

San Diego, CA National Compensation Survey December 2001



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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 Diego, CA, metropolitan area. Data were collected between June 2001 and July 2002; the average reference month is December 2001. 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 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. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

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 Diego, CA, December 2001

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	\$18.69	2.8	35.7	\$16.37	3.4	35.7	\$25.60	3.3	35.9
Worker characteristics:⁴									
White-collar occupations ⁵	23.59	3.0	36.4	21.39	3.9	36.8	27.96	3.7	35.6
Professional specialty and technical	31.38	2.5	35.7	27.50	3.9	36.2	34.76	2.7	35.2
Executive, administrative, and managerial	33.83	6.3	39.3	35.29	7.6	40.1	28.96	8.1	36.8
Sales	14.68	6.2	35.2	14.68	6.2	35.2	-	-	-
Administrative support	13.75	2.5	36.5	13.54	3.3	36.8	14.19	3.7	35.9
Blue-collar occupations ⁵	14.99	3.3	37.2	14.41	3.5	37.0	19.33	5.7	39.5
Precision production, craft, and repair	18.71	3.4	39.2	18.13	3.7	39.0	21.94	4.8	40.0
Machine operators, assemblers, and inspectors	11.28	5.5	37.5	11.16	5.5	37.5	-	-	-
Transportation and material moving	14.08	8.1	39.9	13.66	8.6	40.4	17.18	2.7	36.7
Handlers, equipment cleaners, helpers, and laborers	12.86	5.5	33.1	12.26	6.6	32.0	15.95	4.1	40.0
Service occupations ⁵	10.49	4.7	32.8	8.51	2.9	32.4	19.24	6.2	35.0
Full time	19.78	2.7	39.5	17.50	3.3	39.5	26.22	3.4	39.2
Part time	11.28	6.7	21.7	9.55	6.5	22.4	19.37	10.4	19.3
Union	21.48	3.8	36.3	15.42	5.2	36.0	25.73	3.7	36.4
Nonunion	17.19	3.9	35.4	16.60	4.0	35.6	25.02	6.7	33.5
Time	18.56	2.8	35.6	16.09	3.4	35.5	25.60	3.3	35.9
Incentive	22.34	23.3	38.7	22.34	23.3	38.7	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.21	7.1	35.3	14.94	7.2	35.2	-	-	-
100-499 workers	15.65	4.9	36.1	15.14	4.7	35.8	26.49	7.3	41.7
500 workers or more	22.45	4.2	35.6	19.36	7.2	35.7	25.47	3.5	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 Diego, CA, December 2001

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	\$18.69	2.8	\$16.37	3.4	\$25.60	3.3
All excluding sales	19.07	3.0	16.59	3.7	25.61	3.3
White collar	23.59	3.0	21.39	3.9	27.96	3.7
White collar excluding sales	25.29	3.0	23.51	4.3	27.97	3.8
Professional specialty and technical	31.38	2.5	27.50	3.9	34.76	2.7
Professional specialty	34.25	2.7	30.87	5.4	36.53	2.6
Engineers, architects, and surveyors	33.12	4.1	33.74	4.6	—	—
Electrical and electronic engineers	34.90	4.5	—	—	—	—
Engineers, n.e.c.	33.05	6.6	35.07	5.7	—	—
Mathematical and computer scientists	31.05	3.1	—	—	—	—
Computer systems analysts and scientists	31.05	3.1	—	—	—	—
Natural scientists	28.35	9.8	30.22	12.6	—	—
Health related	31.16	6.8	32.76	8.7	26.72	4.9
Registered nurses	27.35	4.5	27.60	6.1	26.72	3.8
Teachers, college and university	37.67	6.1	—	—	—	—
Teachers, except college and university	39.27	2.8	19.66	21.8	40.01	2.4
Elementary school teachers	41.45	2.6	34.13	12.4	41.50	2.7
Secondary school teachers	36.54	1.6	—	—	—	—
Librarians, archivists, and curators	26.95	7.6	—	—	—	—
Social scientists and urban planners	34.63	9.3	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.14	19.1	21.37	20.0	—	—
Professional, n.e.c.	39.18	7.1	—	—	—	—
Technical	20.63	5.1	20.21	5.7	21.61	10.3
Licensed practical nurses	17.30	1.5	17.39	1.4	—	—
Health technologists and technicians, n.e.c.	18.33	16.4	19.45	25.2	16.82	14.0
Electrical and electronic technicians	21.49	3.3	21.49	3.3	—	—
Technical and related, n.e.c.	24.14	12.6	20.35	8.4	—	—
Executive, administrative, and managerial	33.83	6.3	35.29	7.6	28.96	8.1
Executives, administrators, and managers	40.71	8.3	42.16	9.7	35.16	10.5
Administrators and officials, public administration	39.47	16.6	—	—	39.47	16.6
Financial managers	31.06	6.7	29.98	7.5	—	—
Managers, marketing, advertising, and public relations	33.37	14.7	33.37	14.7	—	—
Administrators, education and related fields	48.81	3.1	—	—	—	—
Managers and administrators, n.e.c.	49.08	13.6	50.25	14.0	—	—
Management related	25.08	3.4	25.93	4.0	22.67	5.2
Accountants and auditors	24.51	6.1	24.77	7.1	—	—
Other financial officers	30.00	9.4	30.00	9.4	—	—
Personnel, training, and labor relations specialists	24.35	2.6	24.35	2.6	—	—
Management related, n.e.c.	26.90	4.2	27.18	5.2	—	—
Sales	14.68	6.2	14.68	6.2	—	—
Supervisors, sales	17.99	9.3	17.99	9.3	—	—
Sales workers, motor vehicles and boats	28.79	12.7	28.79	12.7	—	—
Sales workers, other commodities	13.32	13.1	13.32	13.1	—	—
Cashiers	10.94	5.5	10.91	5.6	—	—
Administrative support, including clerical	13.75	2.5	13.54	3.3	14.19	3.7
Secretaries	14.88	5.3	14.79	7.3	15.03	7.2
Receptionists	10.91	6.6	10.91	6.6	—	—
Order clerks	11.84	9.1	11.84	9.1	—	—
Library clerks	15.54	3.6	—	—	—	—
Records clerks, n.e.c.	14.39	6.3	15.15	4.7	—	—
Bookkeepers, accounting and auditing clerks	14.92	3.6	14.86	3.7	—	—
Telephone operators	9.67	4.5	9.67	4.5	—	—
Traffic, shipping and receiving clerks	11.60	8.2	11.60	8.2	—	—
Stock and inventory clerks	11.61	5.8	11.69	8.8	—	—
Investigators and adjusters, except insurance	16.38	10.2	16.38	10.2	—	—
General office clerks	11.88	3.5	11.97	6.9	11.81	2.3

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 Diego, CA, December 2001 — 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						
Administrative support, including clerical –Continued						
Teachers' aides	\$12.90	3.9	–	–	\$13.03	4.0
Administrative support, n.e.c.	16.04	8.9	–	–	17.10	8.1
Blue collar	14.99	3.3	\$14.41	3.5	19.33	5.7
Precision production, craft, and repair						
Automobile mechanics	18.71	3.4	18.13	3.7	21.94	4.8
Bus, truck, and stationary engine mechanics	16.69	4.7	–	–	–	–
Mechanics and repairers, n.e.c.	20.22	9.4	20.06	10.8	–	–
Construction trades, n.e.c.	16.53	10.2	–	–	–	–
Supervisors, production	14.76	8.3	–	–	–	–
Machinists	21.58	16.5	21.58	16.5	–	–
Inspectors, testers, and graders	15.69	13.6	15.69	13.6	–	–
Inspectors, testers, and graders	18.00	4.4	17.62	4.9	–	–
Machine operators, assemblers, and inspectors						
Miscellaneous machine operators, n.e.c.	11.28	5.5	11.16	5.5	–	–
Welders and cutters	11.36	13.6	11.36	13.6	–	–
Assemblers	17.38	8.0	–	–	–	–
Production inspectors, checkers and examiners ..	9.44	6.7	9.44	6.7	–	–
Production inspectors, checkers and examiners ..	11.15	9.7	11.15	9.7	–	–
Transportation and material moving						
Truck drivers	14.08	8.1	13.66	8.6	17.18	2.7
Truck drivers	15.30	5.3	14.92	6.0	–	–
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	12.86	5.5	12.26	6.6	15.95	4.1
Stock handlers and baggers	13.86	5.7	–	–	–	–
Freight, stock, and material handlers, n.e.c.	10.93	7.4	10.93	7.4	–	–
Vehicle washers and equipment cleaners	13.97	8.4	13.25	9.9	–	–
Vehicle washers and equipment cleaners	9.77	11.1	9.77	11.1	–	–
Service						
Protective service	10.49	4.7	8.51	2.9	19.24	6.2
Firefighting	15.03	16.4	9.09	5.3	24.23	5.5
Police and detectives, public service	19.06	7.8	–	–	19.06	7.8
Guards and police, except public service	25.70	5.7	–	–	25.70	5.7
Food service	8.92	6.4	8.92	6.4	–	–
Waiters, waitresses, and bartenders	7.60	3.0	7.38	2.7	13.85	8.9
Bartenders	6.95	4.2	6.95	4.2	–	–
Waiters and waitresses	8.92	18.8	8.92	18.8	–	–
Waiters/Waitresses' assistants	6.59	1.4	6.59	1.4	–	–
Other food service	6.79	2.6	6.79	2.6	–	–
Cooks	8.05	4.1	7.71	3.4	13.85	8.9
Food counter, fountain, and related	7.93	7.7	7.93	7.7	–	–
Kitchen workers, food preparation	7.13	2.3	7.13	2.3	–	–
Food preparation, n.e.c.	8.03	3.2	7.94	3.0	–	–
Health service	7.41	2.7	7.21	2.5	–	–
Nursing aides, orderlies and attendants	11.51	3.9	11.51	4.6	11.48	5.0
Cleaning and building service	10.63	3.9	10.31	4.3	–	–
Maids and housemen	8.93	6.5	8.28	6.5	12.52	4.1
Janitors and cleaners	8.36	5.1	8.36	5.1	–	–
Personal service	8.55	7.2	7.35	2.7	12.52	4.1
Attendants, amusement, and recreation facilities	8.39	4.4	8.08	4.4	10.94	9.3
Baggage porters and bellhops	7.55	5.7	7.54	6.3	–	–
Baggage porters and bellhops	6.55	3.9	6.55	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 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 Diego, CA, December 2001

