17.62	4.7	16.79	.8	—	—
Nursing aides, orderlies and attendants	14.24	5.6	13.18	6.9	18.88	11.1
Cleaning and building service	14.62	6.3	12.09	9.7	19.78	1.9
Maids and housemen	12.50	15.7	12.50	15.7	—	—
Janitors and cleaners	14.94	6.6	11.95	11.4	19.80	2.0
Personal service	17.58	18.5	14.34	20.8	—	—
Service, n.e.c.	14.99	7.7	—	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$17.49	5.4	\$16.45	6.7	\$21.36	7.0
All excluding sales	18.37	5.6	17.42	7.4	21.36	7.0
White collar	22.11	5.8	21.65	7.7	23.17	8.8
White collar excluding sales	25.31	5.8	26.72	6.5	23.17	8.8
Professional specialty and technical	34.12	5.0	34.25	5.6	33.75	11.5
Professional specialty	36.30	4.8	36.90	5.2	34.77	11.7
Engineers, architects, and surveyors	-	-	-	-	-	-
Health related	36.98	2.6	37.12	3.1	36.38	4.8
Registered nurses	37.79	1.3	38.32	1.7	35.65	2.3
Teachers, college and university	39.29	21.8	34.43	.8	-	-
Business, commerce, and marketing teachers	34.38	4.5	34.38	4.5	-	-
Other post-secondary teachers	40.21	25.9	-	-	-	-
Teachers, except college and university	24.10	22.3	21.96	23.0	24.68	32.2
Teachers, n.e.c.	55.27	6.9	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	22.36	10.7	22.89	11.7	-	-
Licensed practical nurses	23.44	2.4	23.43	2.6	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	11.44	6.4	11.44	6.4	-	-
Sales workers, apparel	10.23	10.9	10.23	10.9	-	-
Cashiers	11.73	13.7	11.73	13.7	-	-
Administrative support, including clerical	15.66	5.5	13.35	3.0	17.58	4.4
Transportation ticket and reservation agents	13.59	26.0	13.59	26.0	-	-
General office clerks	14.50	3.9	14.53	6.7	-	-
Bank tellers	11.22	4.2	11.22	4.2	-	-
Teachers' aides	19.08	2.4	-	-	19.17	2.8
Blue collar	14.42	10.6	14.26	11.4	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	16.03	13.0	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	11.57	6.4	11.59	6.5	-	-
Stock handlers and baggers	11.12	11.7	11.12	11.7	-	-
Service	10.24	4.9	9.87	5.4	13.18	7.1
Protective service	9.04	7.6	-	-	-	-
Food service	8.63	6.5	8.34	7.9	-	-
Waiters, waitresses, and bartenders	8.17	14.3	8.17	14.3	-	-
Waiters and waitresses	8.51	18.9	8.51	18.9	-	-
Other food service	8.71	7.1	8.38	9.1	-	-
Food preparation, n.e.c.	8.39	12.5	-	-	-	-
Health service	16.27	3.8	16.24	4.1	-	-
Health aides, except nursing	18.21	1.7	18.26	1.8	-	-
Nursing aides, orderlies and attendants	15.57	5.2	15.51	5.6	-	-

See footnotes at end of table.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	—	—	—	—	—	—
Personal service	\$10.58	8.0	\$9.69	9.7	\$13.67	6.6
Attendants, amusement, and recreation facilities	11.55	22.1	—	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$1,077	2.9	39.8	\$1,051	3.8	40.1	\$1,171	1.2	38.8
All excluding sales	1,089	2.6	39.8	1,064	3.5	40.1	1,171	1.2	38.8
White collar	1,265	2.9	40.0	1,279	3.7	40.6	1,217	1.5	37.8
White collar excluding sales	1,305	2.8	40.0	1,335	3.6	40.7	1,218	1.5	37.8
Professional specialty and technical	1,530	2.1	39.9	1,581	2.9	41.4	1,403	1.8	36.1
Professional specialty	1,639	1.4	40.0	1,716	1.5	42.0	1,466	2.2	35.5
Engineers, architects, and surveyors	1,707	2.0	41.2	1,727	2.2	41.3	1,494	9.4	39.9
Civil engineers	1,586	7.2	39.9	—	—	—	1,600	9.1	39.9
Electrical and electronic engineers	1,790	4.5	41.5	1,791	4.6	41.5	—	—	—
Industrial engineers	1,660	6.5	44.6	1,660	6.5	44.6	—	—	—
Engineers, n.e.c.	1,648	5.1	40.6	1,680	4.7	40.6	—	—	—
Mathematical and computer scientists	1,770	1.9	43.0	1,776	2.0	43.1	1,614	10.8	40.0
Computer systems analysts and scientists	1,759	2.0	43.1	1,765	2.1	43.2	1,614	10.8	40.0
Natural scientists	1,333	9.6	40.7	1,495	10.1	41.0	—	—	—
Health related	1,427	4.2	39.7	1,422	5.8	40.1	1,438	4.9	39.0
Physicians	1,998	29.0	40.0	—	—	—	—	—	—
Registered nurses	1,341	2.7	39.9	1,390	3.2	39.8	1,267	4.9	40.0
Teachers, college and university	2,058	6.1	35.6	2,095	10.4	38.4	2,015	4.8	32.4
Other post-secondary teachers	1,776	14.3	29.0	—	—	—	—	—	—
Teachers, except college and university	1,471	2.1	33.3	945	5.3	39.9	1,498	2.4	33.0
Elementary school teachers ...	1,511	.7	33.6	1,132	4.3	39.6	1,520	.6	33.4
Teachers, special education ...	1,578	6.3	35.1	—	—	—	1,716	4.4	34.1
Teachers, n.e.c.	1,333	4.3	25.5	—	—	—	1,335	4.4	25.4
Vocational and educational counselors	1,051	8.9	38.8	—	—	—	—	—	—
Librarians, archivists, and curators	1,208	2.7	38.7	—	—	—	1,199	1.1	39.1
Librarians	1,208	2.7	38.7	—	—	—	1,199	1.1	39.1
Social scientists and urban planners	1,740	5.5	44.8	1,889	2.6	46.1	1,179	7.6	40.0
Economists	1,896	2.6	46.1	1,896	2.6	46.1	—	—	—
Psychologists	1,237	8.8	40.5	—	—	—	1,179	7.6	40.0
Social, recreation, and religious workers	1,140	8.9	43.3	1,120	21.4	48.0	1,155	2.9	40.0
Social workers	1,114	7.3	39.2	—	—	—	1,226	7.7	40.0
Lawyers and judges	2,564	2.9	39.6	2,574	3.0	39.5	—	—	—
Lawyers	2,564	2.9	39.6	2,574	3.0	39.5	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,497	7.5	41.9	1,509	7.7	42.0	—	—	—
Professional, n.e.c.	1,230	8.5	42.3	1,255	10.3	42.7	—	—	—
Technical	1,025	6.5	39.4	1,042	8.4	39.3	959	3.5	39.7
Clinical laboratory technologists and technicians	1,248	2.0	40.0	1,247	2.1	40.0	—	—	—
Licensed practical nurses	896	7.5	38.1	852	4.9	37.8	—	—	—
Health technologists and technicians, n.e.c.	721	8.8	40.0	—	—	—	855	3.2	40.0
Electrical and electronic technicians	970	3.9	40.0	955	3.1	40.0	—	—	—
Engineering technicians, n.e.c.	1,096	6.3	40.0	—	—	—	—	—	—
Airplane pilots and navigators	2,736	13.6	19.7	2,736	13.6	19.7	—	—	—
Computer programmers	1,171	6.4	39.0	1,171	6.4	39.0	—	—	—
Technical and related, n.e.c. ...	1,076	5.0	40.7	1,135	4.1	40.9	907	4.9	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial	\$1,663	5.6	41.3	\$1,735	6.0	41.6	\$1,338	3.4	40.1
Executives, administrators, and managers	1,939	4.8	41.4	1,987	5.0	41.5	1,622	3.4	40.4
Administrators and officials, public administration	1,420	6.8	39.8	—	—	—	1,420	6.8	39.8
Financial managers	1,958	7.6	40.3	1,958	7.6	40.3	—	—	—
Personnel and labor relations managers	1,985	9.9	43.0	1,985	9.9	43.0	—	—	—
Managers, marketing, advertising, and public relations	1,920	12.8	40.5	1,920	12.8	40.5	—	—	—
Administrators, education and related fields	1,887	5.3	39.9	1,253	11.4	39.2	—	—	—
Managers, medicine and health	1,834	9.4	42.3	1,720	6.5	41.4	—	—	—
Managers and administrators, n.e.c.	2,092	5.4	41.9	2,102	5.5	42.0	—	—	—
Management related	1,269	4.3	41.3	1,317	5.3	41.8	1,127	4.8	39.8
Accountants and auditors	1,245	6.8	41.4	1,252	7.4	41.5	—	—	—
Other financial officers	1,516	17.8	43.3	1,557	18.5	43.7	—	—	—
Management analysts	1,427	2.8	43.7	1,402	2.1	44.0	—	—	—
Personnel, training, and labor relations specialists	1,270	7.2	39.8	—	—	—	—	—	—
Construction inspectors	1,345	.6	39.3	—	—	—	1,345	.6	39.3
Inspectors and compliance officers, except construction	1,288	15.1	42.1	—	—	—	—	—	—
Management related, n.e.c.	1,208	7.6	40.6	1,297	8.5	40.8	—	—	—
Sales	911	13.8	40.3	911	13.8	40.3	—	—	—
Supervisors, sales	1,015	24.0	40.4	1,014	24.2	40.4	—	—	—
Sales, other business services	1,045	14.7	41.4	1,045	14.7	41.4	—	—	—
Sales workers, apparel	526	30.4	39.8	526	30.4	39.8	—	—	—
Sales workers, other commodities	1,206	28.3	39.4	1,206	28.3	39.4	—	—	—
Cashiers	559	4.6	40.0	555	4.5	40.0	—	—	—
Administrative support, including clerical	736	3.8	39.1	697	4.7	39.0	852	2.8	39.5
Supervisors, general office	1,030	4.4	39.6	942	6.3	39.4	—	—	—
Secretaries	789	6.7	39.1	776	9.0	39.0	821	8.2	39.4
Typists	751	13.4	39.2	—	—	—	—	—	—
Transportation ticket and reservation agents	584	.0	40.0	584	.0	40.0	—	—	—
Receptionists	471	12.9	36.7	471	12.9	36.7	—	—	—
Order clerks	667	6.8	40.0	665	7.2	40.0	—	—	—
Records clerks, n.e.c.	785	5.0	39.4	783	6.6	39.8	—	—	—
Bookkeepers, accounting and auditing clerks	658	6.4	38.4	640	6.7	38.2	802	2.5	40.0
Dispatchers	924	9.6	40.0	—	—	—	1,087	6.8	40.0
Traffic, shipping and receiving clerks	711	18.7	39.9	709	19.3	40.0	—	—	—
Stock and inventory clerks	574	10.4	40.0	552	11.0	40.0	—	—	—
Investigators and adjusters, except insurance	836	5.9	40.0	—	—	—	—	—	—
Eligibility clerks, social welfare	876	7.5	38.8	—	—	—	928	5.7	39.0
General office clerks	726	2.5	39.6	723	4.1	39.7	729	2.7	39.6
Bank tellers	518	.2	40.0	518	.2	40.0	—	—	—
Administrative support, n.e.c.	790	5.0	39.7	—	—	—	826	9.8	39.7

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar	\$779	5.7	39.3	\$741	6.8	39.2	\$1,053	4.3	39.8
Precision production, craft, and repair	1,055	5.3	39.7	1,028	6.7	39.7	1,190	3.8	40.0
Electronic repairers, communications and industrial equipment	922	11.1	40.0	876	10.2	40.0	—	—	—
Mechanics and repairers, n.e.c.	985	6.0	40.0	899	5.5	40.0	1,224	8.7	40.0
Supervisors, construction trades, n.e.c.	1,288	8.8	40.0	—	—	—	—	—	—
Electricians	1,296	8.3	40.0	1,370	1.1	40.0	—	—	—
Machinists	973	5.4	40.0	973	5.4	40.0	—	—	—
Electrical and electronic equipment assemblers	627	7.4	38.1	627	7.4	38.1	—	—	—
Inspectors, testers, and graders	820	9.1	40.0	820	9.1	40.0	—	—	—
Stationary engineers	1,190	2.0	40.0	1,169	1.6	40.0	—	—	—
Machine operators, assemblers, and inspectors	562	11.5	37.8	562	11.5	37.8	—	—	—
Miscellaneous machine operators, n.e.c.	706	5.0	40.0	706	5.0	40.0	—	—	—
Assemblers	578	13.1	40.0	578	13.1	40.0	—	—	—
Transportation and material moving	735	12.4	39.9	704	14.8	40.0	889	7.3	39.4
Truck drivers	637	14.1	40.0	631	14.2	40.0	—	—	—
Industrial truck and tractor equipment operators	711	19.3	40.0	711	19.3	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	561	9.7	39.8	509	9.7	39.8	899	2.1	40.0
Groundskeepers and gardeners, except farm	710	18.8	40.0	—	—	—	—	—	—
Stock handlers and baggers	494	5.5	40.0	494	5.5	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	793	12.0	40.0	793	12.0	40.0	—	—	—
Hand packers and packagers	348	2.5	38.6	348	2.5	38.6	—	—	—
Laborers, except construction, n.e.c.	641	10.5	40.0	574	13.1	40.0	—	—	—
Service	667	5.2	39.5	476	3.2	38.8	1,087	4.9	41.2
Protective service	947	14.9	41.4	—	—	—	1,322	5.5	42.8
Supervisors, firefighters and fire prevention	1,797	1.6	50.3	—	—	—	1,797	1.6	50.3
Firefighting	1,446	5.2	53.0	—	—	—	1,446	5.2	53.0
Police and detectives, public service	1,380	3.9	40.0	—	—	—	1,380	3.9	40.0
Sheriffs, bailiffs, and other law enforcement officers	1,096	14.4	40.0	—	—	—	1,096	14.4	40.0
Correctional institution officers	1,056	1.3	40.5	—	—	—	1,056	1.3	40.5
Food service	393	3.3	39.2	384	3.6	39.2	—	—	—
Waiters, waitresses, and bartenders	286	4.8	38.4	286	4.8	38.4	—	—	—
Waiters and waitresses	276	2.8	38.9	276	2.8	38.9	—	—	—
Other food service	448	3.6	39.6	436	3.2	39.6	—	—	—
Cooks	467	3.6	39.1	434	2.2	39.1	—	—	—
Food preparation, n.e.c.	394	2.0	40.0	391	1.6	40.0	—	—	—
Health service	614	5.4	39.5	576	4.1	39.4	802	13.1	40.0
Health aides, except nursing ..	705	4.7	40.0	672	.8	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Health service—Continued									
Nursing aides, orderlies and attendants	\$558	7.0	39.2	\$514	8.4	39.0	\$755	11.1	40.0
Cleaning and building service	581	6.3	39.7	480	9.7	39.7	789	2.0	39.9
Maids and housemen	495	16.1	39.6	495	16.1	39.6	—	—	—
Janitors and cleaners	594	6.6	39.8	474	11.3	39.7	790	2.0	39.9
Personal service	586	15.1	33.3	462	8.3	32.2	—	—	—
Service, n.e.c.	600	7.7	40.0	—	—	—	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. 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.