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	\$19.78	2.7	\$17.50	3.3	\$26.22	3.4
All excluding sales	20.15	2.9	17.73	3.6	26.23	3.4
White collar	24.31	3.0	22.20	3.9	28.52	4.0
White collar excluding sales	25.79	3.1	24.03	4.3	28.54	4.0
Professional specialty and technical	32.03	2.3	28.29	3.2	35.18	2.7
Professional specialty	34.86	2.4	31.97	4.3	36.72	2.6
Engineers, architects, and surveyors	33.14	4.2	33.79	4.8	—	—
Electrical and electronic engineers	34.90	4.5	—	—	—	—
Engineers, n.e.c.	33.14	7.4	35.59	5.9	—	—
Mathematical and computer scientists	30.88	3.1	—	—	—	—
Computer systems analysts and scientists	30.88	3.1	—	—	—	—
Natural scientists	28.35	9.8	30.22	12.6	—	—
Health related	31.59	7.0	33.03	8.8	26.80	5.7
Registered nurses	27.63	5.2	28.00	6.7	26.46	4.1
Teachers, college and university	39.24	4.2	—	—	—	—
Teachers, except college and university	39.34	2.8	19.77	22.6	40.08	2.4
Elementary school teachers	41.45	2.6	34.13	12.4	41.50	2.7
Secondary school teachers	36.54	1.6	—	—	—	—
Librarians, archivists, and curators	26.95	7.6	—	—	—	—
Social scientists and urban planners	34.63	9.3	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.56	11.1	24.90	11.5	—	—
Technical	21.05	5.4	20.43	6.1	22.58	10.2
Licensed practical nurses	17.39	1.4	17.39	1.4	—	—
Health technologists and technicians, n.e.c.	18.53	17.3	19.98	26.3	—	—
Technical and related, n.e.c.	25.55	12.1	—	—	—	—
Executive, administrative, and managerial	34.10	6.4	35.29	7.6	29.68	8.8
Executives, administrators, and managers	40.95	8.3	42.16	9.7	35.98	10.9
Administrators and officials, public administration	39.47	16.6	—	—	39.47	16.6
Financial managers	31.06	6.7	29.98	7.5	—	—
Managers, marketing, advertising, and public relations	33.37	14.7	33.37	14.7	—	—
Administrators, education and related fields	48.81	3.1	—	—	—	—
Managers and administrators, n.e.c.	49.86	13.7	50.25	14.0	—	—
Management related	25.21	3.6	25.93	4.1	22.83	6.0
Accountants and auditors	24.51	6.1	24.77	7.1	—	—
Other financial officers	30.00	9.4	30.00	9.4	—	—
Personnel, training, and labor relations specialists	24.35	2.6	24.35	2.6	—	—
Management related, n.e.c.	26.90	4.2	27.18	5.2	—	—
Sales	15.71	6.8	15.71	6.8	—	—
Supervisors, sales	17.99	9.3	17.99	9.3	—	—
Sales workers, motor vehicles and boats	28.79	12.7	28.79	12.7	—	—
Sales workers, other commodities	14.32	13.6	14.32	13.6	—	—
Cashiers	10.99	6.6	10.95	6.6	—	—
Administrative support, including clerical	13.97	2.6	13.80	3.4	14.35	4.2
Secretaries	14.86	5.4	14.76	7.5	15.03	7.2
Receptionists	11.14	7.2	11.14	7.2	—	—
Order clerks	11.97	10.4	11.97	10.4	—	—
Records clerks, n.e.c.	14.39	6.3	15.15	4.7	—	—
Bookkeepers, accounting and auditing clerks	14.92	3.6	14.86	3.7	—	—
Traffic, shipping and receiving clerks	11.60	8.2	11.60	8.2	—	—
Stock and inventory clerks	12.32	5.6	12.98	8.4	—	—
Investigators and adjusters, except insurance	16.46	10.2	16.46	10.2	—	—
General office clerks	11.97	3.7	12.03	7.0	11.90	2.6
Teachers' aides	12.21	3.5	—	—	—	—
Administrative support, n.e.c.	17.15	8.5	—	—	18.13	8.6
Blue collar	15.31	3.4	14.75	3.6	19.39	5.8

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 Diego, CA, December 2001 — 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						
Precision production, craft, and repair	\$18.72	3.4	\$18.14	3.7	\$21.94	4.8
Automobile mechanics	16.69	4.7	—	—	—	—
Bus, truck, and stationary engine mechanics	20.22	9.4	20.06	10.8	—	—
Mechanics and repairers, n.e.c.	16.53	10.2	—	—	—	—
Construction trades, n.e.c.	14.76	8.3	—	—	—	—
Supervisors, production	21.58	16.5	21.58	16.5	—	—
Machinists	15.69	13.6	15.69	13.6	—	—
Inspectors, testers, and graders	18.00	4.4	17.62	4.9	—	—
Machine operators, assemblers, and inspectors	11.44	5.6	11.32	5.6	—	—
Miscellaneous machine operators, n.e.c.	11.36	13.6	11.36	13.6	—	—
Welders and cutters	17.38	8.0	—	—	—	—
Assemblers	9.73	7.9	9.73	7.9	—	—
Production inspectors, checkers and examiners ..	11.15	9.7	11.15	9.7	—	—
Transportation and material moving	14.05	8.3	13.66	8.7	—	—
Truck drivers	15.30	5.3	14.92	6.0	—	—
Handlers, equipment cleaners, helpers, and laborers	13.53	6.1	12.92	7.5	15.95	4.1
Groundskeepers and gardeners, except farm	14.27	4.7	—	—	—	—
Stock handlers and baggers	12.75	8.4	12.75	8.4	—	—
Freight, stock, and material handlers, n.e.c.	13.69	8.6	—	—	—	—
Vehicle washers and equipment cleaners	10.87	11.2	10.87	11.2	—	—
Service	11.59	6.0	8.97	4.3	20.55	6.4
Protective service	17.91	10.6	9.94	8.7	24.23	5.5
Firefighting	19.06	7.8	—	—	19.06	7.8
Police and detectives, public service	25.70	5.7	—	—	25.70	5.7
Guards and police, except public service	9.84	11.7	9.84	11.7	—	—
Food service	8.16	6.9	7.87	6.1	—	—
Waiters, waitresses, and bartenders	7.40	11.3	7.40	11.3	—	—
Waiters and waitresses	6.41	1.0	6.41	1.0	—	—
Other food service	8.46	6.9	8.07	5.8	—	—
Food preparation, n.e.c.	7.36	2.5	7.36	2.5	—	—
Health service	11.37	4.5	11.35	5.1	—	—
Nursing aides, orderlies and attendants	10.52	4.2	10.27	4.6	—	—
Cleaning and building service	8.97	6.9	8.28	6.9	12.71	4.0
Maids and housemen	8.38	5.4	8.38	5.4	—	—
Janitors and cleaners	8.56	7.8	7.26	2.5	12.71	4.0
Personal service	8.46	7.2	8.46	7.2	—	—
Baggage porters and bellhops	6.55	3.9	6.55	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 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 Diego, CA, December 2001

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	\$11.28	6.7	\$9.55	6.5	\$19.37	10.4
All excluding sales	11.50	7.6	9.55	7.4	19.37	10.4
White collar	16.21	9.2	13.08	12.5	22.32	11.4
White collar excluding sales	19.04	10.3	15.99	17.1	22.32	11.4
Professional specialty and technical	24.81	14.2	20.80	22.7	29.65	12.7
Professional specialty	27.49	18.4	21.87	30.9	33.78	10.8
Engineers, architects, and surveyors	-	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-
Health related	28.59	9.3	30.47	15.0	-	-
Registered nurses	25.80	4.7	-	-	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	17.34	9.0	-	-	16.07	10.9
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	9.53	5.1	9.53	5.1	-	-
Cashiers	10.78	9.1	10.78	9.1	-	-
Administrative support, including clerical	11.25	4.5	9.82	5.1	12.99	3.5
Teachers' aides	13.31	5.2	-	-	13.39	5.3
Administrative support, n.e.c.	11.54	11.0	-	-	-	-
Blue collar	10.09	10.8	9.85	11.3	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.06	13.6	10.06	13.6	-	-
Service	7.88	2.3	7.59	2.8	10.96	5.1
Protective service	-	-	-	-	-	-
Food service	6.98	1.4	6.85	1.1	-	-
Waiters, waitresses, and bartenders	6.68	1.4	6.68	1.4	-	-
Waiters and waitresses	6.69	1.9	6.69	1.9	-	-
Waiters/Waitresses' assistants	6.65	1.2	6.65	1.2	-	-
Other food service	7.34	2.4	7.07	1.7	-	-
Food counter, fountain, and related	6.91	1.7	6.91	1.7	-	-
Food preparation, n.e.c.	7.58	8.4	-	-	-	-
Health service	12.67	7.6	-	-	-	-
Cleaning and building service	8.39	3.7	8.21	4.3	-	-
Janitors and cleaners	8.51	4.1	-	-	-	-
Personal service	8.33	5.9	7.61	3.9	10.94	9.3
Attendants, amusement, and recreation facilities	7.70	6.6	7.70	7.5	-	-

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 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 Diego, CA, December 2001

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	\$781	2.7	39.5	\$692	3.4	39.5	\$1,028	3.2	39.2
All excluding sales	796	2.9	39.5	702	3.7	39.6	1,029	3.2	39.2
White collar	954	3.1	39.2	879	4.2	39.6	1,099	3.6	38.5
White collar excluding sales	1,012	3.1	39.2	954	4.5	39.7	1,099	3.6	38.5
Professional specialty and technical	1,237	2.1	38.6	1,118	3.5	39.5	1,333	2.3	37.9
Professional specialty	1,336	2.2	38.3	1,266	4.6	39.6	1,380	2.3	37.6
Engineers, architects, and surveyors	1,338	4.2	40.4	1,359	4.5	40.2	-	-	-
Electrical and electronic engineers	1,421	5.3	40.7	-	-	-	-	-	-
Engineers, n.e.c.	1,326	7.4	40.0	1,424	5.9	40.0	-	-	-
Mathematical and computer scientists	1,300	3.8	42.1	-	-	-	-	-	-
Computer systems analysts and scientists	1,300	3.8	42.1	-	-	-	-	-	-
Natural scientists	1,134	9.8	40.0	1,209	12.6	40.0	-	-	-
Health related	1,219	7.8	38.6	1,272	9.7	38.5	1,041	4.5	38.8
Registered nurses	1,049	6.7	38.0	1,060	8.6	37.9	1,015	4.7	38.3
Teachers, college and university	1,545	4.5	39.4	-	-	-	-	-	-
Teachers, except college and university	1,431	2.7	36.4	768	20.6	38.9	1,454	2.5	36.3
Elementary school teachers ...	1,458	3.3	35.2	1,187	6.9	34.8	1,460	3.3	35.2
Secondary school teachers	1,461	1.6	40.0	-	-	-	-	-	-
Librarians, archivists, and curators	1,078	7.6	40.0	-	-	-	-	-	-
Social scientists and urban planners	1,385	9.3	40.0	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	961	11.4	39.1	993	11.5	39.9	-	-	-
Technical	837	5.8	39.8	804	6.3	39.4	920	11.6	40.8
Licensed practical nurses	670	1.1	38.5	670	1.1	38.5	-	-	-
Health technologists and technicians, n.e.c.	741	17.3	40.0	799	26.3	40.0	-	-	-
Technical and related, n.e.c. ...	1,048	14.9	41.0	-	-	-	-	-	-
Executive, administrative, and managerial	1,376	7.0	40.4	1,425	8.4	40.4	1,198	8.8	40.4
Executives, administrators, and managers	1,672	9.4	40.8	1,728	11.1	41.0	1,448	11.0	40.3
Administrators and officials, public administration	1,621	17.1	41.1	-	-	-	1,621	17.1	41.1
Financial managers	1,209	7.8	38.9	1,160	8.7	38.7	-	-	-
Managers, marketing, advertising, and public relations	1,374	17.4	41.2	1,374	17.4	41.2	-	-	-
Administrators, education and related fields	1,953	3.1	40.0	-	-	-	-	-	-
Managers and administrators, n.e.c.	2,085	16.1	41.8	2,104	16.5	41.9	-	-	-
Management related	1,002	3.5	39.8	1,025	4.0	39.5	924	6.3	40.5
Accountants and auditors	981	6.1	40.0	991	7.1	40.0	-	-	-
Other financial officers	1,159	10.0	38.6	1,159	10.0	38.6	-	-	-
Personnel, training, and labor relations specialists	974	2.6	40.0	974	2.6	40.0	-	-	-
Management related, n.e.c.	1,072	4.2	39.8	1,082	5.2	39.8	-	-	-
Sales	616	7.7	39.2	616	7.7	39.2	-	-	-