⁵ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$54,711	2.9	2,022	\$54,333	3.8	2,073	\$55,959	1.2	1,852
All excluding sales	55,230	2.6	2,017	54,989	3.5	2,071	55,959	1.2	1,852
White collar	63,746	2.9	2,016	66,250	3.7	2,106	56,156	1.5	1,744
White collar excluding sales	65,571	2.8	2,008	69,147	3.6	2,108	56,158	1.5	1,743
Professional specialty and technical	74,359	2.1	1,938	81,628	2.9	2,139	59,637	1.8	1,533
Professional specialty	78,548	1.4	1,917	88,398	1.5	2,162	60,738	2.2	1,473
Engineers, architects, and surveyors	88,616	2.0	2,138	89,747	2.2	2,147	76,672	9.4	2,047
Civil engineers	82,483	7.2	2,075	-	-	-	83,202	9.1	2,073
Electrical and electronic engineers	93,028	4.5	2,157	93,061	4.6	2,158	-	-	-
Industrial engineers	86,320	6.5	2,317	86,320	6.5	2,317	-	-	-
Engineers, n.e.c.	85,366	5.1	2,103	87,283	4.7	2,111	-	-	-
Mathematical and computer scientists	92,003	1.9	2,234	92,323	2.0	2,240	83,909	10.8	2,080
Computer systems analysts and scientists	91,447	2.0	2,241	91,758	2.1	2,247	83,909	10.8	2,080
Natural scientists	68,335	9.6	2,088	77,758	10.1	2,134	-	-	-
Health related	72,854	4.2	2,028	73,921	5.8	2,085	70,811	4.9	1,919
Physicians	103,875	29.0	2,080	-	-	-	-	-	-
Registered nurses	69,731	2.7	2,074	72,276	3.2	2,071	65,876	4.9	2,078
Teachers, college and university	82,383	6.1	1,426	88,070	10.4	1,616	76,386	4.8	1,227
Other post-secondary teachers	66,291	14.3	1,083	-	-	-	-	-	-
Teachers, except college and university	54,826	2.1	1,242	41,020	5.3	1,731	55,423	2.4	1,221
Elementary school teachers	55,913	.7	1,243	48,245	4.3	1,690	56,068	.6	1,234
Teachers, special education	59,631	6.3	1,326	-	-	-	63,323	4.4	1,259
Teachers, n.e.c.	38,963	4.3	745	-	-	-	38,928	4.4	740
Vocational and educational counselors	52,605	8.9	1,943	-	-	-	-	-	-
Librarians, archivists, and curators	62,398	2.7	2,000	-	-	-	62,331	1.1	2,035
Librarians	62,398	2.7	2,000	-	-	-	62,331	1.1	2,035
Social scientists and urban planners	90,463	5.5	2,329	98,241	2.6	2,396	61,325	7.6	2,080
Economists	98,611	2.6	2,398	98,611	2.6	2,398	-	-	-
Psychologists	64,337	8.8	2,109	-	-	-	61,325	7.6	2,080
Social, recreation, and religious workers	59,294	8.9	2,252	58,236	21.4	2,494	60,043	2.9	2,080
Social workers	57,929	7.3	2,038	-	-	-	63,738	7.7	2,080
Lawyers and judges	133,339	2.9	2,058	133,849	3.0	2,056	-	-	-
Lawyers	133,339	2.9	2,058	133,849	3.0	2,056	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	77,821	7.5	2,179	78,459	7.7	2,183	-	-	-
Professional, n.e.c.	63,959	8.5	2,197	65,277	10.3	2,223	-	-	-
Technical	53,300	6.5	2,048	54,166	8.4	2,044	49,876	3.5	2,066
Clinical laboratory technologists and technicians	64,907	2.0	2,080	64,849	2.1	2,080	-	-	-
Licensed practical nurses	46,613	7.5	1,984	44,307	4.9	1,968	-	-	-
Health technologists and technicians, n.e.c.	37,469	8.8	2,078	-	-	-	44,445	3.2	2,080
Electrical and electronic technicians	50,431	3.9	2,080	49,665	3.1	2,080	-	-	-
Engineering technicians, n.e.c.	56,983	6.3	2,080	-	-	-	-	-	-
Airplane pilots and navigators	142,249	13.6	1,025	142,249	13.6	1,025	-	-	-
Computer programmers	60,899	6.4	2,028	60,899	6.4	2,028	-	-	-
Technical and related, n.e.c.	55,966	5.0	2,115	59,006	4.1	2,128	47,169	4.9	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial	\$86,290	5.6	2,145	\$90,206	6.0	2,164	\$68,825	3.4	2,062
Executives, administrators, and managers	100,486	4.8	2,145	103,311	5.0	2,160	82,269	3.4	2,049
Administrators and officials, public administration	73,850	6.8	2,069	—	—	—	73,850	6.8	2,069
Financial managers	101,840	7.6	2,093	101,840	7.6	2,093	—	—	—
Personnel and labor relations managers	103,201	9.9	2,234	103,201	9.9	2,234	—	—	—
Managers, marketing, advertising, and public relations	99,711	12.8	2,105	99,711	12.8	2,105	—	—	—
Administrators, education and related fields	88,371	5.3	1,869	65,168	11.4	2,037	—	—	—
Managers, medicine and health	95,343	9.4	2,197	89,427	6.5	2,151	—	—	—
Managers and administrators, n.e.c.	108,799	5.4	2,179	109,329	5.5	2,182	—	—	—
Management related	65,978	4.3	2,145	68,470	5.3	2,171	58,622	4.8	2,071
Accountants and auditors	64,693	6.8	2,149	65,063	7.4	2,156	—	—	—
Other financial officers	78,841	17.8	2,254	80,978	18.5	2,274	—	—	—
Management analysts	74,190	2.8	2,272	72,926	2.1	2,287	—	—	—
Personnel, training, and labor relations specialists	66,038	7.2	2,071	—	—	—	—	—	—
Construction inspectors	69,946	.6	2,043	—	—	—	69,946	.6	2,043
Inspectors and compliance officers, except construction	66,979	15.1	2,190	—	—	—	—	—	—
Management related, n.e.c.	62,819	7.6	2,111	67,455	8.5	2,121	—	—	—
Sales	47,259	13.8	2,089	47,235	13.8	2,089	—	—	—
Supervisors, sales	52,804	24.0	2,098	52,742	24.2	2,099	—	—	—
Sales, other business services	54,329	14.7	2,151	54,329	14.7	2,151	—	—	—
Sales workers, apparel	27,331	30.4	2,070	27,331	30.4	2,070	—	—	—
Sales workers, other commodities	61,808	28.3	2,018	61,808	28.3	2,018	—	—	—
Cashiers	29,051	4.6	2,080	28,859	4.5	2,080	—	—	—
Administrative support, including clerical	37,949	3.8	2,018	36,197	4.7	2,025	43,059	2.8	1,997
Supervisors, general office	53,562	4.4	2,057	48,988	6.3	2,048	—	—	—
Secretaries	39,517	6.7	1,957	40,351	9.0	2,025	37,700	8.2	1,808
Typists	39,076	13.4	2,037	—	—	—	—	—	—
Transportation ticket and reservation agents	30,370	.0	2,080	30,370	.0	2,080	—	—	—
Receptionists	24,507	12.9	1,910	24,507	12.9	1,910	—	—	—
Order clerks	34,701	6.8	2,080	34,600	7.2	2,080	—	—	—
Records clerks, n.e.c.	40,805	5.0	2,048	40,705	6.6	2,069	—	—	—
Bookkeepers, accounting and auditing clerks	34,208	6.4	1,998	33,283	6.7	1,988	41,718	2.5	2,080
Dispatchers	48,065	9.6	2,080	—	—	—	56,516	6.8	2,080
Traffic, shipping and receiving clerks	36,973	18.7	2,076	36,866	19.3	2,080	—	—	—
Stock and inventory clerks	29,867	10.4	2,080	28,679	11.0	2,080	—	—	—
Investigators and adjusters, except insurance	43,472	5.9	2,080	—	—	—	—	—	—
Eligibility clerks, social welfare	45,560	7.5	2,017	—	—	—	48,256	5.7	2,028
General office clerks	37,736	2.5	2,061	37,592	4.1	2,063	37,904	2.7	2,058
Bank tellers	26,924	.2	2,080	26,924	.2	2,080	—	—	—
Administrative support, n.e.c.	40,780	5.0	2,051	—	—	—	42,944	9.8	2,065

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar	\$40,093	5.7	2,025	\$38,090	6.8	2,019	\$54,768	4.3	2,072
Precision production, craft, and repair	54,795	5.3	2,064	53,344	6.7	2,061	61,878	3.8	2,078
Electronic repairers, communications and industrial equipment	47,937	11.1	2,080	45,570	10.2	2,080	—	—	—
Mechanics and repairers, n.e.c.	50,452	6.0	2,049	45,831	5.5	2,039	63,664	8.7	2,080
Supervisors, construction trades, n.e.c.	66,986	8.8	2,080	—	—	—	—	—	—
Electricians	67,393	8.3	2,080	71,262	1.1	2,080	—	—	—
Machinists	50,613	5.4	2,080	50,613	5.4	2,080	—	—	—
Electrical and electronic equipment assemblers	32,514	7.4	1,978	32,514	7.4	1,978	—	—	—
Inspectors, testers, and graders	42,665	9.1	2,080	42,665	9.1	2,080	—	—	—
Stationary engineers	61,872	2.0	2,079	60,789	1.6	2,078	—	—	—
Machine operators, assemblers, and inspectors	29,013	11.5	1,951	29,013	11.5	1,951	—	—	—
Miscellaneous machine operators, n.e.c.	36,710	5.0	2,080	36,710	5.0	2,080	—	—	—
Assemblers	30,078	13.1	2,080	30,078	13.1	2,080	—	—	—
Transportation and material moving	38,002	12.4	2,062	36,360	14.8	2,065	46,243	7.3	2,049
Truck drivers	33,135	14.1	2,080	32,792	14.2	2,080	—	—	—
Industrial truck and tractor equipment operators	35,321	19.3	1,987	35,321	19.3	1,987	—	—	—
Handlers, equipment cleaners, helpers, and laborers	28,350	9.7	2,010	25,613	9.7	2,000	46,726	2.1	2,080
Groundskeepers and gardeners, except farm	36,914	18.8	2,080	—	—	—	—	—	—
Stock handlers and baggers	25,679	5.5	2,080	25,679	5.5	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	41,239	12.0	2,080	41,239	12.0	2,080	—	—	—
Hand packers and packagers	16,010	2.5	1,777	16,010	2.5	1,777	—	—	—
Laborers, except construction, n.e.c.	32,759	10.5	2,043	29,119	13.1	2,029	—	—	—
Service	34,473	5.2	2,042	24,620	3.2	2,007	55,880	4.9	2,116
Protective service	49,243	14.9	2,155	—	—	—	68,761	5.5	2,224
Supervisors, firefighters and fire prevention	93,421	1.6	2,615	—	—	—	93,421	1.6	2,615
Firefighting	75,183	5.2	2,756	—	—	—	75,183	5.2	2,756
Police and detectives, public service	71,745	3.9	2,080	—	—	—	71,745	3.9	2,080
Sheriffs, bailiffs, and other law enforcement officers	56,970	14.4	2,080	—	—	—	56,970	14.4	2,080
Correctional institution officers	54,925	1.3	2,108	—	—	—	54,925	1.3	2,108
Food service	20,427	3.3	2,036	19,983	3.6	2,037	—	—	—
Waiters, waitresses, and bartenders	14,897	4.8	1,998	14,897	4.8	1,998	—	—	—
Waiters and waitresses	14,343	2.8	2,021	14,343	2.8	2,021	—	—	—
Other food service	23,254	3.6	2,056	22,688	3.2	2,058	—	—	—
Cooks	24,202	3.6	2,028	22,550	2.2	2,035	—	—	—
Food preparation, n.e.c.	20,501	2.0	2,080	20,328	1.6	2,080	—	—	—
Health service	31,720	5.4	2,041	29,703	4.1	2,034	41,694	13.1	2,080
Health aides, except nursing ..	36,046	4.7	2,046	34,256	.8	2,040	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Health service—Continued									
Nursing aides, orderlies and attendants	\$29,030	7.0	2,039	\$26,738	8.4	2,029	\$39,264	11.1	2,080
Cleaning and building service	30,080	6.3	2,058	24,784	9.7	2,050	41,036	2.0	2,075
Maids and housemen	25,754	16.1	2,061	25,754	16.1	2,061	—	—	—
Janitors and cleaners	30,744	6.6	2,057	24,458	11.3	2,047	41,086	2.0	2,075
Personal service	29,082	15.1	1,654	23,655	8.3	1,650	—	—	—
Service, n.e.c.	31,187	7.7	2,080	—	—	—	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. 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.

⁵ Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$26.11	3.0	\$25.24	4.1	\$29.34	1.1
All excluding sales	26.54	2.7	25.70	3.6	29.34	1.1
White collar	30.80	2.8	30.70	3.7	31.14	1.6
1	8.99	4.6	8.94	4.8	—	—
2	14.36	13.0	14.32	14.1	14.76	5.1
3	13.93	3.6	12.74	4.9	19.13	4.7
4	17.01	3.4	16.46	4.0	19.39	1.9
5	19.36	3.3	18.36	3.8	21.76	4.2
6	23.04	3.3	22.64	4.4	24.26	2.4
7	27.27	5.5	25.96	1.7	29.46	12.0
8	28.71	6.9	28.59	8.1	29.30	9.8
9	36.46	1.9	34.12	3.0	39.68	2.5
10	35.97	4.3	37.98	5.1	30.76	6.5
11	43.07	2.8	43.60	2.9	39.03	6.7
12	48.23	1.9	48.29	1.9	46.92	13.6
13	60.34	3.9	59.77	4.1	65.26	9.2
14	68.14	6.4	67.67	7.7	—	—
Not able to be leveled	32.35	6.6	32.50	6.9	29.76	19.5
White collar excluding sales	32.11	2.4	32.43	3.2	31.14	1.7
2	15.25	12.8	15.30	14.0	14.76	5.1
3	15.04	4.3	13.55	6.4	19.13	4.7
4	17.50	3.1	16.90	4.1	19.37	1.9
5	19.56	4.0	18.31	4.9	21.76	4.2
6	23.94	2.5	23.81	3.5	24.26	2.4
7	27.42	5.6	26.14	1.6	29.46	12.0
8	27.50	4.2	27.04	4.6	29.30	9.8
9	36.40	2.0	33.83	3.2	39.70	2.5
10	34.35	2.8	35.95	3.5	30.76	6.5
11	43.17	2.8	43.73	2.9	39.03	6.7
12	48.78	1.6	48.87	1.5	46.92	13.6
13	60.34	3.9	59.77	4.1	65.26	9.2
14	68.14	6.4	67.67	7.7	—	—
Not able to be leveled	31.76	6.9	31.88	7.2	29.76	19.5
Professional specialty and technical	38.01	2.6	37.84	3.3	38.48	2.8
Professional specialty	40.58	1.8	40.55	2.2	40.67	3.2
6	28.25	7.2	25.78	8.0	—	—
7	32.91	10.0	29.66	3.7	37.20	14.4
8	29.62	6.6	28.71	7.5	34.50	2.5
9	38.48	2.3	34.31	2.5	42.15	3.3
10	33.11	4.4	34.34	6.9	30.42	5.5
11	41.50	3.2	42.05	3.3	37.57	7.5
12	49.04	1.8	48.71	1.8	—	—
13	57.44	5.1	55.99	5.3	66.37	9.5
14	68.68	5.0	—	—	—	—
Not able to be leveled	39.16	4.7	40.59	2.6	29.50	24.9
Engineers, architects, and surveyors	41.72	1.7	42.09	1.7	37.46	9.6
7	30.62	6.4	29.93	6.0	—	—
9	35.31	4.1	35.20	4.2	—	—
11	42.77	3.7	42.55	3.8	—	—
12	50.51	3.7	50.51	3.7	—	—
13	49.69	.9	49.56	.8	—	—
Not able to be leveled	38.63	3.6	39.97	3.1	—	—
Civil engineers	39.76	7.4	—	—	40.13	9.3
Electrical and electronic engineers	43.13	3.9	43.12	3.9	—	—
9	33.74	.0	33.74	.0	—	—
11	42.37	5.3	42.37	5.3	—	—
12	51.22	6.2	51.22	6.2	—	—
Not able to be leveled	46.05	1.2	46.05	1.2	—	—
Industrial engineers	37.26	6.4	37.26	6.4	—	—
Engineers, n.e.c.	41.42	5.0	42.15	4.6	—	—
9	36.64	9.9	36.64	9.9	—	—
11	45.84	5.1	45.84	5.1	—	—
12	53.67	1.6	53.67	1.6	—	—
Mathematical and computer scientists	41.18	3.9	41.21	4.0	40.34	10.8

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Mathematical and computer scientists –Continued						
8	\$30.10	10.5	\$30.10	10.5	–	–
9	33.15	3.2	33.17	3.2	–	–
10	37.94	2.1	38.56	1.4	–	–
11	39.22	4.0	38.93	4.4	–	–
12	46.31	2.0	46.31	2.0	–	–
13	58.11	5.2	58.11	5.2	–	–
Computer systems analysts and scientists	40.81	4.0	40.83	4.2	\$40.34	10.8
9	33.15	3.2	33.17	3.2	–	–
10	37.94	2.1	38.56	1.4	–	–
11	39.02	4.3	38.71	4.7	–	–
12	44.88	3.2	44.88	3.2	–	–
13	58.11	5.2	58.11	5.2	–	–
Natural scientists	32.72	11.1	36.43	12.6	–	–
Health related	36.33	2.3	36.18	2.7	36.75	4.8
7	37.83	7.9	34.13	4.2	–	–
8	29.78	8.3	26.79	9.3	–	–
9	35.13	1.7	36.42	1.3	31.88	4.1
10	42.91	6.1	–	–	–	–
Physicians	50.68	27.5	–	–	–	–
Registered nurses	35.85	1.6	36.97	1.8	33.13	4.3
7	35.35	3.8	35.35	3.8	–	–
8	31.96	9.5	–	–	–	–
9	35.83	2.0	37.65	1.6	31.70	3.5
10	42.91	6.1	–	–	–	–
Teachers, college and university	53.86	9.9	52.67	10.6	55.07	16.4
9	37.93	.4	–	–	–	–
10	37.65	11.8	35.85	6.1	–	–
11	57.07	9.2	65.69	2.4	–	–
13	71.41	4.0	–	–	–	–
Psychology teachers	30.99	10.1	30.99	10.1	–	–
Business, commerce, and marketing teachers	51.21	13.3	51.21	13.3	–	–
English teachers	43.30	8.1	–	–	–	–
Other post-secondary teachers	51.76	26.0	39.78	17.2	53.48	27.6
Teachers, except college and university	43.38	1.7	23.48	5.7	44.73	1.9
6	27.17	12.2	–	–	–	–
7	44.98	4.2	21.11	5.5	–	–
8	28.14	20.9	28.14	20.9	–	–
9	45.96	2.2	–	–	46.58	2.1
10	30.33	19.9	–	–	–	–
Elementary school teachers	44.96	1.1	29.17	4.2	45.44	1.2
9	45.17	1.7	–	–	45.32	1.7
Teachers, special education	44.97	6.4	–	–	50.31	2.6
Teachers, n.e.c.	52.65	12.4	–	–	53.38	13.3
Vocational and educational counselors	26.25	8.9	17.24	9.9	–	–
Librarians, archivists, and curators	31.20	4.1	–	–	30.63	3.8
Librarians	31.20	4.1	–	–	30.63	3.8
Social scientists and urban planners	38.63	3.4	41.01	1.6	29.52	6.6
11	35.01	3.2	–	–	–	–
Economists	41.13	1.5	41.13	1.5	–	–
Psychologists	30.44	6.7	–	–	29.52	6.6
Social, recreation, and religious workers	25.66	3.8	22.55	5.2	28.83	2.9
10	21.71	16.7	–	–	–	–
11	33.23	6.5	–	–	–	–
Social workers	27.06	8.4	–	–	30.57	7.4
Lawyers and judges	64.78	3.3	65.11	3.4	–	–
Lawyers	64.78	3.3	65.11	3.4	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	35.53	7.4	35.95	7.8	–	–
Professional, n.e.c.	29.64	9.9	29.37	14.0	–	–
Technical	25.75	7.0	26.20	9.0	23.90	4.2

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical –Continued						
4	\$19.88	6.1	–	–	–	–
5	17.79	10.1	\$17.54	10.3	\$20.47	15.2
6	26.70	8.3	26.57	10.6	–	–
7	24.95	5.0	26.29	6.8	22.76	6.9
8	27.72	3.7	27.61	3.6	–	–
9	29.82	6.1	29.82	6.1	–	–
10	30.78	15.3	–	–	–	–
Not able to be leveled	29.00	7.3	29.00	7.3	–	–
Clinical laboratory technologists and technicians	31.13	3.1	31.10	3.3	–	–
Radiological technicians	28.36	11.2	28.36	11.2	–	–
Licensed practical nurses	23.47	3.5	22.97	2.3	–	–
5	22.64	3.2	22.49	2.9	–	–
Health technologists and technicians, n.e.c.	–	–	–	–	21.37	3.2
Electrical and electronic technicians	24.25	3.9	23.88	3.1	–	–
7	25.27	5.5	25.27	5.5	–	–
Engineering technicians, n.e.c.	26.38	6.6	–	–	–	–
Airplane pilots and navigators	138.72	15.5	138.72	15.5	–	–
Computer programmers	30.41	6.0	30.41	6.0	–	–
Technical and related, n.e.c.	26.28	3.8	27.69	2.5	22.35	3.3
Executive, administrative, and managerial	40.16	5.0	41.64	5.4	33.30	3.3
6	26.98	4.2	26.98	4.9	–	–
7	25.60	6.0	24.93	5.9	26.64	12.4
8	23.30	6.2	23.28	6.9	–	–
9	33.30	4.2	34.10	5.4	31.53	4.8
10	37.27	4.4	38.39	3.3	34.54	13.3
11	47.48	6.8	47.62	7.5	–	–
12	48.22	2.4	48.81	2.3	–	–
13	63.57	3.5	63.81	3.6	–	–
14	67.93	8.4	68.48	9.3	–	–
Not able to be leveled	42.14	10.0	42.28	10.2	–	–
Executives, administrators, and managers	46.77	3.6	47.74	3.7	40.13	3.3
8	22.54	13.9	22.54	13.9	–	–
9	35.20	7.3	35.43	8.9	34.61	13.1
10	40.14	2.8	41.12	3.8	–	–
11	48.98	7.9	49.24	8.6	–	–
12	50.15	3.0	51.19	2.9	–	–
13	63.61	3.5	63.85	3.6	–	–
14	67.93	8.4	68.48	9.3	–	–
Not able to be leveled	44.01	12.1	44.28	12.5	–	–
Administrators and officials, public administration	35.69	6.6	–	–	35.69	6.6
Financial managers	48.65	7.7	48.65	7.7	–	–
11	54.93	16.1	54.93	16.1	–	–
Personnel and labor relations managers	46.20	12.3	46.20	12.3	–	–
Managers, marketing, advertising, and public relations	47.37	12.0	47.37	12.0	–	–
Administrators, education and related fields	47.16	5.3	32.35	10.5	–	–
Managers, medicine and health	41.88	10.8	37.67	15.8	–	–
Managers and administrators, n.e.c.	49.92	4.2	50.12	4.3	–	–
9	37.84	9.7	37.84	9.7	–	–
10	41.07	4.1	–	–	–	–
11	45.38	7.0	46.24	6.8	–	–
12	49.95	3.8	49.95	3.8	–	–
13	63.92	3.8	63.92	3.8	–	–
14	65.71	10.8	66.41	11.1	–	–
Not able to be leveled	31.56	30.1	31.56	30.1	–	–
Management related	30.74	4.6	31.54	5.8	28.31	4.8
6	27.26	4.2	27.07	5.0	–	–
7	26.51	6.4	26.39	4.6	26.64	12.4
8	24.04	11.4	24.40	14.9	–	–
9	32.00	3.1	33.12	4.1	29.73	4.8

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
10	\$30.80	6.5	–	–	–	–
11	38.42	5.6	\$37.86	6.0	–	–
12	42.79	4.9	42.79	4.9	–	–
Accountants and auditors	30.10	9.3	30.18	10.0	–	–
9	37.40	4.5	38.99	2.8	–	–
Other financial officers	34.99	11.5	35.61	11.9	–	–
Management analysts	32.21	3.3	31.88	3.5	–	–
Personnel, training, and labor relations specialists	31.89	6.9	–	–	–	–
Construction inspectors	34.23	1.1	–	–	\$34.23	1.1
Inspectors and compliance officers, except construction	30.58	15.8	–	–	–	–
Management related, n.e.c.	29.76	7.4	31.80	8.3	–	–
7	24.74	3.6	–	–	–	–
8	25.13	12.4	–	–	–	–
9	28.99	5.4	31.03	7.5	–	–
Sales	20.68	12.9	20.66	13.0	–	–
1	8.94	4.8	8.94	4.8	–	–
3	11.38	5.0	11.38	5.0	–	–
4	15.48	5.2	15.44	5.2	–	–
5	18.50	7.0	18.50	7.0	–	–
6	18.43	9.6	18.43	9.6	–	–
8	34.43	20.0	34.43	20.0	–	–
Not able to be leveled	54.98	32.8	54.98	32.8	–	–
Supervisors, sales	25.16	23.6	25.13	23.8	–	–
Sales, other business services	25.25	11.6	25.25	11.6	–	–
Sales workers, apparel	12.07	22.2	12.07	22.2	–	–
Sales workers, other commodities	28.15	29.6	28.15	29.6	–	–
Cashiers	13.11	5.3	13.05	5.6	–	–
1	9.24	5.7	9.24	5.7	–	–
Administrative support, including clerical	18.47	2.8	17.56	3.7	20.73	1.6
2	15.26	12.8	15.31	14.0	14.76	5.1
3	15.04	4.3	13.55	6.4	19.13	4.7
4	17.43	3.2	16.77	4.3	19.42	2.0
5	19.83	3.3	18.80	4.8	20.89	3.6
6	22.23	2.8	22.04	3.8	22.62	3.6
7	23.59	3.3	23.20	4.5	24.34	3.7
Not able to be leveled	16.10	4.8	16.13	4.8	–	–
Supervisors, general office	25.95	4.1	23.92	5.5	28.28	5.4
Secretaries	20.16	5.4	19.89	7.2	20.85	7.4
4	17.78	5.2	16.64	3.6	–	–
5	20.76	5.8	20.36	4.4	21.08	10.0
6	22.50	5.9	22.30	6.7	–	–
7	26.48	2.3	26.48	2.3	–	–
Not able to be leveled	17.21	11.0	17.21	11.0	–	–
Stenographers	23.16	4.5	–	–	–	–
Typists	19.18	14.3	–	–	–	–
Transportation ticket and reservation agents	14.37	5.8	14.37	5.8	–	–
Receptionists	12.81	6.5	12.81	6.5	–	–
Order clerks	16.18	5.4	16.12	5.7	–	–
Library clerks	18.40	5.9	–	–	20.02	5.0
Records clerks, n.e.c.	19.06	5.2	19.68	6.8	18.24	7.4
4	19.25	8.3	–	–	–	–
Bookkeepers, accounting and auditing clerks	16.90	4.4	16.74	5.0	17.61	8.7
4	15.87	4.2	15.69	4.0	–	–
5	17.23	15.6	–	–	–	–
6	22.73	5.0	22.82	5.8	–	–
Dispatchers	23.40	8.4	–	–	27.47	4.8
Traffic, shipping and receiving clerks	17.79	18.7	17.70	19.3	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Stock and inventory clerks	\$14.33	10.3	\$13.77	10.9	—	—
Investigators and adjusters, except insurance	20.90	5.9	—	—	—	—
Eligibility clerks, social welfare	22.59	7.1	—	—	\$23.79	5.7
General office clerks	17.81	2.7	17.77	4.4	17.85	3.2
3	15.48	7.4	14.29	11.0	18.53	9.3
4	16.99	5.6	16.35	3.9	17.46	8.8
5	20.45	4.7	22.04	5.9	19.05	4.0
6	17.39	4.0	—	—	—	—
7	19.80	5.1	—	—	—	—
Bank tellers	12.24	1.3	12.24	1.3	—	—
3	12.16	7.9	12.16	7.9	—	—
Teachers' aides	18.47	3.3	—	—	19.17	2.8
3	20.17	1.4	—	—	20.40	1.5
Administrative support, n.e.c.	19.62	4.8	19.30	6.7	20.26	8.8
4	18.17	7.2	—	—	—	—
Blue collar	19.36	5.3	18.47	6.3	26.04	3.8
1	10.24	7.0	10.16	7.0	—	—
2	13.04	11.3	12.76	12.1	—	—
3	15.44	5.8	15.12	6.1	18.98	4.7
4	17.73	7.4	16.81	7.6	—	—
5	19.52	5.2	18.38	5.1	23.17	3.0
6	27.12	7.8	26.94	8.9	—	—
7	26.69	3.8	26.43	4.7	27.94	3.3
8	28.00	8.0	27.08	8.9	—	—
9	33.15	10.8	31.11	16.7	—	—
Not able to be leveled	15.35	30.6	15.35	30.6	—	—
Precision production, craft, and repair	26.60	5.0	25.96	6.3	29.78	3.9
4	18.14	14.4	—	—	—	—
5	19.78	4.6	18.93	4.2	—	—
6	30.07	4.8	29.58	5.8	—	—
7	26.77	4.1	26.58	4.9	27.72	3.8
8	28.39	9.3	27.47	10.3	—	—
9	33.15	10.8	31.11	16.7	—	—
Not able to be leveled	26.23	12.6	26.23	12.6	—	—
Electronic repairers, communications and industrial equipment	23.11	9.7	22.11	9.0	—	—
Mechanics and repairers, n.e.c.	24.62	6.0	22.48	5.5	30.61	8.7
7	24.94	9.9	—	—	—	—
Supervisors, construction trades, n.e.c.	32.21	8.8	—	—	—	—
Electricians	32.25	7.9	33.94	2.2	—	—
Machinists	24.33	5.4	24.33	5.4	—	—
Electrical and electronic equipment assemblers ..	16.44	2.7	16.44	2.7	—	—
5	17.58	4.6	17.58	4.6	—	—
Inspectors, testers, and graders	20.51	9.1	20.51	9.1	—	—
Stationary engineers	29.76	2.0	29.25	1.6	—	—
7	29.83	2.4	—	—	—	—
Machine operators, assemblers, and inspectors	14.97	9.9	14.97	9.9	—	—
2	9.89	12.4	9.89	12.4	—	—
3	15.95	8.8	15.95	8.8	—	—
5	19.81	2.7	19.81	2.7	—	—
Miscellaneous machine operators, n.e.c.	17.65	5.0	17.65	5.0	—	—
Assemblers	14.46	13.1	14.46	13.1	—	—
Transportation and material moving	18.22	11.7	17.39	13.9	22.25	4.5
2	15.22	20.0	15.22	20.0	—	—
3	18.73	5.4	—	—	—	—
4	17.09	11.9	17.09	11.9	—	—
5	24.68	5.8	—	—	—	—
7	29.38	5.2	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
Truck drivers	\$15.97	13.7	\$15.81	13.8	—	—
4	19.35	12.4	19.35	12.4	—	—
Industrial truck and tractor equipment operators ..	17.78	19.3	17.78	19.3	—	—
Handlers, equipment cleaners, helpers, and laborers	13.55	8.2	12.52	7.8	\$21.81	4.6
1	9.41	8.6	9.25	8.4	—	—
2	14.14	16.3	14.01	17.1	—	—
3	13.38	6.6	12.83	7.0	—	—
4	19.23	8.9	17.11	6.5	—	—
5	15.30	16.6	12.84	9.4	—	—
Groundskeepers and gardeners, except farm	17.75	18.8	—	—	—	—
Stock handlers and baggers	11.78	5.7	11.78	5.7	—	—
1	8.65	.7	8.65	.7	—	—
Freight, stock, and material handlers, n.e.c.	18.35	12.0	18.35	12.0	—	—
3	15.91	8.9	15.91	8.9	—	—
Hand packers and packagers	9.02	1.7	9.02	1.7	—	—
Laborers, except construction, n.e.c.	15.56	9.2	13.88	11.4	—	—
Service	15.72	4.4	11.74	3.9	25.50	4.4
1	8.69	4.9	8.69	5.0	—	—
2	11.18	4.9	11.12	5.2	—	—
3	14.05	4.2	11.86	6.7	19.72	2.5
4	15.95	6.7	14.83	9.3	18.83	4.0
5	20.76	11.8	16.58	22.4	25.53	2.5
6	24.98	4.7	18.19	4.3	—	—
7	29.04	5.0	—	—	30.34	4.1
8	32.33	8.4	—	—	34.06	5.5
9	36.05	4.1	—	—	36.05	4.1
Protective service	22.34	11.6	—	—	30.87	4.3
4	20.90	6.7	—	—	—	—
5	24.65	5.6	—	—	26.28	4.0
6	30.07	7.1	—	—	—	—
7	31.76	3.9	—	—	31.76	3.9
8	32.19	7.0	—	—	32.19	7.0
9	36.05	4.1	—	—	36.05	4.1
Supervisors, firefighters and fire prevention	35.73	2.1	—	—	35.73	2.1
Firefighting	27.28	5.2	—	—	27.28	5.2
Police and detectives, public service	34.49	3.9	—	—	34.49	3.9
7	35.15	3.1	—	—	35.15	3.1
Sheriffs, bailiffs, and other law enforcement officers	27.39	14.4	—	—	27.39	14.4
Correctional institution officers	26.05	1.0	—	—	26.05	1.0
Food service	9.50	3.0	9.28	3.6	13.97	6.6
1	8.25	4.6	8.24	4.7	—	—
2	8.65	7.2	8.02	8.3	—	—
3	9.61	13.0	9.15	12.5	—	—
4	11.53	8.8	11.44	9.2	—	—
Waiters, waitresses, and bartenders	7.61	2.7	7.61	2.7	—	—
3	8.02	10.5	8.02	10.5	—	—
Waiters and waitresses	7.36	2.9	7.36	2.9	—	—
3	7.48	6.5	7.48	6.5	—	—
Waiters'/Waitresses' assistants	8.32	7.5	8.32	7.5	—	—
Other food service	10.17	2.5	9.91	3.1	13.97	6.6
1	8.63	9.0	8.62	9.2	—	—
2	9.23	3.6	8.47	6.7	—	—
4	12.29	4.9	12.19	5.4	—	—
Cooks	11.65	4.8	10.96	4.0	—	—
4	11.73	2.8	—	—	—	—
Kitchen workers, food preparation	9.37	13.7	9.37	13.7	—	—
Food preparation, n.e.c.	9.11	9.7	8.69	11.8	—	—
1	8.59	11.6	8.58	12.0	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Health service	\$15.72	4.1	\$15.04	3.2	\$19.72	12.5
2	12.70	8.5	12.70	8.5	—	—
3	15.45	7.3	13.65	6.1	18.35	11.4
4	17.09	8.8	16.17	8.2	—	—
Health aides, except nursing	17.73	3.9	17.08	1.1	—	—
4	19.86	7.9	18.42	3.6	—	—
Nursing aides, orderlies and attendants	14.61	5.3	13.89	6.5	18.63	10.1
3	15.65	8.7	—	—	—	—
4	15.54	9.0	15.08	9.4	—	—
Cleaning and building service	14.46	6.4	11.98	9.4	19.76	1.9
2	12.46	3.6	12.41	3.6	—	—
3	18.21	7.4	11.19	8.9	20.40	4.5
4	15.82	20.4	16.17	30.2	—	—
Maids and housemen	12.10	14.1	12.10	14.1	—	—
1	11.07	25.7	11.07	25.7	—	—
Janitors and cleaners	14.89	6.9	11.91	11.5	19.78	2.0
2	12.21	4.0	12.15	4.3	—	—
3	19.46	4.8	—	—	20.40	4.5
4	15.84	21.5	—	—	—	—
Personal service	14.91	14.8	12.50	16.6	22.13	24.2
3	10.53	9.8	—	—	—	—
4	15.11	10.7	14.79	15.0	15.94	4.9
Attendants, amusement, and recreation facilities	10.58	7.6	—	—	—	—
Welfare service aides	8.88	11.4	—	—	—	—
Child care workers, n.e.c.	22.70	35.4	—	—	—	—
Service, n.e.c.	13.94	7.8	12.84	6.7	—	—
4	14.36	10.9	—	—	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ All workers include full-time and part-time workers.