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 Diego, CA, December 2001 — 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									
Sales —Continued									
Supervisors, sales	\$723	9.6	40.2	\$723	9.6	40.2	—	—	—
Sales workers, motor vehicles and boats	1,212	14.4	42.1	1,212	14.4	42.1	—	—	—
Sales workers, other commodities	521	16.7	36.4	521	16.7	36.4	—	—	—
Cashiers	437	6.8	39.8	435	6.9	39.7	—	—	—
Administrative support, including clerical									
Secretaries	592	5.3	39.9	587	7.4	39.8	\$562	4.6	39.2
Receptionists	402	7.1	36.1	402	7.1	36.1	601	7.2	40.0
Order clerks	477	10.3	39.9	477	10.3	39.9	—	—	—
Records clerks, n.e.c.	568	5.9	39.4	593	4.4	39.1	—	—	—
Bookkeepers, accounting and auditing clerks	596	3.6	39.9	593	3.8	39.9	—	—	—
Traffic, shipping and receiving clerks	460	8.3	39.6	460	8.3	39.6	—	—	—
Stock and inventory clerks	493	5.6	40.0	519	8.4	40.0	—	—	—
Investigators and adjusters, except insurance	653	10.4	39.7	653	10.4	39.7	—	—	—
General office clerks	471	3.8	39.4	472	7.4	39.3	470	1.8	39.5
Teachers' aides	322	20.4	26.4	—	—	—	—	—	—
Administrative support, n.e.c.	683	8.5	39.8	—	—	—	725	8.6	40.0
Blue collar	607	3.3	39.7	584	3.5	39.6	776	5.8	40.0
Precision production, craft, and repair									
Automobile mechanics	735	3.3	39.3	710	3.5	39.1	877	4.8	40.0
Bus, truck, and stationary engine mechanics	668	4.7	40.0	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	809	9.4	40.0	803	10.8	40.0	—	—	—
Construction trades, n.e.c.	661	10.2	40.0	—	—	—	—	—	—
Supervisors, production	588	8.4	39.9	—	—	—	—	—	—
Machinists	855	16.0	39.6	855	16.0	39.6	—	—	—
Inspectors, testers, and graders	628	13.6	40.0	628	13.6	40.0	—	—	—
Inspectors, testers, and graders	720	4.4	40.0	705	4.9	40.0	—	—	—
Machine operators, assemblers, and inspectors									
Miscellaneous machine operators, n.e.c.	454	5.6	39.7	449	5.6	39.7	—	—	—
Welders and cutters	450	14.0	39.6	450	14.0	39.6	—	—	—
Assemblers	695	8.0	40.0	—	—	—	—	—	—
Production inspectors, checkers and examiners ...	389	7.9	40.0	389	7.9	40.0	—	—	—
Production inspectors, checkers and examiners ...	428	10.5	38.4	428	10.5	38.4	—	—	—
Transportation and material moving									
Truck drivers	569	8.5	40.5	554	9.0	40.6	—	—	—
Truck drivers	623	4.5	40.7	609	5.1	40.8	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Groundskeepers and gardeners, except farm	539	6.1	39.8	514	7.6	39.8	638	4.1	40.0
Stock handlers and baggers ...	571	4.7	40.0	—	—	—	—	—	—
Freight, stock, and material handlers, n.e.c.	510	8.4	40.0	510	8.4	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	548	8.6	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 Diego, CA, December 2001 — 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 —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Vehicle washers and equipment cleaners	\$435	11.2	40.0	\$435	11.2	40.0	—	—	—
Service	462	6.2	39.9	352	4.3	39.2	\$868	7.0	42.2
Protective service	749	11.5	41.8	398	8.7	40.0	1,050	5.7	43.3
Firefighting	1,010	7.8	53.0	—	—	—	1,010	7.8	53.0
Police and detectives, public service	1,034	5.6	40.2	—	—	—	1,034	5.6	40.2
Guards and police, except public service	394	11.7	40.0	394	11.7	40.0	—	—	—
Food service	320	6.5	39.2	308	5.8	39.2	—	—	—
Waiters, waitresses, and bartenders	286	11.1	38.6	286	11.1	38.6	—	—	—
Waiters and waitresses	248	1.5	38.7	248	1.5	38.7	—	—	—
Other food service	334	6.7	39.4	318	5.6	39.4	—	—	—
Food preparation, n.e.c.	290	2.8	39.4	290	2.8	39.4	—	—	—
Health service	445	4.9	39.1	443	5.7	39.0	—	—	—
Nursing aides, orderlies and attendants	407	4.6	38.7	395	4.8	38.5	—	—	—
Cleaning and building service	353	6.8	39.4	325	6.7	39.2	509	4.0	40.0
Maids and housemen	318	5.2	38.0	318	5.2	38.0	—	—	—
Janitors and cleaners	341	7.7	39.8	289	2.4	39.8	509	4.0	40.0
Personal service	327	7.5	38.7	327	7.5	38.7	—	—	—
Baggage porters and bellhops	261	3.8	39.9	261	3.8	39.9	—	—	—

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 Diego, CA, December 2001

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	\$39,360	2.7	1,990	\$35,935	3.4	2,054	\$47,960	3.2	1,829
All excluding sales	40,009	2.9	1,985	36,434	3.7	2,055	47,970	3.2	1,829
White collar	47,068	3.1	1,936	45,617	4.2	2,055	49,511	3.6	1,736
White collar excluding sales	49,491	3.1	1,919	49,465	4.5	2,059	49,527	3.6	1,736
Professional specialty and technical	56,565	2.1	1,766	57,661	3.5	2,038	55,847	2.3	1,588
Professional specialty	59,338	2.2	1,702	65,044	4.6	2,034	56,560	2.3	1,540
Engineers, architects, and surveyors	69,578	4.2	2,099	70,692	4.5	2,092	-	-	-
Electrical and electronic engineers	73,877	5.3	2,117	-	-	-	-	-	-
Engineers, n.e.c.	68,929	7.4	2,080	74,030	5.9	2,080	-	-	-
Mathematical and computer scientists	67,618	3.8	2,190	-	-	-	-	-	-
Computer systems analysts and scientists	67,618	3.8	2,190	-	-	-	-	-	-
Natural scientists	58,961	9.8	2,080	62,853	12.6	2,080	-	-	-
Health related	63,105	7.8	1,997	66,165	9.7	2,003	53,006	4.5	1,978
Registered nurses	54,188	6.7	1,961	55,113	8.6	1,969	51,246	4.7	1,937
Teachers, college and university	60,988	4.5	1,554	-	-	-	-	-	-
Teachers, except college and university	55,175	2.7	1,402	34,833	20.6	1,762	55,778	2.5	1,392
Elementary school teachers ...	55,426	3.3	1,337	42,658	6.9	1,250	55,523	3.3	1,338
Secondary school teachers	56,401	1.6	1,544	-	-	-	-	-	-
Librarians, archivists, and curators	56,064	7.6	2,080	-	-	-	-	-	-
Social scientists and urban planners	67,218	9.3	1,941	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	48,419	11.4	1,972	51,658	11.5	2,075	-	-	-
Technical	43,511	5.8	2,067	41,796	6.3	2,046	47,865	11.6	2,120
Licensed practical nurses	34,824	1.1	2,003	34,824	1.1	2,003	-	-	-
Health technologists and technicians, n.e.c.	38,533	17.3	2,080	41,548	26.3	2,080	-	-	-
Technical and related, n.e.c. ...	54,522	14.9	2,134	-	-	-	-	-	-
Executive, administrative, and managerial	71,551	7.0	2,098	74,047	8.4	2,098	62,299	8.8	2,099
Executives, administrators, and managers	86,924	9.4	2,123	89,807	11.1	2,130	75,302	11.0	2,093
Administrators and officials, public administration	84,288	17.1	2,136	-	-	-	84,288	17.1	2,136
Financial managers	62,844	7.8	2,023	60,301	8.7	2,012	-	-	-
Managers, marketing, advertising, and public relations	71,427	17.4	2,140	71,427	17.4	2,140	-	-	-
Administrators, education and related fields	100,638	3.1	2,062	-	-	-	-	-	-
Managers and administrators, n.e.c.	108,443	16.1	2,175	109,424	16.5	2,178	-	-	-
Management related	52,102	3.5	2,067	53,304	4.0	2,055	48,073	6.3	2,105
Accountants and auditors	50,991	6.1	2,080	51,522	7.1	2,080	-	-	-
Other financial officers	60,253	10.0	2,009	60,253	10.0	2,009	-	-	-
Personnel, training, and labor relations specialists	50,655	2.6	2,080	50,655	2.6	2,080	-	-	-
Management related, n.e.c.	55,593	4.2	2,067	56,078	5.2	2,063	-	-	-
Sales	32,047	7.7	2,040	32,048	7.7	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 Diego, CA, December 2001 — 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									
Sales —Continued									
Supervisors, sales	\$37,579	9.6	2,089	\$37,579	9.6	2,089	—	—	—
Sales workers, motor vehicles and boats	63,015	14.4	2,189	63,015	14.4	2,189	—	—	—
Sales workers, other commodities	27,116	16.7	1,893	27,116	16.7	1,893	—	—	—
Cashiers	22,715	6.8	2,067	22,636	6.9	2,067	—	—	—
Administrative support, including clerical									
Secretaries	28,403	2.8	2,033	28,320	3.4	2,052	\$28,584	4.6	1,992
Receptionists	30,684	5.3	2,064	30,521	7.4	2,068	30,951	7.2	2,059
Order clerks	20,914	7.1	1,877	20,914	7.1	1,877	—	—	—
Records clerks, n.e.c.	24,815	10.3	2,072	24,815	10.3	2,072	—	—	—
Bookkeepers, accounting and auditing clerks	29,507	5.9	2,050	30,796	4.4	2,032	—	—	—
Traffic, shipping and receiving clerks	30,987	3.6	2,077	30,844	3.8	2,076	—	—	—
Stock and inventory clerks	23,908	8.3	2,062	23,908	8.3	2,062	—	—	—
Investigators and adjusters, except insurance	25,619	5.6	2,080	27,001	8.4	2,080	—	—	—
General office clerks	33,942	10.4	2,063	33,942	10.4	2,063	—	—	—
Teachers' aides	23,982	3.8	2,004	24,567	7.4	2,042	23,427	1.8	1,968
Administrative support, n.e.c.	13,288	20.4	1,088	—	—	—	—	—	—
	35,175	8.5	2,051	—	—	—	37,273	8.6	2,056
Blue collar	31,583	3.3	2,062	30,374	3.5	2,060	40,327	5.8	2,080
Precision production, craft, and repair									
Automobile mechanics	38,225	3.3	2,042	36,927	3.5	2,035	45,626	4.8	2,080
Bus, truck, and stationary engine mechanics	34,721	4.7	2,080	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	42,058	9.4	2,080	41,731	10.8	2,080	—	—	—
Construction trades, n.e.c.	34,377	10.2	2,080	—	—	—	—	—	—
Supervisors, production	30,591	8.4	2,073	—	—	—	—	—	—
Machinists	44,482	16.0	2,061	44,482	16.0	2,061	—	—	—
Inspectors, testers, and graders	32,642	13.6	2,080	32,642	13.6	2,080	—	—	—
	37,444	4.4	2,080	36,658	4.9	2,080	—	—	—
Machine operators, assemblers, and inspectors									
Miscellaneous machine operators, n.e.c.	23,621	5.6	2,064	23,363	5.6	2,064	—	—	—
Welders and cutters	23,396	14.0	2,060	23,396	14.0	2,060	—	—	—
Assemblers	36,149	8.0	2,080	—	—	—	—	—	—
Production inspectors, checkers and examiners ...	20,231	7.9	2,080	20,231	7.9	2,080	—	—	—
	22,265	10.5	1,997	22,265	10.5	1,997	—	—	—
Transportation and material moving									
Truck drivers	29,588	8.5	2,106	28,825	9.0	2,110	—	—	—
	32,376	4.5	2,116	31,666	5.1	2,122	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Groundskeepers and gardeners, except farm	28,025	6.1	2,072	26,751	7.6	2,070	33,179	4.1	2,080
Stock handlers and baggers ...	29,688	4.7	2,080	—	—	—	—	—	—
Freight, stock, and material handlers, n.e.c.	26,503	8.4	2,078	26,503	8.4	2,078	—	—	—
	28,479	8.6	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 Diego, CA, December 2001 — 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 —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Vehicle washers and equipment cleaners	\$22,609	11.2	2,080	\$22,609	11.2	2,080	—	—	—
Service	24,002	6.2	2,071	18,303	4.3	2,041	\$44,834	7.0	2,182
Protective service	38,834	11.5	2,168	20,676	8.7	2,080	54,369	5.7	2,244
Firefighting	52,521	7.8	2,756	—	—	—	52,521	7.8	2,756
Police and detectives, public service	53,757	5.6	2,092	—	—	—	53,757	5.6	2,092
Guards and police, except public service	20,468	11.7	2,080	20,468	11.7	2,080	—	—	—
Food service	16,561	6.5	2,031	16,020	5.8	2,036	—	—	—
Waiters, waitresses, and bartenders	14,856	11.1	2,007	14,856	11.1	2,007	—	—	—
Waiters and waitresses	12,891	1.5	2,012	12,891	1.5	2,012	—	—	—
Other food service	17,271	6.7	2,040	16,531	5.6	2,049	—	—	—
Food preparation, n.e.c.	15,057	2.8	2,047	15,057	2.8	2,047	—	—	—
Health service	23,137	4.9	2,036	23,024	5.7	2,029	—	—	—
Nursing aides, orderlies and attendants	21,187	4.6	2,013	20,542	4.8	2,000	—	—	—
Cleaning and building service	18,352	6.8	2,047	16,897	6.7	2,041	26,443	4.0	2,080
Maids and housemen	16,552	5.2	1,975	16,552	5.2	1,975	—	—	—
Janitors and cleaners	17,731	7.7	2,072	15,034	2.4	2,070	26,443	4.0	2,080
Personal service	17,028	7.5	2,013	17,028	7.5	2,013	—	—	—
Baggage porters and bellhops	13,586	3.8	2,073	13,586	3.8	2,073	—	—	—