⁴ 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.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$27.06	2.9	\$26.21	3.9	\$30.21	1.3
All excluding sales	27.38	2.6	26.55	3.6	30.22	1.3
White collar	31.62	2.7	31.46	3.5	32.21	1.6
2	15.44	14.1	15.44	15.3	—	—
3	14.02	4.4	13.18	5.6	20.18	1.9
4	17.10	3.9	16.63	4.4	19.41	2.1
5	19.56	3.3	18.37	3.8	22.79	2.1
6	23.14	3.5	22.61	4.6	24.87	4.3
7	27.16	5.7	25.64	1.6	29.66	12.1
8	28.64	7.3	28.82	8.2	27.60	8.8
9	36.31	2.1	33.50	3.6	39.80	2.6
10	35.96	4.6	38.01	5.4	30.61	6.9
11	42.95	2.7	43.43	2.8	39.31	6.9
12	48.23	1.9	48.29	1.9	46.94	13.6
13	60.31	4.0	59.77	4.1	66.20	12.1
14	68.14	6.4	67.67	7.7	—	—
Not able to be leveled	33.18	7.1	33.09	7.3	—	—
White collar excluding sales	32.66	2.5	32.80	3.3	32.22	1.6
2	15.90	13.9	15.94	15.1	—	—
3	14.73	5.5	13.64	7.2	20.18	1.9
4	17.49	3.4	16.96	4.3	19.39	2.1
5	19.81	4.0	18.36	4.7	22.79	2.1
6	24.11	2.7	23.80	3.6	24.87	4.3
7	27.31	5.9	25.81	1.6	29.66	12.1
8	27.28	3.8	27.21	4.2	27.60	8.8
9	36.24	2.2	33.11	3.9	39.82	2.6
10	34.26	3.0	35.89	3.8	30.61	6.9
11	43.06	2.8	43.56	2.9	39.31	6.9
12	48.79	1.6	48.88	1.5	46.94	13.6
13	60.31	4.0	59.77	4.1	66.20	12.1
14	68.14	6.4	67.67	7.7	—	—
Not able to be leveled	32.54	7.4	32.43	7.7	—	—
Professional specialty and technical	38.36	2.6	38.17	3.4	38.91	2.5
Professional specialty	40.98	2.0	40.89	2.5	41.24	3.2
6	28.50	8.6	—	—	—	—
7	33.08	10.9	28.96	4.0	38.31	13.4
8	29.62	6.0	29.18	6.6	—	—
9	38.59	2.7	32.92	3.3	42.44	3.5
10	32.85	4.8	34.07	7.4	30.12	5.8
11	41.28	3.1	41.76	3.1	37.88	8.0
12	49.04	1.8	48.71	1.8	—	—
13	57.29	5.1	55.99	5.3	—	—
14	68.68	5.0	—	—	—	—
Not able to be leveled	40.93	5.1	41.46	4.6	—	—
Engineers, architects, and surveyors	41.45	1.5	41.81	1.5	37.46	9.6
7	30.62	6.4	29.93	6.0	—	—
9	35.31	4.1	35.20	4.2	—	—
11	41.90	3.2	41.57	3.0	—	—
12	50.51	3.7	50.51	3.7	—	—
13	49.69	.9	49.56	.8	—	—
Not able to be leveled	38.63	3.6	39.97	3.1	—	—
Civil engineers	39.76	7.4	—	—	40.13	9.3
Electrical and electronic engineers	43.13	3.9	43.12	3.9	—	—
9	33.74	.0	33.74	.0	—	—
11	42.37	5.3	42.37	5.3	—	—
12	51.22	6.2	51.22	6.2	—	—
Not able to be leveled	46.05	1.2	46.05	1.2	—	—
Industrial engineers	37.26	6.4	37.26	6.4	—	—
Engineers, n.e.c.	40.60	5.1	41.35	4.8	—	—
9	36.64	9.9	36.64	9.9	—	—
11	44.08	4.6	44.08	4.6	—	—
12	53.67	1.6	53.67	1.6	—	—
Mathematical and computer scientists	41.18	3.9	41.21	4.0	40.34	10.8

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Mathematical and computer scientists —Continued						
8	\$30.10	10.5	\$30.10	10.5	—	—
9	33.15	3.2	33.17	3.2	—	—
10	37.94	2.1	38.56	1.4	—	—
11	39.22	4.0	38.93	4.4	—	—
12	46.31	2.0	46.31	2.0	—	—
13	58.11	5.2	58.11	5.2	—	—
Computer systems analysts and scientists	40.81	4.0	40.83	4.2	\$40.34	10.8
9	33.15	3.2	33.17	3.2	—	—
10	37.94	2.1	38.56	1.4	—	—
11	39.02	4.3	38.71	4.7	—	—
12	44.88	3.2	44.88	3.2	—	—
13	58.11	5.2	58.11	5.2	—	—
Natural scientists	32.72	11.1	36.43	12.6	—	—
Health related	35.92	4.2	35.45	5.4	36.90	6.0
7	39.14	11.6	—	—	—	—
8	26.63	9.9	—	—	—	—
9	32.86	2.2	34.23	1.9	30.83	4.1
Physicians	49.94	29.0	—	—	—	—
Registered nurses	33.62	2.7	34.90	3.0	31.70	4.9
9	33.62	3.3	36.61	4.0	30.42	4.0
Teachers, college and university	57.75	9.4	54.51	10.7	62.25	14.4
10	42.88	11.3	—	—	—	—
11	57.99	9.4	—	—	—	—
Other post-secondary teachers	61.21	26.2	—	—	—	—
Teachers, except college and university	44.13	2.8	23.70	5.1	45.38	3.2
7	45.14	3.9	21.22	5.6	—	—
9	45.87	2.3	—	—	46.46	2.1
Elementary school teachers	44.98	1.1	28.54	4.0	45.44	1.2
9	45.18	1.7	—	—	45.32	1.7
Teachers, special education	44.97	6.4	—	—	50.31	2.6
Teachers, n.e.c.	52.29	14.1	—	—	52.64	14.6
Vocational and educational counselors	27.07	11.8	—	—	—	—
Librarians, archivists, and curators	31.20	4.1	—	—	30.63	3.8
Librarians	31.20	4.1	—	—	30.63	3.8
Social scientists and urban planners	38.84	3.8	41.01	1.6	29.48	7.6
Economists	41.13	1.5	41.13	1.5	—	—
Psychologists	30.51	7.8	—	—	29.48	7.6
Social, recreation, and religious workers	26.33	3.7	23.35	2.6	28.87	2.9
Social workers	28.43	5.9	—	—	30.64	7.7
Lawyers and judges	64.78	3.3	65.11	3.4	—	—
Lawyers	64.78	3.3	65.11	3.4	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	35.71	7.6	35.95	7.8	—	—
Professional, n.e.c.	29.11	11.5	29.37	14.0	—	—
Technical	26.02	6.7	26.50	8.7	24.15	4.0
4	17.27	10.6	—	—	—	—
5	17.88	10.3	17.61	10.3	—	—
6	26.70	8.3	26.57	10.6	—	—
7	24.95	5.0	26.29	6.8	22.76	6.9
8	27.64	3.8	27.48	3.6	—	—
9	29.55	5.8	29.55	5.8	—	—
Not able to be leveled	30.27	6.0	30.27	6.0	—	—
Clinical laboratory technologists and technicians	31.21	2.0	31.18	2.1	—	—
Licensed practical nurses	23.50	5.9	22.51	3.7	—	—
Health technologists and technicians, n.e.c.	18.03	8.8	—	—	21.37	3.2
Electrical and electronic technicians	24.25	3.9	23.88	3.1	—	—
7	25.27	5.5	25.27	5.5	—	—
Engineering technicians, n.e.c.	27.40	6.3	—	—	—	—
Airplane pilots and navigators	138.72	15.5	138.72	15.5	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Technical —Continued						
Computer programmers	\$30.02	6.8	\$30.02	6.8	—	—
Technical and related, n.e.c.	26.46	3.9	27.73	2.5	\$22.68	4.9
Executive, administrative, and managerial						
6	40.22	5.0	41.68	5.4	33.38	3.4
7	27.25	4.4	26.98	4.9	—	—
8	25.60	6.0	24.93	5.9	26.64	12.4
9	23.03	6.6	23.39	7.0	—	—
10	33.30	4.2	34.10	5.4	31.53	4.8
11	37.27	4.4	38.39	3.3	34.54	13.3
12	47.48	6.8	47.62	7.5	—	—
13	48.23	2.4	48.82	2.3	—	—
14	63.57	3.5	63.81	3.6	—	—
Not able to be leveled	67.93	8.4	68.48	9.3	—	—
Executives, administrators, and managers	42.17	10.0	42.28	10.2	—	—
8	46.84	3.6	47.83	3.7	40.15	3.4
9	22.68	14.4	22.68	14.4	—	—
10	35.20	7.3	35.43	8.9	34.61	13.1
11	40.14	2.8	41.12	3.8	—	—
12	48.98	7.9	49.24	8.6	—	—
13	50.16	3.0	51.22	2.9	—	—
14	63.61	3.5	63.85	3.6	—	—
Not able to be leveled	67.93	8.4	68.48	9.3	—	—
Administrators and officials, public administration	44.06	12.2	44.28	12.5	—	—
Financial managers	35.69	6.6	—	—	35.69	6.6
11	48.65	7.7	48.65	7.7	—	—
Personnel and labor relations managers	54.93	16.1	54.93	16.1	—	—
Managers, marketing, advertising, and public relations	46.20	12.3	46.20	12.3	—	—
Administrators, education and related fields	47.37	12.0	47.37	12.0	—	—
Managers, medicine and health	47.27	5.3	31.99	10.8	—	—
Managers and administrators, n.e.c.	43.39	10.5	41.58	4.0	—	—
9	49.92	4.2	50.12	4.3	—	—
10	37.84	9.7	37.84	9.7	—	—
11	41.07	4.1	—	—	—	—
12	45.38	7.0	46.24	6.8	—	—
13	49.95	3.8	49.95	3.8	—	—
14	63.92	3.8	63.92	3.8	—	—
Not able to be leveled	65.71	10.8	66.41	11.1	—	—
Management related	31.56	30.1	31.56	30.1	—	—
6	30.75	4.7	31.54	5.8	28.30	4.9
7	27.56	4.2	27.07	5.0	—	—
8	26.51	6.4	26.39	4.6	26.64	12.4
9	23.37	12.2	24.40	14.9	—	—
10	32.00	3.1	33.12	4.1	29.73	4.8
11	30.80	6.5	—	—	—	—
12	38.42	5.6	37.86	6.0	—	—
13	42.79	4.9	42.79	4.9	—	—
14	30.10	9.3	30.18	10.0	—	—
9	37.40	4.5	38.99	2.8	—	—
Other financial officers	34.99	11.5	35.61	11.9	—	—
Management analysts	32.65	4.9	31.88	3.5	—	—
Personnel, training, and labor relations specialists	—	—	—	—	—	—
Construction inspectors	31.89	6.9	—	—	—	—
Inspectors and compliance officers, except construction	34.23	1.1	—	—	34.23	1.1
Management related, n.e.c.	30.58	15.8	—	—	—	—
7	29.76	7.4	31.80	8.3	—	—
8	24.74	3.6	—	—	—	—
9	25.13	12.4	—	—	—	—
9	28.99	5.4	31.03	7.5	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales	\$22.62	13.4	\$22.61	13.4	—	—
3	12.17	7.0	12.17	7.0	—	—
4	15.78	5.9	15.74	5.9	—	—
5	18.41	8.0	18.41	8.0	—	—
6	18.43	9.7	18.43	9.7	—	—
8	34.43	20.0	34.43	20.0	—	—
Supervisors, sales	25.16	23.6	25.13	23.8	—	—
Sales, other business services	25.25	11.6	25.25	11.6	—	—
Sales workers, apparel	13.20	26.3	13.20	26.3	—	—
Sales workers, other commodities	30.62	27.3	30.62	27.3	—	—
Cashiers	13.97	4.6	13.87	4.5	—	—
Administrative support, including clerical	18.81	3.2	17.88	4.0	\$21.56	2.6
2	15.90	13.9	15.94	15.1	—	—
3	14.73	5.5	13.64	7.2	20.18	1.9
4	17.50	3.5	16.96	4.3	19.45	2.1
5	20.12	3.8	18.80	4.8	21.78	5.1
6	22.44	3.0	22.07	3.9	23.23	4.9
7	23.59	3.3	23.20	4.5	24.34	3.7
Not able to be leveled	16.31	5.3	16.31	5.3	—	—
Supervisors, general office	26.04	4.1	23.92	5.5	—	—
Secretaries	20.20	5.6	19.93	7.4	20.85	7.4
4	17.77	5.5	16.53	3.7	—	—
5	20.76	5.8	20.36	4.4	21.08	10.0
6	22.58	6.1	22.39	6.9	—	—
7	26.48	2.3	26.48	2.3	—	—
Not able to be leveled	17.21	11.0	17.21	11.0	—	—
Typists	19.18	14.3	—	—	—	—
Transportation ticket and reservation agents	14.60	.0	14.60	.0	—	—
Receptionists	12.83	7.4	12.83	7.4	—	—
Order clerks	16.68	6.8	16.63	7.2	—	—
Records clerks, n.e.c.	19.93	5.3	19.68	6.8	—	—
Bookkeepers, accounting and auditing clerks	17.12	4.9	16.74	5.0	20.06	2.5
4	15.87	4.2	15.69	4.0	—	—
5	17.23	15.6	—	—	—	—
6	22.73	5.0	22.82	5.8	—	—
Dispatchers	23.11	9.6	—	—	27.17	6.8
Traffic, shipping and receiving clerks	17.81	18.7	17.72	19.3	—	—
Stock and inventory clerks	14.36	10.4	13.79	11.0	—	—
Investigators and adjusters, except insurance	20.90	5.9	—	—	—	—
Eligibility clerks, social welfare	22.59	7.1	—	—	23.79	5.7
General office clerks	18.31	2.7	18.22	4.6	18.42	2.8
3	15.61	9.0	14.00	13.9	19.35	9.7
4	17.36	6.2	16.84	5.1	17.72	9.6
5	20.85	4.3	22.04	5.9	19.68	3.5
7	19.80	5.1	—	—	—	—
Bank tellers	12.94	.2	12.94	.2	—	—
Administrative support, n.e.c.	19.88	5.0	—	—	20.80	10.5
4	18.98	7.5	—	—	—	—
Blue collar	19.80	5.6	18.87	6.7	26.44	4.2
1	10.12	8.4	10.00	8.4	—	—
2	13.27	12.1	12.96	13.0	—	—
3	15.34	5.9	15.09	6.1	—	—
4	18.01	7.5	16.98	7.6	—	—
5	20.35	3.1	19.35	2.7	23.17	3.0
6	27.12	7.8	26.94	8.9	—	—
7	26.64	4.0	26.35	4.9	27.94	3.3
8	28.00	8.0	27.08	8.9	—	—
9	33.14	11.3	30.96	18.0	—	—
Not able to be leveled	15.35	30.6	15.35	30.6	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair	\$26.55	5.1	\$25.88	6.5	\$29.78	3.9
4	18.14	14.4	—	—	—	—
5	19.78	4.6	18.93	4.2	—	—
6	30.07	4.8	29.58	5.8	—	—
7	26.73	4.2	26.52	5.2	27.72	3.8
8	28.39	9.3	27.47	10.3	—	—
9	33.14	11.3	30.96	18.0	—	—
Not able to be leveled	26.23	12.6	26.23	12.6	—	—
Electronic repairers, communications and industrial equipment	23.05	11.1	21.91	10.2	—	—
Mechanics and repairers, n.e.c.	24.62	6.0	22.48	5.5	30.61	8.7
7	24.94	9.9	—	—	—	—
Supervisors, construction trades, n.e.c.	32.21	8.8	—	—	—	—
Electricians	32.40	8.3	34.26	1.1	—	—
Machinists	24.33	5.4	24.33	5.4	—	—
Electrical and electronic equipment assemblers ..	16.44	2.7	16.44	2.7	—	—
5	17.58	4.6	17.58	4.6	—	—
Inspectors, testers, and graders	20.51	9.1	20.51	9.1	—	—
Stationary engineers	29.76	2.0	29.25	1.6	—	—
7	29.83	2.4	—	—	—	—
Machine operators, assemblers, and inspectors	14.87	9.8	14.87	9.8	—	—
2	9.89	12.4	9.89	12.4	—	—
3	15.95	8.8	15.95	8.8	—	—
5	19.72	2.8	19.72	2.8	—	—
Miscellaneous machine operators, n.e.c.	17.65	5.0	17.65	5.0	—	—
Assemblers	14.46	13.1	14.46	13.1	—	—
Transportation and material moving	18.43	12.5	17.61	14.8	22.57	6.1
4	17.57	11.1	17.57	11.1	—	—
5	24.68	5.8	—	—	—	—
7	29.38	5.2	—	—	—	—
Truck drivers	15.93	14.1	15.77	14.2	—	—
4	19.35	12.4	19.35	12.4	—	—
Industrial truck and tractor equipment operators ..	17.78	19.3	17.78	19.3	—	—
Handlers, equipment cleaners, helpers, and laborers	14.10	9.6	12.81	9.7	22.46	2.1
1	9.16	12.1	8.92	11.3	—	—
2	14.79	17.5	14.67	18.5	—	—
3	13.33	6.5	12.75	6.7	—	—
4	19.73	11.2	16.45	6.3	—	—
5	17.37	12.8	—	—	—	—
Groundskeepers and gardeners, except farm	17.75	18.8	—	—	—	—
Stock handlers and baggers	12.35	5.5	12.35	5.5	—	—
Freight, stock, and material handlers, n.e.c.	19.83	12.0	19.83	12.0	—	—
Hand packers and packagers	9.01	1.6	9.01	1.6	—	—
Laborers, except construction, n.e.c.	16.04	10.5	14.35	13.1	—	—
Service	16.89	5.5	12.27	4.3	26.40	4.6
1	9.07	4.0	9.07	4.0	—	—
2	11.70	3.5	11.67	3.6	—	—
3	14.32	5.0	12.04	6.6	20.30	3.8
4	16.52	6.8	15.26	10.3	19.23	4.3
5	22.21	12.7	17.46	30.3	25.78	3.4
6	25.13	5.4	18.22	4.5	—	—
7	29.18	5.1	—	—	30.34	4.1
8	32.33	8.4	—	—	34.06	5.5
9	36.05	4.1	—	—	36.05	4.1
Protective service	22.85	13.6	—	—	30.92	4.4
4	20.90	6.7	—	—	—	—
5	24.65	5.6	—	—	26.28	4.0

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Protective service—Continued						
6	\$30.07	7.1	—	—	—	—
7	31.76	3.9	—	—	\$31.76	3.9
8	32.19	7.0	—	—	32.19	7.0
9	36.05	4.1	—	—	36.05	4.1
Supervisors, firefighters and fire prevention	35.73	2.1	—	—	35.73	2.1
Firefighting	27.28	5.2	—	—	27.28	5.2
Police and detectives, public service	34.49	3.9	—	—	34.49	3.9
7	35.15	3.1	—	—	35.15	3.1
Sheriffs, bailiffs, and other law enforcement officers	27.39	14.4	—	—	27.39	14.4
Correctional institution officers	26.05	1.0	—	—	26.05	1.0
Food service	10.03	3.8	\$9.81	3.8	—	—
1	8.54	2.5	8.54	2.5	—	—
3	9.81	15.0	9.28	14.6	—	—
4	11.49	9.6	11.40	10.0	—	—
Waiters, waitresses, and bartenders	7.46	4.5	7.46	4.5	—	—
Waiters and waitresses	7.10	2.2	7.10	2.2	—	—
Other food service	11.31	4.9	11.02	4.4	—	—
1	9.32	3.4	9.32	3.4	—	—
4	12.29	4.9	12.19	5.4	—	—
Cooks	11.93	6.4	11.08	4.6	—	—
4	11.73	2.8	—	—	—	—
Food preparation, n.e.c.	9.86	2.0	9.77	1.6	—	—
Health service	15.54	4.7	14.61	3.0	20.05	13.1
2	12.37	10.4	12.37	10.4	—	—
3	15.34	8.9	—	—	—	—
4	17.42	9.6	16.22	9.7	—	—
Health aides, except nursing	17.62	4.7	16.79	.8	—	—
4	20.18	10.4	—	—	—	—
Nursing aides, orderlies and attendants	14.24	5.6	13.18	6.9	18.88	11.1
3	15.63	11.0	—	—	—	—
4	15.72	8.9	—	—	—	—
Cleaning and building service	14.62	6.3	12.09	9.7	19.78	1.9
2	12.65	3.0	12.61	3.1	—	—
3	18.26	7.6	—	—	20.44	4.5
4	16.30	19.3	—	—	—	—
Maids and housemen	12.50	15.7	12.50	15.7	—	—
1	11.07	25.7	11.07	25.7	—	—
Janitors and cleaners	14.94	6.6	11.95	11.4	19.80	2.0
2	12.21	4.0	12.15	4.3	—	—
3	19.54	4.9	—	—	20.44	4.5
4	16.34	20.3	—	—	—	—
Personal service	17.58	18.5	14.34	20.8	—	—
4	16.68	14.8	16.50	21.5	—	—
Service, n.e.c.	14.99	7.7	—	—	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D 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 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.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$17.49	5.4	\$16.45	6.7	\$21.36	7.0
All excluding sales	18.37	5.6	17.42	7.4	21.36	7.0
White collar	22.11	5.8	21.65	7.7	23.17	8.8
1	8.67	2.1	8.56	1.7	—	—
2	10.85	7.3	10.65	8.3	—	—
3	13.69	5.1	11.17	3.4	18.22	8.8
4	16.40	5.8	15.18	6.5	19.29	2.4
5	17.39	3.9	18.13	7.0	16.83	3.6
6	20.47	11.5	23.88	12.6	17.96	8.3
7	31.17	3.9	35.94	4.2	—	—
8	29.46	13.6	24.99	18.4	—	—
9	37.91	.6	38.16	.9	36.78	1.8
10	36.25	6.0	37.15	5.2	—	—
Not able to be leveled	23.17	10.0	—	—	22.16	25.8
White collar excluding sales	25.31	5.8	26.72	6.5	23.17	8.8
2	12.27	5.3	12.18	5.8	—	—
3	15.97	6.9	12.99	4.7	18.22	8.8
4	17.60	6.5	16.19	10.4	19.29	2.4
5	16.87	3.3	—	—	16.83	3.6
6	20.48	11.6	23.93	12.7	17.96	8.3
7	31.17	3.9	35.94	4.2	—	—
8	29.46	13.6	24.99	18.4	—	—
9	37.91	.6	38.16	.9	36.78	1.8
10	36.25	6.0	37.15	5.2	—	—
Not able to be leveled	23.23	10.0	—	—	22.16	25.8
Professional specialty and technical	34.12	5.0	34.25	5.6	33.75	11.5
Professional specialty	36.30	4.8	36.90	5.2	34.77	11.7
6	27.17	17.0	—	—	—	—
7	31.17	3.9	35.94	4.2	—	—
8	29.58	16.5	24.90	23.6	—	—
9	37.89	.6	38.13	.9	36.78	1.8
10	36.55	7.2	37.92	6.0	—	—
Not able to be leveled	26.82	18.5	—	—	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Health related	36.98	2.6	37.12	3.1	36.38	4.8
8	35.43	9.1	—	—	—	—
9	37.69	.7	38.17	.9	35.04	4.6
Registered nurses	37.79	1.3	38.32	1.7	35.65	2.3
9	37.78	.7	38.21	1.1	35.34	3.8
Teachers, college and university	39.29	21.8	34.43	.8	—	—
10	30.09	5.7	33.44	1.7	—	—
Business, commerce, and marketing teachers	34.38	4.5	34.38	4.5	—	—
Other post-secondary teachers	40.21	25.9	—	—	—	—
Teachers, except college and university	24.10	22.3	21.96	23.0	24.68	32.2
Teachers, n.e.c.	55.27	6.9	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	22.36	10.7	22.89	11.7	—	—
5	17.10	8.5	—	—	—	—
Licensed practical nurses	23.44	2.4	23.43	2.6	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	11.44	6.4	11.44	6.4	—	—
1	8.56	1.7	8.56	1.7	—	—
3	9.86	2.1	9.86	2.1	—	—
4	14.15	7.0	14.15	7.0	—	—
Sales workers, apparel	10.23	10.9	10.23	10.9	—	—
Cashiers	11.73	13.7	11.73	13.7	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical	\$15.66	5.5	\$13.35	3.0	\$17.58	4.4
2	12.28	5.4	12.18	5.9	—	—
3	15.97	6.9	12.99	4.7	18.22	8.8
4	16.81	7.3	14.26	8.7	19.30	2.4
Not able to be leveled	12.68	13.1	12.84	14.2	—	—
Transportation ticket and reservation agents	13.59	26.0	13.59	26.0	—	—
4	13.59	26.0	13.59	26.0	—	—
General office clerks	14.50	3.9	14.53	6.7	—	—
Bank tellers	11.22	4.2	11.22	4.2	—	—
Teachers' aides	19.08	2.4	—	—	19.17	2.8
3	20.20	1.5	—	—	20.40	1.5
Blue collar	14.42	10.6	14.26	11.4	—	—
1	10.65	13.1	10.68	13.5	—	—
2	11.30	7.5	11.30	7.5	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	16.03	13.0	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	11.57	6.4	11.59	6.5	—	—
1	9.87	8.0	9.87	8.4	—	—
2	11.10	11.4	11.10	11.4	—	—
Stock handlers and baggers	11.12	11.7	11.12	11.7	—	—
1	8.65	.7	8.65	.7	—	—
Service	10.24	4.9	9.87	5.4	13.18	7.1
1	7.57	3.3	7.52	3.2	—	—
2	9.63	7.6	9.17	8.3	—	—
3	11.70	9.0	10.15	9.9	15.10	4.5
4	13.00	4.5	13.22	5.3	—	—
5	15.16	10.8	15.04	11.2	—	—
Protective service	9.04	7.6	—	—	—	—
Food service	8.63	6.5	8.34	7.9	—	—
2	9.30	9.4	8.33	10.7	—	—
Waiters, waitresses, and bartenders	8.17	14.3	8.17	14.3	—	—
Waiters and waitresses	8.51	18.9	8.51	18.9	—	—
Other food service	8.71	7.1	8.38	9.1	—	—
Food preparation, n.e.c.	8.39	12.5	—	—	—	—
Health service	16.27	3.8	16.24	4.1	—	—
4	16.05	7.7	16.05	7.7	—	—
Health aides, except nursing	18.21	1.7	18.26	1.8	—	—
Nursing aides, orderlies and attendants	15.57	5.2	15.51	5.6	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	10.58	8.0	9.69	9.7	13.67	6.6
4	11.69	4.0	—	—	—	—
Attendants, amusement, and recreation facilities	11.55	22.1	—	—	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D 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 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.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$27.06	\$17.49	\$26.14	\$26.09	\$26.20	\$23.97
All excluding sales	27.38	18.37	26.20	26.76	26.68	16.66
White collar	31.62	22.11	29.58	31.31	30.94	28.03
White-collar excluding sales	32.66	25.31	29.80	33.20	32.08	–
Professional specialty and technical	38.36	34.12	38.34	37.83	38.01	–
Professional specialty	40.98	36.30	40.53	40.61	40.58	–
Technical	26.02	22.36	29.48	23.36	25.75	–
Executive, administrative, and managerial	40.22	–	30.32	41.52	40.01	–
Sales	22.62	11.44	22.46	20.53	16.47	27.27
Administrative support, including clerical	18.81	15.66	20.08	17.26	18.46	–
Blue collar	19.80	14.42	24.21	14.06	19.64	13.81
Precision production, craft, and repair	26.55	–	28.53	21.81	26.59	–
Machine operators, assemblers, and inspectors	14.87	–	19.95	12.53	15.55	–
Transportation and material moving	18.43	16.03	23.11	12.85	18.34	–
Handlers, equipment cleaners, helpers, and laborers	14.10	11.57	17.47	10.78	13.59	–
Service	16.89	10.24	20.48	11.14	15.79	–
	Relative error ⁶ (percent)					
All occupations	2.9	5.4	2.2	4.6	2.7	18.0
All excluding sales	2.6	5.6	2.2	4.0	2.6	23.4
White collar	2.7	5.8	2.8	3.7	2.7	15.7
White-collar excluding sales	2.5	5.8	2.9	3.0	2.5	–
Professional specialty and technical	2.6	5.0	3.0	3.3	2.6	–
Professional specialty	2.0	4.8	2.9	2.4	1.8	–
Technical	6.7	10.7	3.3	10.2	7.0	–
Executive, administrative, and managerial	5.0	–	6.6	5.2	5.1	–
Sales	13.4	6.4	5.8	14.0	8.4	17.5
Administrative support, including clerical	3.2	5.5	2.5	4.1	2.8	–
Blue collar	5.6	10.6	5.8	5.9	5.6	21.4
Precision production, craft, and repair	5.1	–	4.9	4.3	5.1	–
Machine operators, assemblers, and inspectors	9.8	–	3.6	12.9	8.9	–
Transportation and material moving	12.5	13.0	6.9	7.4	12.4	–
Handlers, equipment cleaners, helpers, and laborers	9.6	6.4	6.7	6.7	8.5	–
Service	5.5	4.9	5.0	6.0	4.5	–