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 Diego, CA, December 2001

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	\$18.69	2.8	\$16.37	3.4	\$25.60	3.3
All excluding sales	19.07	3.0	16.59	3.7	25.61	3.3
White collar	23.59	3.0	21.39	3.9	27.96	3.7
1	8.12	3.0	8.12	3.0	—	—
2	10.32	2.5	10.37	3.2	—	—
3	11.02	2.9	10.86	3.4	12.10	4.4
4	13.96	3.7	14.33	4.6	12.87	2.6
5	16.20	3.4	16.46	4.4	15.60	2.8
6	18.99	5.7	19.05	7.5	18.83	4.7
7	20.18	2.9	19.34	4.2	21.49	2.2
8	28.17	5.9	23.32	2.9	32.96	6.2
9	34.03	2.6	28.39	3.6	37.42	3.0
10	31.79	3.5	33.05	4.4	29.75	5.3
11	35.32	2.6	35.01	2.5	36.63	8.1
12	43.24	4.2	43.61	4.8	—	—
13	49.63	2.1	49.55	2.5	—	—
14	91.83	19.6	94.92	20.8	—	—
Not able to be leveled	23.34	18.1	18.64	19.7	—	—
White collar excluding sales	25.29	3.0	23.51	4.3	27.97	3.8
1	8.67	5.3	8.67	5.3	—	—
2	10.32	2.5	10.37	3.2	—	—
3	11.70	2.8	11.60	3.5	12.10	4.4
4	13.64	2.8	14.12	3.8	12.86	2.6
5	16.05	3.8	16.28	5.3	15.60	2.8
6	18.75	4.9	18.71	6.8	18.83	4.7
7	20.25	3.1	19.28	4.8	21.49	2.2
8	28.66	6.0	23.65	2.9	32.96	6.2
9	34.35	2.7	28.61	3.9	37.42	3.0
10	31.05	2.9	31.93	3.3	29.75	5.3
11	35.32	2.6	35.01	2.5	36.63	8.1
12	43.24	4.2	43.61	4.8	—	—
13	49.63	2.1	49.55	2.5	—	—
14	91.83	19.6	94.92	20.8	—	—
Not able to be leveled	23.34	18.1	18.64	19.7	—	—
Professional specialty and technical	31.38	2.5	27.50	3.9	34.76	2.7
Professional specialty	34.25	2.7	30.87	5.4	36.53	2.6
7	22.37	2.7	23.96	4.1	21.49	2.9
8	31.81	6.2	25.78	5.8	33.97	6.0
9	37.01	2.8	30.11	5.3	39.22	2.8
10	31.94	3.6	32.74	4.4	31.07	6.1
11	37.48	3.1	37.04	3.1	38.68	7.0
12	47.75	9.4	48.31	10.2	—	—
13	51.10	2.7	51.10	2.7	—	—
Not able to be leveled	23.23	25.4	17.04	26.5	—	—
Engineers, architects, and surveyors	33.12	4.1	33.74	4.6	—	—
9	29.62	4.0	—	—	—	—
11	35.19	3.4	35.29	3.5	—	—
Electrical and electronic engineers	34.90	4.5	—	—	—	—
Engineers, n.e.c.	33.05	6.6	35.07	5.7	—	—
Mathematical and computer scientists	31.05	3.1	—	—	—	—
Computer systems analysts and scientists	31.05	3.1	—	—	—	—
Natural scientists	28.35	9.8	30.22	12.6	—	—
Health related	31.16	6.8	32.76	8.7	26.72	4.9
8	24.42	6.3	—	—	—	—
9	32.16	7.5	32.96	8.6	—	—
Registered nurses	27.35	4.5	27.60	6.1	26.72	3.8
8	23.32	5.3	—	—	—	—
9	29.76	4.6	—	—	—	—
Teachers, college and university	37.67	6.1	—	—	—	—
Teachers, except college and university	39.27	2.8	19.66	21.8	40.01	2.4
8	38.57	.9	—	—	—	—
9	40.94	2.9	37.42	6.5	40.97	2.9
Elementary school teachers	41.45	2.6	34.13	12.4	41.50	2.7
9	42.62	3.4	—	—	42.63	3.4

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 Diego, CA, December 2001** — 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						
Teachers, except college and university –Continued						
Secondary school teachers	\$36.54	1.6	–	–	–	–
Librarians, archivists, and curators	26.95	7.6	–	–	–	–
Social scientists and urban planners	34.63	9.3	–	–	–	–
Social, recreation, and religious workers	–	–	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and						
professionals, n.e.c.	23.14	19.1	\$21.37	20.0	–	–
8	22.30	12.3	22.30	12.3	–	–
Not able to be leveled	19.45	28.2	–	–	–	–
Professional, n.e.c.	39.18	7.1	–	–	–	–
Technical	20.63	5.1	20.21	5.7	\$21.61	10.3
4	15.56	10.4	17.05	12.9	–	–
5	16.87	2.8	16.97	2.4	–	–
6	20.81	10.2	20.42	13.2	–	–
7	20.67	4.6	–	–	–	–
8	22.11	4.3	21.39	3.9	–	–
9	29.26	11.9	–	–	–	–
Licensed practical nurses	17.30	1.5	17.39	1.4	–	–
6	17.31	1.7	17.31	1.7	–	–
Health technologists and technicians, n.e.c.	18.33	16.4	19.45	25.2	16.82	14.0
Electrical and electronic technicians	21.49	3.3	21.49	3.3	–	–
Technical and related, n.e.c.	24.14	12.6	20.35	8.4	–	–
Executive, administrative, and managerial						
7	20.11	3.6	19.18	3.9	–	–
8	22.75	3.3	22.66	3.8	–	–
9	26.86	3.9	27.54	4.9	25.46	3.9
10	30.30	4.8	31.44	5.3	–	–
11	31.97	3.9	32.49	3.9	–	–
12	41.66	3.6	41.89	4.1	–	–
13	48.89	2.0	–	–	–	–
14	91.83	19.6	94.92	20.8	–	–
Executives, administrators, and managers	40.71	8.3	42.16	9.7	35.16	10.5
9	28.33	5.2	29.80	5.9	26.13	5.9
10	33.89	5.1	34.00	5.8	–	–
11	33.36	4.6	34.59	3.8	–	–
12	41.17	4.0	41.33	4.6	–	–
13	48.89	2.0	–	–	–	–
14	91.83	19.6	94.92	20.8	–	–
Administrators and officials, public administration	39.47	16.6	–	–	39.47	16.6
Financial managers	31.06	6.7	29.98	7.5	–	–
Managers, marketing, advertising, and public						
relations	33.37	14.7	33.37	14.7	–	–
Administrators, education and related fields	48.81	3.1	–	–	–	–
Managers and administrators, n.e.c.	49.08	13.6	50.25	14.0	–	–
9	29.74	9.7	–	–	–	–
10	33.37	5.8	–	–	–	–
12	42.37	6.5	42.26	6.6	–	–
Management related	25.08	3.4	25.93	4.0	22.67	5.2
8	23.17	4.0	23.14	4.8	–	–
9	25.27	4.4	25.59	5.4	24.26	5.2
10	27.27	3.7	–	–	–	–
11	30.12	5.5	30.12	5.5	–	–
Accountants and auditors	24.51	6.1	24.77	7.1	–	–
Other financial officers	30.00	9.4	30.00	9.4	–	–
Personnel, training, and labor relations						
specialists	24.35	2.6	24.35	2.6	–	–
Management related, n.e.c.	26.90	4.2	27.18	5.2	–	–
9	24.89	4.3	–	–	–	–