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B 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 Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$25.24	-	\$41.18	\$34.66	-	-	\$25.17	-	-	-
All excluding sales	25.70	-	41.18	34.66	-	-	25.20	-	-	-
White collar	30.70	-	41.18	-	-	-	31.29	-	-	-
White-collar excluding sales	32.43	-	41.18	-	-	-	31.48	-	-	-
Professional specialty and technical	37.84	-	-	-	-	-	56.32	-	-	-
Professional specialty	40.55	-	-	-	-	-	46.39	-	-	-
Technical	26.20	-	-	-	-	-	94.59	-	-	-
Executive, administrative, and managerial	41.64	-	-	-	-	-	42.83	-	-	-
Sales	20.66	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	17.56	-	-	-	-	-	19.62	-	-	-
Blue collar	18.47	-	-	29.55	-	-	19.64	-	-	-
Precision production, craft, and repair	25.96	-	-	31.83	-	-	27.14	-	-	-
Machine operators, assemblers, and inspectors	14.97	-	-	-	-	-	-	-	-	-
Transportation and material moving	17.39	-	-	-	-	-	15.52	-	-	-
Handlers, equipment cleaners, helpers, and laborers	12.52	-	-	-	-	-	16.29	-	-	-
Service	11.74	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	4.1	-	16.3	7.7	-	-	11.0	-	-	-
All excluding sales	3.6	-	16.3	7.7	-	-	11.2	-	-	-
White collar	3.7	-	16.3	-	-	-	17.6	-	-	-
White-collar excluding sales	3.2	-	16.3	-	-	-	18.1	-	-	-
Professional specialty and technical	3.3	-	-	-	-	-	16.0	-	-	-
Professional specialty	2.2	-	-	-	-	-	22.9	-	-	-
Technical	9.0	-	-	-	-	-	9.1	-	-	-
Executive, administrative, and managerial	5.4	-	-	-	-	-	10.0	-	-	-
Sales	13.0	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.7	-	-	-	-	-	4.6	-	-	-
Blue collar	6.3	-	-	11.0	-	-	10.2	-	-	-
Precision production, craft, and repair	6.3	-	-	9.5	-	-	3.6	-	-	-
Machine operators, assemblers, and inspectors	9.9	-	-	-	-	-	-	-	-	-
Transportation and material moving	13.9	-	-	-	-	-	17.1	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.8	-	-	-	-	-	5.7	-	-	-
Service	3.9	-	-	-	-	-	-	-	-	-

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$25.24	\$20.85	\$26.34	\$21.79	\$31.27
All excluding sales	25.70	20.82	26.90	22.21	31.27
White collar	30.70	25.26	31.99	27.62	35.81
White-collar excluding sales	32.43	26.23	33.80	30.58	35.91
Professional specialty and technical	37.84	30.98	38.93	35.96	40.20
Professional specialty	40.55	39.14	40.70	36.70	42.66
Technical	26.20	20.25	28.93	25.39	29.46
Executive, administrative, and managerial	41.64	36.41	42.80	41.61	43.83
Sales	20.66	21.13	20.51	19.44	31.39
Administrative support, including clerical	17.56	16.55	17.89	16.92	18.87
Blue collar	18.47	17.81	18.63	15.83	23.78
Precision production, craft, and repair	25.96	27.22	25.70	23.61	27.85
Machine operators, assemblers, and inspectors	14.97	13.02	15.65	12.29	19.22
Transportation and material moving	17.39	—	17.44	15.24	27.09
Handlers, equipment cleaners, helpers, and laborers	12.52	13.73	12.19	11.65	15.29
Service	11.74	10.20	12.27	10.26	14.92
	Relative error ⁴ (percent)				
All occupations	4.1	7.7	5.1	8.4	2.8
All excluding sales	3.6	6.7	4.5	7.7	2.8
White collar	3.7	9.2	4.2	9.5	2.3
White-collar excluding sales	3.2	10.0	3.0	8.1	2.4
Professional specialty and technical	3.3	18.1	2.5	4.4	3.8
Professional specialty	2.2	16.7	2.1	5.0	3.0
Technical	9.0	20.1	4.5	10.1	5.4
Executive, administrative, and managerial	5.4	6.7	6.3	9.9	6.8
Sales	13.0	26.9	13.8	15.4	9.8
Administrative support, including clerical	3.7	7.7	3.5	4.4	5.8
Blue collar	6.3	14.8	5.8	7.0	8.0
Precision production, craft, and repair	6.3	10.7	5.8	5.1	9.5
Machine operators, assemblers, and inspectors	9.9	20.2	9.2	9.3	2.9
Transportation and material moving	13.9	—	15.8	13.5	13.0
Handlers, equipment cleaners, helpers, and laborers	7.8	16.0	7.0	7.7	10.8
Service	3.9	6.7	5.0	5.6	5.3

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.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupation ³	10	25	Median 50	75	90
All	\$10.00	\$14.69	\$22.29	\$34.20	\$47.21
All excluding sales	10.04	15.01	22.70	34.62	47.69
White collar	13.50	18.29	27.04	40.01	53.70
White collar excluding sales	15.00	19.74	28.83	40.87	54.82
Professional specialty and technical	21.15	28.32	35.81	45.38	57.62
Professional specialty	24.87	31.73	38.46	47.60	59.44
Engineers, architects, and surveyors	27.59	33.16	42.13	49.04	56.25
Civil engineers	29.48	32.50	39.62	45.00	50.62
Electrical and electronic engineers	27.59	35.18	43.42	49.52	58.65
Industrial engineers	30.91	32.41	35.41	41.65	46.99
Engineers, n.e.c.	26.00	31.32	41.82	50.00	56.25
Mathematical and computer scientists	28.78	33.65	39.68	46.72	56.97
Computer systems analysts and scientists	28.70	33.55	39.22	45.87	56.26
Natural scientists	18.52	22.52	29.81	39.90	45.28
Health related	24.96	30.20	35.56	40.32	47.00
Physicians	20.68	23.29	61.44	69.71	75.96
Registered nurses	26.76	32.00	36.62	39.92	42.16
Teachers, college and university	24.27	35.00	52.35	71.04	88.14
Psychology teachers	23.36	28.02	33.28	33.28	33.28
Business, commerce, and marketing teachers	34.15	56.55	56.55	56.55	56.55
English teachers	35.00	36.00	40.09	50.00	55.76
Other post-secondary teachers	20.80	26.45	49.37	73.11	88.14
Teachers, except college and university	26.08	35.17	41.89	53.60	60.46
Elementary school teachers	33.33	35.65	43.69	53.56	59.59
Teachers, special education	23.37	33.33	48.25	58.72	59.93
Teachers, n.e.c.	34.62	35.17	43.91	68.60	87.07
Vocational and educational counselors	15.87	21.51	24.52	25.39	26.88
Librarians, archivists, and curators	27.01	28.36	30.61	31.27	38.27
Librarians	27.01	28.36	30.61	31.27	38.27
Social scientists and urban planners	26.85	31.31	37.06	46.18	50.49
Economists	30.92	34.55	40.81	47.01	52.63
Psychologists	26.85	26.85	29.05	35.33	38.32
Social, recreation, and religious workers	15.13	20.42	23.00	32.75	35.77
Social workers	19.07	21.62	25.35	32.75	36.03
Lawyers and judges	47.20	57.38	64.90	72.12	86.54
Lawyers	47.20	57.38	64.90	72.12	86.54
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.04	28.80	34.27	42.33	48.95
Professional, n.e.c.	19.10	26.53	29.08	34.62	34.62
Technical	15.00	19.16	23.62	29.63	34.96
Clinical laboratory technologists and technicians	22.16	28.00	31.41	34.42	37.60
Radiological technicians	22.84	22.84	24.92	36.56	36.56
Licensed practical nurses	19.96	21.31	23.44	25.00	27.50
Electrical and electronic technicians	17.74	19.67	24.16	28.15	31.74
Engineering technicians, n.e.c.	20.89	23.54	27.04	30.16	33.36
Airplane pilots and navigators	30.06	95.23	146.73	209.70	209.70
Computer programmers	20.75	27.38	30.32	35.17	36.06
Technical and related, n.e.c.	16.20	19.70	24.09	32.07	39.65
Executive, administrative, and managerial	21.00	27.43	37.88	51.03	63.27
Executives, administrators, and managers	23.54	33.66	47.38	57.68	70.63
Administrators and officials, public administration	23.73	27.46	33.05	42.00	47.84
Financial managers	21.23	31.25	51.03	61.90	72.12
Personnel and labor relations managers	24.04	41.15	47.28	55.03	55.03
Managers, marketing, advertising, and public relations	23.67	33.75	48.93	58.88	75.83
Administrators, education and related fields	38.12	43.21	48.99	53.51	54.82
Managers, medicine and health	29.00	32.28	39.98	51.16	68.91
Managers and administrators, n.e.c.	28.93	38.36	52.89	63.27	70.63
Management related	18.42	23.72	29.80	37.43	44.14
Accountants and auditors	16.45	21.86	31.25	38.46	41.45
Other financial officers	20.60	23.35	38.89	46.15	46.15
Management analysts	23.74	28.34	31.95	35.83	43.34
Personnel, training, and labor relations specialists	23.72	27.46	34.01	34.50	34.65
Construction inspectors	30.74	32.31	35.58	36.02	37.84
Inspectors and compliance officers, except construction	18.42	26.05	27.77	30.07	46.43