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 Diego, CA, December 2001** — 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	\$14.68	6.2	\$14.68	6.2	—	—
1	7.88	3.5	7.88	3.5	—	—
3	9.88	5.8	9.88	5.8	—	—
4	14.60	9.4	14.59	9.5	—	—
5	17.31	6.1	17.31	6.1	—	—
7	19.60	8.3	19.60	8.3	—	—
8	21.13	8.6	21.13	8.6	—	—
9	26.61	9.5	26.61	9.5	—	—
Supervisors, sales	17.99	9.3	17.99	9.3	—	—
Sales workers, motor vehicles and boats	28.79	12.7	28.79	12.7	—	—
Sales workers, other commodities	13.32	13.1	13.32	13.1	—	—
4	11.33	4.7	11.33	4.7	—	—
Cashiers	10.94	5.5	10.91	5.6	—	—
1	8.02	4.6	8.02	4.6	—	—
3	9.62	6.4	9.62	6.4	—	—
Administrative support, including clerical	13.75	2.5	13.54	3.3	\$14.19	3.7
1	8.67	5.3	8.67	5.3	—	—
2	10.30	2.6	10.37	3.2	—	—
3	11.70	2.8	11.60	3.5	12.10	4.4
4	13.40	2.6	13.71	3.6	12.90	2.9
5	15.77	5.0	15.94	7.7	15.51	3.1
6	17.36	3.7	17.17	4.6	17.77	5.9
7	17.71	6.8	16.82	7.5	—	—
Secretaries	14.88	5.3	14.79	7.3	15.03	7.2
4	12.14	8.6	—	—	—	—
5	15.37	2.8	14.73	3.1	—	—
Receptionists	10.91	6.6	10.91	6.6	—	—
Order clerks	11.84	9.1	11.84	9.1	—	—
Library clerks	15.54	3.6	—	—	—	—
Records clerks, n.e.c.	14.39	6.3	15.15	4.7	—	—
Bookkeepers, accounting and auditing clerks	14.92	3.6	14.86	3.7	—	—
4	14.42	5.2	14.70	5.3	—	—
Telephone operators	9.67	4.5	9.67	4.5	—	—
Traffic, shipping and receiving clerks	11.60	8.2	11.60	8.2	—	—
Stock and inventory clerks	11.61	5.8	11.69	8.8	—	—
Investigators and adjusters, except insurance	16.38	10.2	16.38	10.2	—	—
General office clerks	11.88	3.5	11.97	6.9	11.81	2.3
3	11.50	6.9	—	—	—	—
4	11.91	3.6	12.18	9.7	—	—
Teachers' aides	12.90	3.9	—	—	13.03	4.0
4	12.58	6.6	—	—	—	—
Administrative support, n.e.c.	16.04	8.9	—	—	17.10	8.1
Blue collar	14.99	3.3	14.41	3.5	19.33	5.7
1	8.09	2.7	8.09	2.7	—	—
2	10.19	4.9	9.83	4.1	—	—
3	11.59	6.0	10.98	4.5	—	—
4	12.43	4.6	11.95	4.7	—	—
5	16.57	5.1	16.43	5.8	17.57	2.9
6	16.10	4.4	15.85	4.5	—	—
7	19.90	3.0	19.07	2.9	23.24	3.2
8	21.67	7.9	21.71	8.4	—	—
9	26.21	6.4	26.23	7.0	—	—
Precision production, craft, and repair	18.71	3.4	18.13	3.7	21.94	4.8
4	12.62	10.2	11.41	9.1	—	—
5	17.39	8.6	17.25	9.8	—	—
6	15.85	4.8	15.36	4.6	—	—
7	19.94	3.4	19.08	3.3	23.62	2.8
8	23.32	6.1	23.50	6.4	—	—
9	27.18	6.5	—	—	—	—
Automobile mechanics	16.69	4.7	—	—	—	—

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 Diego, CA, December 2001** — 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 —Continued						
Bus, truck, and stationary engine mechanics	\$20.22	9.4	\$20.06	10.8	—	—
7	21.78	5.6	21.75	6.4	—	—
Mechanics and repairers, n.e.c.	16.53	10.2	—	—	—	—
Construction trades, n.e.c.	14.76	8.3	—	—	—	—
Supervisors, production	21.58	16.5	21.58	16.5	—	—
Machinists	15.69	13.6	15.69	13.6	—	—
Inspectors, testers, and graders	18.00	4.4	17.62	4.9	—	—
Machine operators, assemblers, and inspectors						
1	11.28	5.5	11.16	5.5	—	—
2	7.99	2.9	7.99	2.9	—	—
3	9.05	4.2	9.05	4.2	—	—
4	10.60	5.7	10.60	5.7	—	—
5	11.14	5.9	11.14	5.9	—	—
Miscellaneous machine operators, n.e.c.	15.05	7.2	15.05	7.2	—	—
Welders and cutters	11.36	13.6	11.36	13.6	—	—
Assemblers	17.38	8.0	—	—	—	—
1	9.44	6.7	9.44	6.7	—	—
Production inspectors, checkers and examiners ..	7.84	2.7	7.84	2.7	—	—
	11.15	9.7	11.15	9.7	—	—
Transportation and material moving						
4	14.08	8.1	13.66	8.6	\$17.18	2.7
5	14.24	5.0	13.53	3.7	—	—
Truck drivers	15.63	7.7	15.55	8.5	—	—
4	15.30	5.3	14.92	6.0	—	—
5	14.26	5.1	—	—	—	—
	15.55	9.5	15.55	9.5	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	12.86	5.5	12.26	6.6	15.95	4.1
2	8.24	4.2	8.24	4.2	—	—
3	10.62	7.1	10.06	6.3	—	—
4	13.06	6.9	11.88	8.0	—	—
5	12.51	9.7	12.23	10.9	—	—
Groundskeepers and gardeners, except farm	17.49	12.7	17.58	17.7	—	—
Stock handlers and baggers	13.86	5.7	—	—	—	—
4	10.93	7.4	10.93	7.4	—	—
Freight, stock, and material handlers, n.e.c.	11.97	6.2	11.97	6.2	—	—
Vehicle washers and equipment cleaners	13.97	8.4	13.25	9.9	—	—
	9.77	11.1	9.77	11.1	—	—
Service						
1	10.49	4.7	8.51	2.9	19.24	6.2
2	7.14	1.8	7.11	1.8	—	—
3	8.23	2.4	7.97	1.9	10.99	7.2
4	8.54	5.3	7.93	4.4	12.25	6.4
5	10.99	4.1	10.71	4.6	12.94	4.6
6	14.47	3.5	14.00	4.4	15.51	3.1
7	15.55	8.3	—	—	—	—
8	23.72	5.5	—	—	24.26	5.7
Protective service	26.68	4.0	—	—	26.68	4.0
3	15.03	16.4	9.09	5.3	24.23	5.5
7	9.67	17.3	—	—	—	—
8	24.15	5.6	—	—	24.26	5.7
Firefighting	26.68	4.0	—	—	26.68	4.0
Police and detectives, public service	19.06	7.8	—	—	19.06	7.8
Guards and police, except public service	25.70	5.7	—	—	25.70	5.7
Food service	8.92	6.4	8.92	6.4	—	—
1	7.60	3.0	7.38	2.7	13.85	8.9
2	6.98	2.3	6.98	2.3	—	—
3	7.31	2.9	7.12	3.0	—	—
Waiters, waitresses, and bartenders	7.55	3.4	7.40	2.7	—	—
1	6.95	4.2	6.95	4.2	—	—
3	6.60	1.9	6.60	1.9	—	—
	6.72	1.4	6.72	1.4	—	—

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 Diego, CA, December 2001 — 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						
Food service—Continued						
Waiters, waitresses, and bartenders—Continued						
Bartenders	\$8.92	18.8	\$8.92	18.8	—	—
Waiters and waitresses	6.59	1.4	6.59	1.4	—	—
1	6.54	2.5	6.54	2.5	—	—
3	6.61	1.5	6.61	1.5	—	—
Waiters'/Waitresses' assistants	6.79	2.6	6.79	2.6	—	—
1	6.70	2.4	6.70	2.4	—	—
Other food service	8.05	4.1	7.71	3.4	\$13.85	8.9
1	7.27	2.3	7.27	2.3	—	—
2	7.45	3.3	7.21	3.4	—	—
3	8.26	6.4	8.01	5.0	—	—
Cooks	7.93	7.7	7.93	7.7	—	—
Food counter, fountain, and related	7.13	2.3	7.13	2.3	—	—
1	7.26	3.7	7.26	3.7	—	—
Kitchen workers, food preparation	8.03	3.2	7.94	3.0	—	—
Food preparation, n.e.c.	7.41	2.7	7.21	2.5	—	—
1	7.25	2.9	7.25	2.9	—	—
Health service	11.51	3.9	11.51	4.6	11.48	5.0
3	10.34	2.0	—	—	—	—
4	11.53	5.6	11.31	6.8	—	—
Nursing aides, orderlies and attendants	10.63	3.9	10.31	4.3	—	—
4	10.63	6.0	—	—	—	—
Cleaning and building service	8.93	6.5	8.28	6.5	12.52	4.1
1	7.45	3.5	7.41	3.5	—	—
2	9.18	8.9	8.16	4.1	—	—
3	8.67	11.4	—	—	—	—
Maids and housemen	8.36	5.1	8.36	5.1	—	—
1	7.90	2.2	7.90	2.2	—	—
2	7.66	4.6	7.66	4.6	—	—
Janitors and cleaners	8.55	7.2	7.35	2.7	12.52	4.1
1	7.15	3.9	7.08	3.7	—	—
2	10.59	9.5	—	—	—	—
Personal service	8.39	4.4	8.08	4.4	10.94	9.3
1	6.98	2.6	6.89	2.7	—	—
2	7.78	9.6	—	—	—	—
3	7.44	3.6	7.34	3.4	—	—
4	10.58	5.1	—	—	—	—
Attendants, amusement, and recreation facilities	7.55	5.7	7.54	6.3	—	—
Baggage porters and bellhops	6.55	3.9	6.55	3.9	—	—

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 Diego, CA, December 2001

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	\$19.78	2.7	\$17.50	3.3	\$26.22	3.4
All excluding sales	20.15	2.9	17.73	3.6	26.23	3.4
White collar	24.31	3.0	22.20	3.9	28.52	4.0
1	8.53	4.1	8.53	4.1	—	—
2	10.42	2.8	10.51	3.7	—	—
3	11.43	2.9	11.40	3.2	11.64	4.5
4	13.94	3.9	14.27	4.8	12.90	2.8
5	16.24	3.6	16.52	4.8	15.60	2.6
6	19.11	5.8	19.06	7.5	19.29	4.2
7	20.15	3.1	19.08	4.2	22.01	1.9
8	28.08	6.3	23.02	2.8	33.34	6.5
9	34.25	2.7	28.42	3.6	37.83	3.0
10	31.98	3.6	33.05	4.4	30.08	5.7
11	35.27	2.7	34.94	2.5	36.82	9.2
12	43.24	4.2	43.61	4.8	—	—
13	49.58	2.1	49.48	2.5	—	—
14	91.83	19.6	94.92	20.8	—	—
Not able to be leveled	21.60	7.5	21.07	9.8	—	—
White collar excluding sales	25.79	3.1	24.03	4.3	28.54	4.0
2	10.42	2.8	10.51	3.7	—	—
3	11.83	3.0	11.87	3.4	11.64	4.5
4	13.56	2.7	13.93	3.7	12.88	2.9
5	16.08	4.0	16.33	5.7	15.60	2.6
6	18.89	4.9	18.72	6.8	19.29	4.2
7	20.23	3.3	18.96	4.9	22.01	1.9
8	28.60	6.4	23.32	2.8	33.34	6.5
9	34.59	2.7	28.65	3.9	37.83	3.0
10	31.22	3.0	31.93	3.3	30.08	5.7
11	35.27	2.7	34.94	2.5	36.82	9.2
12	43.24	4.2	43.61	4.8	—	—
13	49.58	2.1	49.48	2.5	—	—
14	91.83	19.6	94.92	20.8	—	—
Not able to be leveled	21.60	7.5	21.07	9.8	—	—
Professional specialty and technical	32.03	2.3	28.29	3.2	35.18	2.7
Professional specialty	34.86	2.4	31.97	4.3	36.72	2.6
7	22.66	3.4	23.90	5.9	—	—
8	31.83	6.7	25.06	5.8	34.15	6.3
9	37.13	2.8	30.20	5.4	39.34	2.8
10	32.31	3.7	32.74	4.4	31.79	6.4
11	37.55	3.3	36.98	3.3	—	—
12	47.75	9.4	48.31	10.2	—	—
Not able to be leveled	19.49	13.8	—	—	—	—
Engineers, architects, and surveyors	33.14	4.2	33.79	4.8	—	—
9	29.62	4.0	—	—	—	—
11	35.19	3.4	35.29	3.5	—	—
Electrical and electronic engineers	34.90	4.5	—	—	—	—
Engineers, n.e.c.	33.14	7.4	35.59	5.9	—	—
Mathematical and computer scientists	30.88	3.1	—	—	—	—
Computer systems analysts and scientists	30.88	3.1	—	—	—	—
Natural scientists	28.35	9.8	30.22	12.6	—	—
Health related	31.59	7.0	33.03	8.8	26.80	5.7
9	32.75	7.9	—	—	—	—
Registered nurses	27.63	5.2	28.00	6.7	26.46	4.1
Teachers, college and university	39.24	4.2	—	—	—	—
Teachers, except college and university	39.34	2.8	19.77	22.6	40.08	2.4
8	38.77	.8	—	—	—	—
9	40.94	2.9	37.42	6.5	40.97	2.9
Elementary school teachers	41.45	2.6	34.13	12.4	41.50	2.7
9	42.62	3.4	—	—	42.63	3.4
Secondary school teachers	36.54	1.6	—	—	—	—
Librarians, archivists, and curators	26.95	7.6	—	—	—	—
Social scientists and urban planners	34.63	9.3	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—

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 Diego, CA, December 2001** — 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						
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
8	\$24.56	11.1	\$24.90	11.5	—	—
8	22.30	12.3	22.30	12.3	—	—
Not able to be leveled	19.44	15.5	—	—	—	—
Technical						
4	21.05	5.4	20.43	6.1	\$22.58	10.2
4	14.82	12.0	—	—	—	—
5	17.04	2.7	17.38	2.3	—	—
6	20.75	10.7	20.42	13.2	—	—
7	20.67	4.6	—	—	—	—
8	22.11	4.3	21.39	3.9	—	—
9	29.26	11.9	—	—	—	—
Licensed practical nurses						
6	17.39	1.4	17.39	1.4	—	—
6	17.31	1.7	17.31	1.7	—	—
Health technologists and technicians, n.e.c.						
6	18.53	17.3	19.98	26.3	—	—
6	25.55	12.1	—	—	—	—
Executive, administrative, and managerial						
7	34.10	6.4	35.29	7.6	29.68	8.8
7	20.12	3.7	19.18	3.9	—	—
8	22.74	3.5	22.66	3.8	—	—
9	27.18	3.9	27.54	4.9	26.29	4.7
10	30.30	4.8	31.44	5.3	—	—
11	31.97	3.9	32.49	3.9	—	—
12	41.66	3.6	41.89	4.1	—	—
13	48.89	2.0	—	—	—	—
14	91.83	19.6	94.92	20.8	—	—
Executives, administrators, and managers						
9	40.95	8.3	42.16	9.7	35.98	10.9
9	28.64	5.4	29.80	5.9	—	—
10	33.89	5.1	34.00	5.8	—	—
11	33.36	4.6	34.59	3.8	—	—
12	41.17	4.0	41.33	4.6	—	—
13	48.89	2.0	—	—	—	—
14	91.83	19.6	94.92	20.8	—	—
Administrators and officials, public administration						
9	39.47	16.6	—	—	39.47	16.6
Financial managers						
9	31.06	6.7	29.98	7.5	—	—
Managers, marketing, advertising, and public relations						
9	33.37	14.7	33.37	14.7	—	—
Administrators, education and related fields						
9	48.81	3.1	—	—	—	—
Managers and administrators, n.e.c.						
10	49.86	13.7	50.25	14.0	—	—
10	33.37	5.8	—	—	—	—
12	42.37	6.5	42.26	6.6	—	—
Management related						
8	25.21	3.6	25.93	4.1	22.83	6.0
8	23.18	4.3	23.14	4.8	—	—
9	25.60	4.4	25.59	5.4	—	—
10	27.27	3.7	—	—	—	—
11	30.12	5.5	30.12	5.5	—	—
Accountants and auditors						
9	24.51	6.1	24.77	7.1	—	—
Other financial officers						
9	30.00	9.4	30.00	9.4	—	—
Personnel, training, and labor relations specialists						
9	24.35	2.6	24.35	2.6	—	—
Management related, n.e.c.						
9	26.90	4.2	27.18	5.2	—	—
9	24.89	4.3	—	—	—	—
Sales						
3	15.71	6.8	15.71	6.8	—	—
3	10.54	6.7	10.54	6.7	—	—
4	14.71	10.0	14.70	10.1	—	—
5	17.43	6.6	17.43	6.6	—	—
7	19.60	8.3	19.60	8.3	—	—
8	21.13	8.6	21.13	8.6	—	—
9	26.61	9.5	26.61	9.5	—	—
Supervisors, sales						
9	17.99	9.3	17.99	9.3	—	—
Sales workers, motor vehicles and boats						
9	28.79	12.7	28.79	12.7	—	—

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 Diego, CA, December 2001** — 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 —Continued						
Sales workers, other commodities	\$14.32	13.6	\$14.32	13.6	—	—
4	11.41	4.6	11.41	4.6	—	—
Cashiers	10.99	6.6	10.95	6.6	—	—
3	9.90	8.3	9.90	8.3	—	—
4	14.50	13.6	14.47	14.0	—	—
Administrative support, including clerical	13.97	2.6	13.80	3.4	\$14.35	4.2
2	10.40	2.9	10.51	3.7	—	—
3	11.83	3.0	11.87	3.4	11.64	4.5
4	13.45	2.7	13.76	3.6	12.91	3.1
5	15.83	5.0	15.96	7.9	15.62	2.8
6	17.64	3.6	17.17	4.6	18.84	3.0
7	17.86	7.2	16.82	7.5	—	—
Secretaries	14.86	5.4	14.76	7.5	15.03	7.2
4	12.14	8.6	—	—	—	—
5	15.34	3.0	14.64	3.4	—	—
Receptionists	11.14	7.2	11.14	7.2	—	—
Order clerks	11.97	10.4	11.97	10.4	—	—
Records clerks, n.e.c.	14.39	6.3	15.15	4.7	—	—
Bookkeepers, accounting and auditing clerks	14.92	3.6	14.86	3.7	—	—
4	14.42	5.2	14.70	5.3	—	—
Traffic, shipping and receiving clerks	11.60	8.2	11.60	8.2	—	—
Stock and inventory clerks	12.32	5.6	12.98	8.4	—	—
Investigators and adjusters, except insurance	16.46	10.2	16.46	10.2	—	—
General office clerks	11.97	3.7	12.03	7.0	11.90	2.6
4	12.04	3.9	12.32	10.1	—	—
Teachers' aides	12.21	3.5	—	—	—	—
Administrative support, n.e.c.	17.15	8.5	—	—	18.13	8.6
Blue collar	15.31	3.4	14.75	3.6	19.39	5.8
1	8.33	3.4	8.33	3.4	—	—
2	10.18	5.6	9.77	4.7	—	—
3	11.51	6.1	10.99	4.6	—	—
4	12.20	4.4	11.62	4.1	—	—
5	16.57	5.1	16.43	5.8	17.57	2.9
6	16.13	4.5	15.87	4.6	—	—
7	19.91	3.0	19.09	2.9	23.24	3.2
8	21.67	7.9	21.71	8.4	—	—
9	26.21	6.4	26.23	7.0	—	—
Precision production, craft, and repair	18.72	3.4	18.14	3.7	21.94	4.8
4	12.62	10.2	11.41	9.1	—	—
5	17.39	8.6	17.25	9.8	—	—
6	15.88	4.9	15.39	4.7	—	—
7	19.95	3.4	19.09	3.3	23.62	2.8
8	23.32	6.1	23.50	6.4	—	—
9	27.18	6.5	—	—	—	—
Automobile mechanics	16.69	4.7	—	—	—	—
Bus, truck, and stationary engine mechanics	20.22	9.4	20.06	10.8	—	—
7	21.78	5.6	21.75	6.4	—	—
Mechanics and repairers, n.e.c.	16.53	10.2	—	—	—	—
Construction trades, n.e.c.	14.76	8.3	—	—	—	—
Supervisors, production	21.58	16.5	21.58	16.5	—	—
Machinists	15.69	13.6	15.69	13.6	—	—
Inspectors, testers, and graders	18.00	4.4	17.62	4.9	—	—
Machine operators, assemblers, and inspectors	11.44	5.6	11.32	5.6	—	—
1	7.93	3.5	7.93	3.5	—	—
2	9.05	4.2	9.05	4.2	—	—
3	10.60	5.7	10.60	5.7	—	—
4	11.14	5.9	11.14	5.9	—	—
5	15.05	7.2	15.05	7.2	—	—