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Executive, administrative, and managerial —Continued					
Management related—Continued					
Management related, n.e.c.	\$20.92	\$23.69	\$26.44	\$33.86	\$48.15
Sales					
Supervisors, sales	8.57	11.25	16.77	24.68	40.16
Sales, other business services	12.69	16.50	18.94	33.62	47.20
Sales workers, apparel	20.43	20.43	23.08	24.91	29.86
Sales workers, other commodities	7.80	8.00	9.41	16.64	21.56
Cashiers	9.99	11.64	22.79	40.16	47.74
	8.00	9.50	12.52	16.67	19.08
Administrative support, including clerical					
Supervisors, general office	11.85	14.50	18.04	21.78	25.69
Secretaries	20.31	22.50	25.69	31.43	31.47
Stenographers	14.62	16.65	19.33	23.24	26.53
Typists	18.10	19.70	19.90	29.77	29.77
Transportation ticket and reservation agents	10.41	13.21	18.26	22.72	27.21
Receptionists	8.00	8.12	11.44	21.57	21.78
Order clerks	10.41	11.00	12.50	13.50	16.49
Library clerks	11.50	14.00	15.91	18.12	21.54
Records clerks, n.e.c.	13.46	15.05	17.71	19.52	25.34
Bookkeepers, accounting and auditing clerks	16.22	16.92	17.94	22.50	22.50
Dispatchers	12.25	14.00	15.50	19.71	21.83
Traffic, shipping and receiving clerks	14.82	19.38	23.79	27.91	31.44
Stock and inventory clerks	9.75	12.00	14.25	25.69	25.69
Investigators and adjusters, except insurance	10.20	11.00	14.50	16.43	19.19
Eligibility clerks, social welfare	17.50	18.27	21.06	24.04	24.11
General office clerks	17.05	19.80	23.65	25.41	28.51
Bank tellers	12.91	15.00	17.69	20.18	23.08
Teachers' aides	10.00	10.50	11.50	13.27	15.81
Administrative support, n.e.c.	12.38	16.93	18.32	20.82	22.72
	14.42	16.83	19.23	21.95	24.76
Blue collar					
	9.00	11.74	19.00	25.00	30.45
Precision production, craft, and repair					
Electronic repairers, communications and industrial equipment	17.50	21.83	26.47	30.40	37.15
Mechanics and repairers, n.e.c.	15.55	18.90	22.66	26.60	31.41
Supervisors, construction trades, n.e.c.	18.00	20.16	23.39	28.41	30.19
Electricians	25.00	28.16	30.00	38.71	40.21
Machinists	21.57	22.40	30.14	42.57	42.57
Electrical and electronic equipment assemblers ..	17.50	22.70	25.73	27.65	30.15
Inspectors, testers, and graders	13.50	14.20	16.00	18.02	19.85
Stationary engineers	12.77	15.57	17.51	26.70	27.41
	26.47	28.50	31.20	31.20	31.95
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	8.00	10.00	13.75	19.20	24.84
Assemblers	12.22	15.45	18.70	19.20	21.00
	8.00	9.50	10.81	19.87	24.84
Transportation and material moving					
Truck drivers	10.37	13.00	16.92	23.86	29.53
Industrial truck and tractor equipment operators ..	10.00	11.00	14.34	21.88	23.97
	10.40	12.60	14.45	16.92	33.48
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	7.50	9.15	11.80	18.31	22.34
Stock handlers and baggers	10.76	12.30	13.15	22.62	24.28
Freight, stock, and material handlers, n.e.c.	8.00	8.90	10.23	13.69	19.08
Hand packers and packagers	10.50	14.10	19.50	21.78	25.42
Laborers, except construction, n.e.c.	8.35	8.75	9.15	9.15	9.25
	8.35	10.50	18.32	19.60	21.59
Service					
Protective service	7.40	9.50	13.00	18.67	28.96
Supervisors, firefighters and fire prevention	10.75	12.50	21.27	30.70	35.99
Firefighting	27.65	31.43	32.22	38.09	52.18
Police and detectives, public service	23.33	24.41	26.13	27.91	35.06
Sheriffs, bailiffs, and other law enforcement officers	27.29	31.79	34.91	36.87	39.89
	19.44	21.27	28.30	32.69	35.08

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Protective service—Continued					
Correctional institution officers	\$20.42	\$24.90	\$27.14	\$28.15	\$29.35
Food service	6.75	6.77	8.50	11.07	13.58
Waiters, waitresses, and bartenders	6.75	6.75	6.75	7.50	9.89
Waiters and waitresses	6.75	6.75	6.75	6.75	9.00
Waiters/Waitresses' assistants	6.75	6.75	6.77	8.50	13.68
Other food service	6.95	7.50	9.27	12.00	14.75
Cooks	8.00	9.75	10.75	12.70	17.93
Kitchen workers, food preparation	6.75	7.25	8.10	11.00	13.50
Food preparation, n.e.c.	7.00	7.00	8.76	11.07	11.78
Health service	11.15	13.00	15.84	17.76	19.41
Health aides, except nursing	12.67	15.87	17.73	19.41	20.26
Nursing aides, orderlies and attendants	10.99	12.45	14.00	16.79	17.98
Cleaning and building service	8.46	10.00	13.80	17.96	22.70
Maids and housemen	8.95	9.73	10.70	14.75	17.43
Janitors and cleaners	8.03	10.00	14.81	18.67	22.70
Personal service	7.35	8.75	10.35	16.24	32.42
Attendants, amusement, and recreation facilities	8.60	10.00	10.00	10.60	12.79
Welfare service aides	7.35	7.35	8.75	10.00	11.00
Child care workers, n.e.c.	9.30	13.82	16.34	35.30	41.52
Service, n.e.c.	10.00	10.50	13.85	16.90	19.02

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays,

nonproduction bonuses, and tips.

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$9.50	\$13.00	\$20.66	\$33.66	\$47.38
All excluding sales	9.60	13.30	21.26	34.50	48.08
White collar	12.58	17.50	26.73	40.39	54.17
White collar excluding sales	14.06	19.24	29.33	42.12	55.19
Professional specialty and technical	21.03	28.39	36.06	44.98	55.78
Professional specialty	24.92	32.02	38.94	47.00	58.50
Engineers, architects, and surveyors	28.37	33.41	42.41	49.14	56.25
Electrical and electronic engineers	27.40	35.02	43.42	49.52	58.75
Industrial engineers	30.91	32.41	35.41	41.65	46.99
Engineers, n.e.c.	26.23	32.26	42.85	50.55	56.73
Mathematical and computer scientists	28.70	33.65	39.85	46.70	57.69
Computer systems analysts and scientists	28.58	33.35	39.23	45.87	57.05
Natural scientists	22.35	23.85	38.46	40.39	48.67
Health related	24.50	31.00	35.88	40.53	47.00
Registered nurses	30.37	33.59	37.33	40.53	42.89
Teachers, college and university	30.33	36.75	46.80	66.83	84.49
Psychology teachers	23.36	28.02	33.28	33.28	33.28
Business, commerce, and marketing teachers	34.15	56.55	56.55	56.55	56.55
Other post-secondary teachers	23.88	31.54	37.05	43.31	62.54
Teachers, except college and university	13.55	17.78	23.20	27.64	34.19
Elementary school teachers	16.00	22.30	30.49	35.89	40.00
Vocational and educational counselors	12.08	12.75	15.87	19.23	26.37
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	30.92	34.55	40.49	47.01	52.51
Economists	30.92	34.55	40.81	47.01	52.63
Social, recreation, and religious workers	15.13	16.96	20.42	26.25	33.91
Lawyers and judges	47.45	57.38	64.90	66.67	88.40
Lawyers	47.45	57.38	64.90	66.67	88.40
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.04	28.80	34.62	43.10	49.48
Professional, n.e.c.	17.28	24.97	28.77	34.62	34.62
Technical	14.70	18.63	24.21	30.26	35.60
Clinical laboratory technologists and technicians	22.16	27.69	31.41	34.42	37.60
Radiological technicians	22.84	22.84	24.92	36.56	36.56
Licensed practical nurses	19.96	21.31	22.97	24.57	25.29
Electrical and electronic technicians	17.74	19.49	23.30	27.59	30.70
Airplane pilots and navigators	30.06	95.23	146.73	209.70	209.70
Computer programmers	20.75	27.38	30.32	35.17	36.06
Technical and related, n.e.c.	15.00	18.22	27.40	34.62	39.65
Executive, administrative, and managerial	20.92	27.77	39.34	54.81	66.35
Executives, administrators, and managers	23.08	34.36	48.08	60.10	70.63
Financial managers	21.23	31.25	51.03	61.90	72.12
Personnel and labor relations managers	24.04	41.15	47.28	55.03	55.03
Managers, marketing, advertising, and public relations	23.67	33.75	48.93	58.88	75.83
Administrators, education and related fields	24.00	24.57	30.22	38.46	43.21
Managers, medicine and health	19.77	29.00	30.73	51.16	59.18
Managers and administrators, n.e.c.	28.93	39.04	52.89	63.27	70.63
Management related	16.45	23.69	31.25	38.46	46.15
Accountants and auditors	16.45	19.38	32.65	38.46	41.58
Other financial officers	18.75	23.32	38.89	46.15	46.15
Management analysts	24.29	28.69	30.84	34.82	38.37
Management related, n.e.c.	22.78	24.04	28.99	36.05	48.15
Sales	8.50	11.25	16.77	24.68	40.16
Supervisors, sales	12.69	16.50	18.94	38.22	47.20
Sales, other business services	20.43	20.43	23.08	24.91	29.86
Sales workers, apparel	7.80	8.00	9.41	16.64	21.56
Sales workers, other commodities	9.99	11.64	22.79	40.16	47.74
Cashiers	8.00	9.50	12.52	16.49	19.08
Administrative support, including clerical	11.00	13.50	17.00	20.84	24.78
Supervisors, general office	19.96	20.94	23.00	25.69	32.11
Secretaries	14.00	16.00	18.75	23.30	26.53
Transportation ticket and reservation agents	8.00	8.12	11.44	21.57	21.78

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Receptionists	\$10.41	\$11.00	\$12.50	\$13.50	\$16.49
Order clerks	11.50	13.99	15.42	18.12	21.54
Records clerks, n.e.c.	16.08	17.50	17.94	22.50	22.50
Bookkeepers, accounting and auditing clerks	12.00	14.00	15.43	19.71	24.03
Traffic, shipping and receiving clerks	9.75	12.00	13.75	25.69	25.69
Stock and inventory clerks	9.00	11.00	14.50	15.00	17.34
General office clerks	11.00	14.67	17.69	21.15	23.24
Bank tellers	10.00	10.50	11.50	13.27	15.81
Administrative support, n.e.c.	14.42	16.83	18.89	21.00	24.76
Blue collar	8.90	11.02	17.39	24.10	30.14
Precision production, craft, and repair					
Electronic repairers, communications and industrial equipment	15.55	17.85	22.59	24.49	28.77
Mechanics and repairers, n.e.c.	18.00	18.00	22.29	26.12	28.39
Electricians	22.40	22.40	37.00	42.57	42.57
Machinists	17.50	22.70	25.73	27.65	30.15
Electrical and electronic equipment assemblers ..	13.50	14.20	16.00	18.02	19.85
Inspectors, testers, and graders	12.77	15.57	17.51	26.70	27.41
Stationary engineers	26.47	27.03	31.20	31.20	31.32
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	8.00	10.00	13.75	19.20	24.84
Assemblers	12.22	15.45	18.70	19.20	21.00
Assemblers	8.00	9.50	10.81	19.87	24.84
Transportation and material moving					
Truck drivers	10.00	11.50	14.49	21.88	29.53
Truck drivers	10.00	11.00	14.34	21.88	23.97
Industrial truck and tractor equipment operators ..	10.40	12.60	14.45	16.92	33.48
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	7.25	8.90	11.05	14.70	20.47
Stock handlers and baggers	8.00	8.90	10.23	13.69	19.08
Freight, stock, and material handlers, n.e.c.	10.50	14.10	19.50	21.78	25.42
Hand packers and packagers	8.35	8.75	9.15	9.15	9.25
Laborers, except construction, n.e.c.	8.00	10.00	11.50	19.21	19.60
Service					
Protective service	7.00	8.60	10.70	13.89	17.00
Protective service	-	-	-	-	-
Food service	6.75	6.75	8.10	11.00	13.47
Waiters, waitresses, and bartenders	6.75	6.75	6.75	7.50	9.89
Waiters and waitresses	6.75	6.75	6.75	6.75	9.00
Waiters/Waitresses' assistants	6.75	6.75	6.77	8.50	13.68
Other food service	6.85	7.50	9.20	11.40	13.87
Cooks	8.00	9.50	10.50	12.00	13.00
Kitchen workers, food preparation	6.75	7.25	8.10	11.00	13.50
Food preparation, n.e.c.	6.75	7.00	7.50	9.50	11.07
Health service	11.15	12.67	15.39	17.70	18.93
Health aides, except nursing	12.48	15.87	17.73	19.24	19.87
Nursing aides, orderlies and attendants	10.83	12.15	13.79	15.98	17.73
Cleaning and building service	8.03	9.50	10.29	14.75	16.77
Maids and housemen	8.95	9.73	10.70	14.75	17.43
Janitors and cleaners	8.03	9.39	10.04	14.95	16.77
Personal service	7.35	8.56	10.00	11.45	18.05
Service, n.e.c.	10.00	10.25	11.00	15.25	16.90

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays,

nonproduction bonuses, and tips.

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$16.96	\$20.49	\$26.43	\$35.05	\$46.34
All excluding sales	16.96	20.49	26.43	35.05	46.34
White collar	16.97	20.60	27.47	37.06	53.03
White collar excluding sales	16.97	20.60	27.47	37.06	53.03
Professional specialty and technical	21.35	27.72	35.65	47.67	59.59
Professional specialty	24.52	30.12	37.06	50.62	60.39
Engineers, architects, and surveyors	21.40	29.53	39.30	45.00	50.62
Civil engineers	28.34	32.50	40.82	46.24	50.62
Mathematical and computer scientists	32.55	34.43	36.99	48.17	55.63
Computer systems analysts and scientists	32.55	34.43	36.99	48.17	55.63
Natural scientists	—	—	—	—	—
Health related	26.35	28.59	34.86	39.63	57.37
Registered nurses	26.35	28.59	34.31	37.26	39.78
Teachers, college and university	22.06	30.00	54.78	74.43	89.53
Other post-secondary teachers	20.50	26.07	59.35	78.53	89.52
Teachers, except college and university	30.06	35.49	43.69	54.29	60.56
Elementary school teachers	33.41	35.80	43.95	53.56	59.59
Teachers, special education	33.33	39.31	53.58	59.50	60.48
Teachers, n.e.c.	34.62	35.46	45.98	69.14	87.07
Librarians, archivists, and curators	26.29	28.36	30.61	31.27	38.27
Librarians	26.29	28.36	30.61	31.27	38.27
Social scientists and urban planners	25.98	26.85	26.85	31.69	38.32
Psychologists	25.98	26.85	26.85	31.69	38.32
Social, recreation, and religious workers	22.68	22.68	28.99	34.17	36.03
Social workers	23.00	25.35	31.42	35.77	37.06
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	17.96	19.92	22.48	29.28	31.69
Health technologists and technicians, n.e.c.	18.38	19.89	21.27	22.64	23.71
Technical and related, n.e.c.	18.15	20.09	22.11	25.02	26.55
Executive, administrative, and managerial	21.16	26.15	31.13	39.98	48.37
Executives, administrators, and managers	25.17	28.74	40.82	47.84	56.38
Administrators and officials, public administration	23.73	27.46	33.05	42.00	47.84
Management related	18.91	23.97	28.15	34.01	36.02
Construction inspectors	30.74	32.31	35.58	36.02	37.84
Sales	—	—	—	—	—
Administrative support, including clerical	15.24	16.99	20.30	23.55	27.87
Supervisors, general office	24.64	26.51	27.43	31.43	31.43
Secretaries	15.98	18.10	20.84	23.03	25.67
Library clerks	12.15	17.71	19.52	25.34	25.34
Records clerks, n.e.c.	16.22	16.22	16.96	20.41	22.47
Bookkeepers, accounting and auditing clerks	12.92	14.25	17.81	20.81	21.65
Dispatchers	23.79	24.98	26.57	31.44	32.29
Eligibility clerks, social welfare	19.80	20.59	23.65	26.79	28.51
General office clerks	14.02	15.50	17.74	20.18	22.16
Teachers' aides	15.36	16.96	18.84	20.94	23.07
Administrative support, n.e.c.	15.28	15.28	21.49	22.64	24.06
Blue collar	18.32	21.82	24.28	29.55	35.57
Precision production, craft, and repair	21.83	25.28	28.13	32.61	40.21
Mechanics and repairers, n.e.c.	23.49	26.50	29.55	35.57	39.30
Transportation and material moving	17.67	17.99	23.86	23.99	25.03
Handlers, equipment cleaners, helpers, and laborers	17.91	19.97	22.62	23.34	24.28
Service	15.36	18.67	25.47	31.95	36.87
Protective service	21.85	26.35	30.07	35.08	39.60
Supervisors, firefighters and fire prevention	27.65	31.43	32.22	38.09	52.18

See footnotes at end of table.