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 Diego, CA, December 2001** — 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						
Machine operators, assemblers, and inspectors						
—Continued						
Miscellaneous machine operators, n.e.c.	\$11.36	13.6	\$11.36	13.6	—	—
Welders and cutters	17.38	8.0	—	—	—	—
Assemblers	9.73	7.9	9.73	7.9	—	—
Production inspectors, checkers and examiners ..	11.15	9.7	11.15	9.7	—	—
Transportation and material moving	14.05	8.3	13.66	8.7	—	—
4	14.26	5.1	—	—	—	—
5	15.62	7.7	15.55	8.5	—	—
Truck drivers	15.30	5.3	14.92	6.0	—	—
4	14.26	5.1	—	—	—	—
5	15.55	9.5	15.55	9.5	—	—
Handlers, equipment cleaners, helpers, and laborers	13.53	6.1	12.92	7.5	\$15.95	4.1
2	10.71	8.7	10.01	8.2	—	—
3	13.09	6.8	11.92	8.0	—	—
4	11.53	8.0	10.90	7.7	—	—
5	17.49	12.7	17.58	17.7	—	—
Groundskeepers and gardeners, except farm	14.27	4.7	—	—	—	—
Stock handlers and baggers	12.75	8.4	12.75	8.4	—	—
Freight, stock, and material handlers, n.e.c.	13.69	8.6	—	—	—	—
Vehicle washers and equipment cleaners	10.87	11.2	10.87	11.2	—	—
Service	11.59	6.0	8.97	4.3	20.55	6.4
1	7.24	2.7	7.21	2.7	—	—
2	8.45	5.4	7.99	3.6	—	—
3	8.80	7.1	8.09	5.9	12.75	6.3
4	11.32	3.8	11.17	4.1	—	—
5	14.40	3.8	13.79	4.5	—	—
7	23.72	5.5	—	—	24.26	5.7
8	26.68	4.0	—	—	26.68	4.0
Protective service	17.91	10.6	9.94	8.7	24.23	5.5
3	9.67	17.3	—	—	—	—
7	24.15	5.6	—	—	24.26	5.7
8	26.68	4.0	—	—	26.68	4.0
Firefighting	19.06	7.8	—	—	19.06	7.8
Police and detectives, public service	25.70	5.7	—	—	25.70	5.7
Guards and police, except public service	9.84	11.7	9.84	11.7	—	—
Food service	8.16	6.9	7.87	6.1	—	—
1	7.05	4.1	7.05	4.1	—	—
3	7.82	4.4	7.82	4.4	—	—
Waiters, waitresses, and bartenders	7.40	11.3	7.40	11.3	—	—
1	6.54	2.6	6.54	2.6	—	—
Waiters and waitresses	6.41	1.0	6.41	1.0	—	—
Other food service	8.46	6.9	8.07	5.8	—	—
1	7.35	3.6	7.35	3.6	—	—
Food preparation, n.e.c.	7.36	2.5	7.36	2.5	—	—
1	7.36	2.8	7.36	2.8	—	—
Health service	11.37	4.5	11.35	5.1	—	—
4	11.44	5.8	11.31	6.8	—	—
Nursing aides, orderlies and attendants	10.52	4.2	10.27	4.6	—	—
4	10.42	6.0	—	—	—	—
Cleaning and building service	8.97	6.9	8.28	6.9	12.71	4.0
1	7.45	3.7	7.41	3.7	—	—
2	9.24	11.8	7.91	4.8	—	—
3	8.69	11.7	—	—	—	—
Maids and housemen	8.38	5.4	8.38	5.4	—	—
1	7.92	2.2	7.92	2.2	—	—
2	7.58	5.0	7.58	5.0	—	—
Janitors and cleaners	8.56	7.8	7.26	2.5	12.71	4.0
1	7.13	4.0	7.05	3.7	—	—
Personal service	8.46	7.2	8.46	7.2	—	—

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 Diego, CA, December 2001 — 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						
Personal service —Continued						
Baggage porters and bellhops	\$6.55	3.9	\$6.55	3.9	—	—

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 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 Diego, CA, December 2001**

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	\$11.28	6.7	\$9.55	6.5	\$19.37	10.4
All excluding sales	11.50	7.6	9.55	7.4	19.37	10.4
White collar	16.21	9.2	13.08	12.5	22.32	11.4
1	7.40	2.1	7.40	2.1	—	—
2	9.69	5.5	—	—	—	—
3	9.66	4.8	8.95	2.4	13.20	4.3
4	14.18	9.9	15.32	14.6	12.70	5.7
5	15.75	4.8	15.80	4.4	—	—
7	20.46	6.2	—	—	—	—
8	29.68	6.7	—	—	—	—
Not able to be leveled	25.61	40.0	—	—	—	—
White collar excluding sales	19.04	10.3	15.99	17.1	22.32	11.4
2	9.69	5.5	—	—	—	—
3	10.99	7.8	9.45	5.4	13.20	4.3
4	14.61	13.0	18.15	17.8	12.70	5.7
5	15.62	5.5	15.62	5.0	—	—
7	20.46	6.2	—	—	—	—
8	29.68	6.7	—	—	—	—
Not able to be leveled	25.61	40.0	—	—	—	—
Professional specialty and technical	24.81	14.2	20.80	22.7	29.65	12.7
Professional specialty	27.49	18.4	21.87	30.9	33.78	10.8
7	21.55	4.3	—	—	—	—
8	31.56	4.6	—	—	—	—
Not able to be leveled	25.61	40.0	—	—	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	28.59	9.3	30.47	15.0	—	—
Registered nurses	25.80	4.7	—	—	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	17.34	9.0	—	—	16.07	10.9
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	9.53	5.1	9.53	5.1	—	—
3	8.75	2.6	8.75	2.6	—	—
4	13.28	8.9	13.28	8.9	—	—
Cashiers	10.78	9.1	10.78	9.1	—	—
Administrative support, including clerical	11.25	4.5	9.82	5.1	12.99	3.5
2	9.69	5.5	—	—	—	—
3	10.99	7.8	9.45	5.4	13.20	4.3
4	12.48	6.7	—	—	—	—
Teachers' aides	13.31	5.2	—	—	13.39	5.3
Administrative support, n.e.c.	11.54	11.0	—	—	—	—
Blue collar	10.09	10.8	9.85	11.3	—	—
1	7.53	5.0	7.53	5.0	—	—
2	10.24	5.5	10.24	5.5	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.06	13.6	10.06	13.6	—	—
1	7.13	2.7	7.13	2.7	—	—
2	10.24	5.5	10.24	5.5	—	—

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 Diego, CA, December 2001** — 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	\$7.88	2.3	\$7.59	2.8	\$10.96	5.1
1	6.95	1.6	6.92	1.7	—	—
2	8.10	1.8	7.96	2.4	9.87	5.4
3	7.74	3.7	7.45	2.9	—	—
4	8.75	13.8	—	—	—	—
Protective service	—	—	—	—	—	—
Food service	6.98	1.4	6.85	1.1	—	—
1	6.90	1.9	6.90	1.9	—	—
2	7.12	3.1	6.77	.5	—	—
3	7.23	5.4	6.86	1.7	—	—
Waiters, waitresses, and bartenders	6.68	1.4	6.68	1.4	—	—
1	6.64	2.7	6.64	2.7	—	—
3	6.67	1.1	6.67	1.1	—	—
Waiters and waitresses	6.69	1.9	6.69	1.9	—	—
1	6.66	4.7	6.66	4.7	—	—
Waiters'/Waitresses' assistants	6.65	1.2	6.65	1.2	—	—
1	6.65	1.2	6.65	1.2	—	—
Other food service	7.34	2.4	7.07	1.7	—	—
1	7.16	2.0	7.16	2.0	—	—
2	7.22	4.1	—	—	—	—
Food counter, fountain, and related	6.91	1.7	6.91	1.7	—	—
1	7.06	2.9	7.06	2.9	—	—
Food preparation, n.e.c.	7.58	8.4	—	—	—	—
Health service	12.67	7.6	—	—	—	—
Cleaning and building service	8.39	3.7	8.21	4.3	—	—
Janitors and cleaners	8.51	4.1	—	—	—	—
Personal service	8.33	5.9	7.61	3.9	10.94	9.3
1	7.02	3.4	6.87	3.6	—	—
3	7.71	3.1	7.60	2.5	—	—
Attendants, amusement, and recreation facilities	7.70	6.6	7.70	7.5	—	—

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 Diego, CA, December 2001**

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	\$19.78	\$11.28	\$21.48	\$17.19	\$18.56	\$22.34
All excluding sales	20.15	11.50	21.91	17.45	18.96	—
White collar	24.31	16.21	25.03	22.74	23.50	25.42
White-collar excluding sales	25.79	19.04	26.14	24.71	24.99	—
Professional specialty and technical	32.03	24.81	35.17	27.72	31.38	—
Professional specialty	34.86	27.49	36.88	31.00	34.25	—
Technical	21.05	17.34	21.69	20.25	20.63	—
Executive, administrative, and managerial	34.10	—	24.17	35.59	32.14	—
Sales	15.71	9.53	13.13	15.06	12.82	19.68
Administrative support, including clerical	13.97	11.25	14.21	13.40	13.78	—
Blue collar	15.31	10.09	16.33	14.11	15.02	—
Precision production, craft, and repair	18.72	—	19.31	18.10	18.68	—
Machine operators, assemblers, and inspectors	11.44	—	10.14	11.46	11.37	—
Transportation and material moving	14.05	—	13.59	14.70	14.25	—
Handlers, equipment cleaners, helpers, and laborers	13.53	10.06	14.23	12.04	12.86	—
Service	11.59	7.88	16.93	8.41	10.49	—
	Relative error ⁶ (percent)					
All occupations	2.7	6.7	3.8	3.9	2.8	23.3
All excluding sales	2.9	7.6	3.8	4.2	2.9	—
White collar	3.0	9.2	4.5	4.0	2.8	26.2
White-collar excluding sales	3.1	10.3	4.3	4.1	2.7	—
Professional specialty and technical	2.3	14.2	2.8	4.0	2.5	—
Professional specialty	2.4	18.4	2.7	5.0	2.7	—
Technical	5.4	9.0	9.6	5.8	5.1	—
Executive, administrative, and managerial	6.4	—	5.9	7.0	4.0	—
Sales	6.8	5.1	6.4	7.3	4.4	12.8
Administrative support, including clerical	2.6	4.5	4.4	2.6	2.5	—
Blue collar	3.4	10.8	6.3	3.7	3.3	—
Precision production, craft, and repair	3.4	—	5.1	4.2	3.4	—
Machine operators, assemblers, and inspectors	5.6	—	10.9	5.9	5.4	—
Transportation and material moving	8.3	—	12.7	5.9	8.9	—
Handlers, equipment cleaners, helpers, and laborers	6.1	13.6	5.5	7.8	5.5	—
Service	6.0	2.3	7.6	2.6	4.8	—