Table 6-3. **Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued**

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service --Continued					
Protective service --Continued					
Firefighting	\$23.33	\$24.41	\$26.13	\$27.91	\$35.06
Police and detectives, public service	27.29	31.79	34.91	36.87	39.89
Sheriffs, bailiffs, and other law enforcement officers	19.44	21.27	28.30	32.69	35.08
Correctional institution officers	20.42	24.90	27.14	28.15	29.35
Food service	9.79	11.68	12.26	16.21	21.05
Other food service	9.79	11.68	12.26	16.21	21.05
Health service	13.31	16.38	18.75	22.45	29.15
Nursing aides, orderlies and attendants	13.31	16.13	18.79	19.74	25.99
Cleaning and building service	15.04	17.78	19.51	22.15	25.60
Janitors and cleaners	15.04	17.78	19.51	22.15	25.60
Personal service	10.62	15.64	16.43	30.93	40.57

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays,

nonproduction bonuses, and tips.

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupation ³	10	25	Median 50	75	90
All	\$10.60	\$15.65	\$23.23	\$35.04	\$48.15
All excluding sales	10.75	15.94	23.70	35.25	48.58
White collar	14.42	19.24	27.87	40.63	54.78
White collar excluding sales	15.24	20.14	29.08	41.70	55.37
Professional specialty and technical	21.58	28.36	35.84	46.15	58.50
Professional specialty	25.18	31.73	38.77	48.29	59.59
Engineers, architects, and surveyors	27.49	33.16	41.74	48.55	55.59
Civil engineers	29.48	32.50	39.62	45.00	50.62
Electrical and electronic engineers	27.59	35.18	43.42	49.52	58.65
Industrial engineers	30.91	32.41	35.41	41.65	46.99
Engineers, n.e.c.	26.00	31.32	40.59	49.14	57.42
Mathematical and computer scientists	28.78	33.65	39.68	46.72	56.97
Computer systems analysts and scientists	28.70	33.55	39.22	45.87	56.26
Natural scientists	18.52	22.52	29.81	39.90	45.28
Health related	23.81	28.16	33.21	39.97	47.00
Physicians	20.68	23.29	61.35	67.31	81.73
Registered nurses	25.50	27.14	34.77	38.77	40.73
Teachers, college and university	29.81	39.26	55.91	77.97	89.53
Other post-secondary teachers	26.45	31.54	70.30	86.76	92.26
Teachers, except college and university	28.32	35.34	42.38	53.60	60.56
Elementary school teachers	33.33	35.65	43.69	53.56	59.59
Teachers, special education	23.37	33.33	48.25	58.72	59.93
Teachers, n.e.c.	34.62	35.17	43.91	66.75	87.07
Vocational and educational counselors	19.23	22.40	24.52	25.39	26.88
Librarians, archivists, and curators	27.01	28.36	30.61	31.27	38.27
Librarians	27.01	28.36	30.61	31.27	38.27
Social scientists and urban planners	26.85	31.32	38.32	46.76	50.53
Economists	30.92	34.55	40.81	47.01	52.63
Psychologists	26.85	26.85	28.08	35.33	38.32
Social, recreation, and religious workers	15.13	20.88	25.35	32.83	35.77
Social workers	20.42	22.88	28.10	33.96	36.03
Lawyers and judges	47.20	57.38	64.90	72.12	86.54
Lawyers	47.20	57.38	64.90	72.12	86.54
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.04	28.80	34.62	42.39	49.48
Professional, n.e.c.	18.88	24.97	28.77	34.62	34.62
Technical	15.00	19.24	24.00	30.00	35.00
Clinical laboratory technologists and technicians	23.19	28.00	31.58	34.42	37.60
Licensed practical nurses	19.96	20.88	23.00	25.73	29.50
Health technologists and technicians, n.e.c.	12.50	14.00	16.37	21.27	23.71
Electrical and electronic technicians	17.74	19.67	24.16	28.15	31.74
Engineering technicians, n.e.c.	21.84	24.35	27.04	30.62	33.36
Airplane pilots and navigators	30.06	95.23	146.73	209.70	209.70
Computer programmers	20.75	27.38	30.32	35.17	36.06
Technical and related, n.e.c.	16.67	20.09	24.57	32.07	39.65
Executive, administrative, and managerial	21.00	27.46	37.93	51.16	63.27
Executives, administrators, and managers	23.67	33.75	47.38	57.68	70.63
Administrators and officials, public administration	23.73	27.46	33.05	42.00	47.84
Financial managers	21.23	31.25	51.03	61.90	72.12
Personnel and labor relations managers	24.04	41.15	47.28	55.03	55.03
Managers, marketing, advertising, and public relations	23.67	33.75	48.93	58.88	75.83
Administrators, education and related fields	38.12	43.87	49.34	53.62	54.82
Managers, medicine and health	29.00	32.28	39.98	51.16	68.91
Managers and administrators, n.e.c.	28.93	38.36	52.89	63.27	70.63
Management related	18.42	23.72	29.80	37.43	44.14
Accountants and auditors	16.45	21.86	31.25	38.46	41.45
Other financial officers	20.60	23.35	38.89	46.15	46.15
Management analysts	24.29	28.76	31.95	35.83	43.27
Personnel, training, and labor relations specialists	23.72	27.46	34.01	34.50	34.65
Construction inspectors	30.74	32.31	35.58	36.02	37.84
Inspectors and compliance officers, except construction	18.42	26.05	27.77	30.07	46.43
Management related, n.e.c.	20.92	23.69	26.44	33.86	48.15
Sales	9.99	12.88	17.92	26.76	41.95

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Supervisors, sales	\$12.69	\$16.50	\$18.94	\$33.62	\$47.20
Sales, other business services	20.43	20.43	23.08	24.91	29.86
Sales workers, apparel	7.80	8.25	10.65	16.64	21.56
Sales workers, other commodities	10.50	13.76	40.16	41.73	47.74
Cashiers	9.50	11.36	13.81	16.49	17.24
Administrative support, including clerical					
Supervisors, general office	12.00	14.81	18.52	22.22	25.86
Secretaries	20.76	22.50	25.69	31.43	31.47
Typists	14.62	16.65	19.52	23.40	26.53
Transportation ticket and reservation agents	10.41	13.21	18.26	22.72	27.21
Receptionists	7.88	8.12	10.74	21.78	21.78
Order clerks	10.41	11.00	12.50	13.50	16.85
Records clerks, n.e.c.	12.26	14.42	16.16	18.12	21.66
Bookkeepers, accounting and auditing clerks	16.37	17.50	19.49	22.50	23.67
Dispatchers	12.00	14.00	15.50	19.73	24.03
Traffic, shipping and receiving clerks	14.74	18.75	23.79	27.90	31.44
Stock and inventory clerks	9.75	12.00	14.25	25.69	25.69
Investigators and adjusters, except insurance	10.20	11.00	14.50	16.43	19.19
Eligibility clerks, social welfare	17.50	18.27	21.06	24.04	24.11
General office clerks	17.05	19.80	23.65	25.41	28.51
Bank tellers	13.40	15.73	18.16	20.41	23.10
Administrative support, n.e.c.	10.30	10.94	12.68	14.66	16.50
	15.28	16.83	19.23	22.14	24.76
Blue collar	9.15	12.50	19.20	25.39	30.70
Precision production, craft, and repair					
Electronic repairers, communications and industrial equipment	17.50	21.73	26.44	30.40	37.57
Mechanics and repairers, n.e.c.	15.55	17.58	22.51	26.60	31.41
Supervisors, construction trades, n.e.c.	18.00	20.16	23.39	28.41	30.19
Electricians	25.00	28.16	30.00	38.71	40.21
Machinists	21.57	22.40	37.00	42.57	42.57
Electrical and electronic equipment assemblers ..	17.50	22.70	25.73	27.65	30.15
Inspectors, testers, and graders	13.50	14.20	16.00	18.02	19.85
Stationary engineers	12.77	15.57	17.51	26.70	27.41
	26.47	28.50	31.20	31.20	31.95
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	8.00	10.00	13.75	19.20	24.84
Assemblers	12.22	15.45	18.70	19.20	21.00
	8.00	9.50	10.81	19.87	24.84
Transportation and material moving					
Truck drivers	10.00	13.00	16.92	23.99	29.53
Industrial truck and tractor equipment operators ..	10.00	11.00	14.34	21.88	23.97
	10.40	12.60	14.45	16.92	33.48
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	7.25	9.15	13.00	19.24	22.62
Stock handlers and baggers	10.76	12.30	13.15	22.62	24.28
Freight, stock, and material handlers, n.e.c.	9.00	10.00	11.91	14.47	15.91
Hand packers and packagers	10.50	15.31	20.60	23.05	25.42
Laborers, except construction, n.e.c.	8.35	8.75	9.05	9.15	9.25
	9.50	11.00	18.98	19.60	21.59
Service					
Protective service	8.03	10.04	14.00	20.84	31.35
Supervisors, firefighters and fire prevention	11.50	13.00	21.85	31.43	36.54
Firefighting	27.65	31.43	32.22	38.09	52.18
Police and detectives, public service	23.33	24.41	26.13	27.91	35.06
Sheriffs, bailiffs, and other law enforcement officers	27.29	31.79	34.91	36.87	39.89
Correctional institution officers	19.44	21.27	28.30	32.69	35.08
Food service	20.42	24.90	27.14	28.15	29.35
Waiters, waitresses, and bartenders	6.75	6.75	9.00	11.75	14.90
Waiters and waitresses	6.75	6.75	6.75	6.75	9.89
Other food service	6.75	6.75	6.75	6.75	9.00
Cooks	8.00	8.76	10.82	13.00	15.62
	8.00	9.75	11.25	12.85	18.10

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Food service—Continued					
Other food service—Continued					
Food preparation, n.e.c.	\$7.50	\$7.60	\$9.27	\$11.07	\$14.75
Health service	11.00	12.61	15.50	17.91	19.74
Health aides, except nursing	12.45	15.87	17.73	19.41	20.26
Nursing aides, orderlies and attendants	10.45	11.95	13.31	16.66	18.79
Cleaning and building service	8.41	10.00	14.62	17.96	22.70
Maids and housemen	8.80	10.18	12.25	14.75	17.51
Janitors and cleaners	8.03	10.00	15.00	18.67	22.70
Personal service	8.75	9.75	10.95	21.92	36.96
Service, n.e.c.	10.25	10.50	16.90	17.25	21.92

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003

Occupation ³	10	25	Median 50	75	90
All	\$7.50	\$9.35	\$13.50	\$20.29	\$36.31
All excluding sales	7.35	9.73	14.45	22.00	37.26
White collar	9.00	12.26	17.78	32.74	40.31
White collar excluding sales	11.95	15.36	20.82	35.48	41.51
Professional specialty and technical	17.58	25.29	35.17	40.31	46.67
Professional specialty	19.07	31.74	36.68	41.02	50.00
Engineers, architects, and surveyors	—	—	—	—	—
Health related	31.16	33.46	36.94	40.32	42.99
Registered nurses	32.26	34.94	37.71	40.59	42.99
Teachers, college and university	18.71	22.67	35.00	56.99	71.04
Business, commerce, and marketing teachers	21.16	33.33	35.00	38.46	40.00
Other post-secondary teachers	18.37	20.98	31.23	61.78	71.04
Teachers, except college and university	17.58	17.58	17.58	17.81	51.16
Teachers, n.e.c.	18.71	30.15	53.63	74.99	95.53
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.50	16.07	22.52	25.00	34.96
Licensed practical nurses	21.31	22.00	23.44	25.00	25.29
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	7.75	8.25	9.97	14.00	19.08
Sales workers, apparel	7.65	7.95	8.40	11.69	15.68
Cashiers	8.00	8.15	9.00	19.08	19.08
Administrative support, including clerical	10.09	12.08	15.46	18.27	21.22
Transportation ticket and reservation agents	8.12	8.36	12.02	20.00	21.25
General office clerks	10.45	12.50	14.85	16.24	18.08
Bank tellers	10.00	10.00	11.00	12.00	13.00
Teachers' aides	15.36	16.96	18.84	20.92	22.90
Blue collar	8.10	9.50	11.65	19.08	23.64
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	11.50	12.50	14.25	19.94	23.09
Handlers, equipment cleaners, helpers, and laborers	8.00	8.90	10.87	12.50	19.08
Stock handlers and baggers	8.00	8.40	8.90	11.25	19.08
Service	6.75	7.25	9.25	13.00	15.89
Protective service	6.75	6.75	9.32	10.50	10.50
Food service	6.75	6.85	7.50	9.50	13.21
Waiters, waitresses, and bartenders	6.75	6.75	6.95	8.38	13.20
Waiters and waitresses	6.75	6.75	7.02	10.15	13.20
Other food service	6.75	7.00	7.50	10.00	13.21
Food preparation, n.e.c.	6.75	7.00	7.25	9.50	11.78
Health service	13.79	15.00	16.24	17.70	19.13
Health aides, except nursing	16.83	17.66	18.45	19.41	19.41
Nursing aides, orderlies and attendants	13.00	15.00	15.69	16.91	17.70

See footnotes at end of table.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	—	—	—	—	—
Personal service	\$7.35	\$7.84	\$9.10	\$12.14	\$15.72
Attendants, amusement, and recreation facilities	8.10	8.51	9.70	15.75	17.37

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Appendix A: Technical Note

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

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment 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 entity.

The San Francisco–Oakland–San Jose, CA, Metropolitan Statistical Area includes Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma Counties.

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. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up 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 Census of Population system
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal

visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 and over	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. For cases in which a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOGs:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support, including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using an "occupational leveling" process. Occupational leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

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

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

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. A description of the levels for each factor is shown in appendix C.

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

Wage data collected in prior surveys using the occupational leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 occupational leveling factors (and levels within those factors). The analysis showed that several of the occupational leveling factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period.

For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (for example, tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- 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, exempt from overtime provisions, often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

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

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

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on occupational leveling through point factor analysis for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage. (See below.)

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

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

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

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

Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment 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, 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 and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	9,817
Total in sample	640
Responding	350
Out of business or not in survey scope	78
Unable or refused to provide data	212

In this survey, the nonresponse rates for all industries and private industry exceeded regular survey standards.

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.

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 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. For example, at the 50th per-

centile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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 \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. 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 by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,384,600	1,056,300	328,200
All excluding sales	1,280,000	951,900	328,000
White collar	881,900	647,400	234,500
White-collar excluding sales	777,300	543,000	234,300
Professional specialty and technical	372,500	249,100	123,400
Professional specialty	312,400	200,400	112,000
Technical	60,100	48,700	11,400
Executive, administrative, and managerial	146,400	118,700	27,600
Sales	104,600	104,400	–
Administrative support, including clerical	258,400	175,200	83,200
Blue collar	262,800	232,800	29,900
Precision production, craft, and repair	90,800	76,200	14,600
Machine operators, assemblers, and inspectors	54,700	54,700	–
Transportation and material moving	43,900	36,600	7,300
Handlers, equipment cleaners, helpers, and laborers	73,400	65,400	8,000
Service	240,000	176,100	63,800

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. Both full-time and part-time workers were included in the survey.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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