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

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 Diego, CA, December 2001

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	\$16.37	-	-	-	-	-	-	-	-	-
All excluding sales	16.59	-	-	-	-	-	-	-	-	-
White collar	21.39	-	-	-	-	-	-	-	-	-
White-collar excluding sales	23.51	-	-	-	-	-	-	-	-	-
Professional specialty and technical	27.50	-	-	-	-	-	-	-	-	-
Professional specialty	30.87	-	-	-	-	-	-	-	-	-
Technical	20.21	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	35.29	-	-	-	-	-	-	-	-	-
Sales	14.68	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	13.54	-	-	-	-	-	-	-	-	-
Blue collar	14.41	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	18.13	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	11.16	-	-	-	-	-	-	-	-	-
Transportation and material moving	13.66	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	12.26	-	-	-	-	-	-	-	-	-
Service	8.51	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.4	-	-	-	-	-	-	-	-	-
All excluding sales	3.7	-	-	-	-	-	-	-	-	-
White collar	3.9	-	-	-	-	-	-	-	-	-
White-collar excluding sales	4.3	-	-	-	-	-	-	-	-	-
Professional specialty and technical	3.9	-	-	-	-	-	-	-	-	-
Professional specialty	5.4	-	-	-	-	-	-	-	-	-
Technical	5.7	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	7.6	-	-	-	-	-	-	-	-	-
Sales	6.2	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.3	-	-	-	-	-	-	-	-	-
Blue collar	3.5	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	3.7	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	5.5	-	-	-	-	-	-	-	-	-
Transportation and material moving	8.6	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.6	-	-	-	-	-	-	-	-	-
Service	2.9	-	-	-	-	-	-	-	-	-

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 Diego, CA, December 2001

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	\$16.37	\$14.94	\$16.73	\$15.14	\$19.36
All excluding sales	16.59	14.54	17.10	15.36	19.74
White collar	21.39	20.38	21.60	19.07	25.76
White-collar excluding sales	23.51	21.51	23.88	21.19	27.46
Professional specialty and technical	27.50	26.72	27.61	26.82	28.34
Professional specialty	30.87	29.26	31.12	31.02	31.20
Technical	20.21	—	20.41	20.79	19.84
Executive, administrative, and managerial	35.29	31.24	36.16	31.43	41.75
Sales	14.68	17.78	13.84	13.88	13.67
Administrative support, including clerical	13.54	12.62	13.73	13.00	15.18
Blue collar	14.41	14.06	14.52	13.62	15.92
Precision production, craft, and repair	18.13	20.75	17.63	17.64	17.61
Machine operators, assemblers, and inspectors	11.16	10.22	11.60	11.22	12.99
Transportation and material moving	13.66	15.37	12.74	—	—
Handlers, equipment cleaners, helpers, and laborers	12.26	10.50	12.72	11.40	14.00
Service	8.51	7.65	8.75	8.64	8.97
	Relative error ⁴ (percent)				
All occupations	3.4	7.2	4.0	4.7	7.2
All excluding sales	3.7	8.0	4.3	5.3	7.5
White collar	3.9	6.6	4.5	5.2	7.4
White-collar excluding sales	4.3	8.8	4.8	5.7	7.2
Professional specialty and technical	3.9	10.9	4.2	8.1	3.9
Professional specialty	5.4	12.5	6.0	13.1	4.5
Technical	5.7	—	6.1	9.4	4.7
Executive, administrative, and managerial	7.6	6.2	9.0	8.2	14.2
Sales	6.2	15.2	6.2	7.1	14.6
Administrative support, including clerical	3.3	7.4	3.5	2.6	7.0
Blue collar	3.5	7.0	4.2	6.3	4.2
Precision production, craft, and repair	3.7	7.4	4.0	7.1	3.4
Machine operators, assemblers, and inspectors	5.5	8.6	6.9	8.7	7.1
Transportation and material moving	8.6	4.3	10.8	—	—
Handlers, equipment cleaners, helpers, and laborers	6.6	7.5	7.8	12.9	9.7
Service	2.9	3.3	3.5	5.0	4.8

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

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 Diego, CA, December 2001

Occupation ³	10	25	Median 50	75	90
All	\$7.51	\$9.93	\$15.00	\$24.12	\$36.99
All excluding sales	7.51	9.97	15.55	24.69	38.00
White collar	10.07	13.09	19.84	32.21	40.70
White collar excluding sales	11.09	14.12	22.37	35.46	43.02
Professional specialty and technical	17.21	22.93	31.67	38.87	44.84
Professional specialty	21.68	27.89	35.48	40.13	45.32
Engineers, architects, and surveyors	27.68	28.98	31.67	37.60	45.47
Electrical and electronic engineers	28.98	28.98	36.45	37.93	45.47
Engineers, n.e.c.	28.16	29.29	30.08	35.62	40.54
Mathematical and computer scientists	24.16	29.38	30.69	34.25	34.89
Computer systems analysts and scientists	24.16	29.38	30.69	34.25	34.89
Natural scientists	24.18	24.18	24.35	25.16	40.70
Health related	21.51	23.23	28.05	34.65	45.25
Registered nurses	21.51	22.71	26.96	32.00	32.75
Teachers, college and university	20.29	31.44	37.49	42.63	45.32
Teachers, except college and university	35.48	38.16	38.87	40.13	46.28
Elementary school teachers	38.87	38.87	40.13	44.84	46.28
Secondary school teachers	35.48	35.48	35.48	38.42	38.42
Librarians, archivists, and curators	22.37	24.17	25.37	33.72	33.73
Social scientists and urban planners	28.85	30.72	30.72	35.42	47.21
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	7.85	10.75	25.12	28.10	43.02
Professional, n.e.c.	20.10	33.11	43.02	43.02	46.32
Technical	12.88	16.74	18.09	22.93	28.19
Licensed practical nurses	16.35	16.80	17.27	18.00	18.09
Health technologists and technicians, n.e.c.	8.63	12.88	16.34	22.36	36.36
Electrical and electronic technicians	19.84	19.84	22.93	22.93	23.42
Technical and related, n.e.c.	16.79	17.86	20.47	25.34	42.85
Executive, administrative, and managerial	19.94	23.24	28.69	38.79	49.05
Executives, administrators, and managers	22.84	28.69	36.26	45.67	60.00
Administrators and officials, public administration	26.85	26.85	31.30	44.81	69.23
Financial managers	19.94	23.69	32.25	36.26	36.26
Managers, marketing, advertising, and public relations	19.12	20.19	33.05	33.66	60.00
Administrators, education and related fields	43.75	43.87	49.05	49.05	49.05
Managers and administrators, n.e.c.	27.59	33.00	39.17	52.34	76.12
Management related	18.00	21.00	23.48	27.75	32.20
Accountants and auditors	17.20	20.83	23.39	31.37	32.20
Other financial officers	19.04	24.86	28.16	38.03	43.84
Personnel, training, and labor relations specialists	21.00	22.66	23.24	23.68	30.77
Management related, n.e.c.	22.58	23.12	26.67	27.44	33.92
Sales	7.79	9.32	12.65	17.50	25.66
Supervisors, sales	12.65	12.65	17.89	20.86	25.49
Sales workers, motor vehicles and boats	18.36	18.36	25.66	32.26	45.20
Sales workers, other commodities	7.54	9.64	12.47	13.32	24.43
Cashiers	7.24	8.25	9.32	13.04	17.50
Administrative support, including clerical	9.74	11.29	13.51	15.75	18.11
Secretaries	11.62	11.82	14.41	16.85	19.96
Receptionists	8.56	9.00	10.50	11.08	13.69
Order clerks	9.74	9.74	10.00	14.61	16.00
Library clerks	13.55	15.31	15.39	15.39	18.05
Records clerks, n.e.c.	11.77	11.77	14.14	15.92	17.51
Bookkeepers, accounting and auditing clerks	12.00	12.52	15.45	17.45	17.54
Telephone operators	8.00	8.68	10.50	10.50	11.00
Traffic, shipping and receiving clerks	8.27	9.61	10.27	14.66	15.55
Stock and inventory clerks	8.59	10.17	10.70	12.28	15.90
Investigators and adjusters, except insurance	12.53	13.48	14.04	21.48	21.48
General office clerks	9.23	10.83	11.44	13.09	15.67
Teachers' aides	11.09	11.30	12.99	14.00	14.68
Administrative support, n.e.c.	12.32	12.37	15.62	18.11	25.43
Blue collar	8.29	10.06	14.87	18.35	23.38

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 Diego, CA, December 2001 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair	\$12.42	\$15.55	\$17.35	\$23.00	\$25.03
Automobile mechanics	15.00	16.42	16.94	18.69	18.69
Bus, truck, and stationary engine mechanics	12.71	16.88	21.00	24.34	24.34
Mechanics and repairers, n.e.c.	9.60	16.11	16.11	19.03	22.53
Construction trades, n.e.c.	8.29	15.67	15.67	16.29	16.89
Supervisors, production	12.50	12.50	21.38	23.91	33.10
Machinists	10.54	11.17	17.80	20.23	21.26
Inspectors, testers, and graders	15.30	17.35	19.34	19.84	20.16
Machine operators, assemblers, and inspectors	7.42	8.28	9.69	14.00	17.33
Miscellaneous machine operators, n.e.c.	8.24	8.25	9.56	12.39	19.07
Welders and cutters	8.63	17.00	17.00	19.83	24.12
Assemblers	7.42	7.84	8.29	10.91	14.00
Production inspectors, checkers and examiners ..	6.75	9.55	11.26	12.78	14.99
Transportation and material moving	10.06	10.12	13.65	17.13	18.52
Truck drivers	12.19	12.20	15.70	17.82	18.52
Handlers, equipment cleaners, helpers, and laborers	7.80	9.21	11.87	16.23	18.35
Groundskeepers and gardeners, except farm	8.65	13.10	14.87	14.87	15.12
Stock handlers and baggers	7.00	8.47	10.00	13.75	14.91
Freight, stock, and material handlers, n.e.c.	9.52	10.35	13.74	17.50	18.35
Vehicle washers and equipment cleaners	6.75	6.96	9.39	10.42	12.65
Service	6.56	7.21	8.18	11.17	16.88
Protective service	8.18	8.18	9.96	20.57	28.28
Firefighting	14.95	15.66	18.82	20.57	28.16
Police and detectives, public service	19.44	21.92	28.28	28.28	29.57
Guards and police, except public service	7.38	8.18	8.18	8.19	12.20
Food service	6.25	6.75	6.80	7.65	8.41
Waiters, waitresses, and bartenders	6.25	6.30	6.75	6.75	7.89
Bartenders	6.75	6.75	6.94	15.00	15.00
Waiters and waitresses	6.25	6.25	6.50	6.75	6.75
Waiters/Waitresses' assistants	6.25	6.30	6.75	6.75	8.14
Other food service	6.50	6.80	7.51	7.86	10.00
Cooks	6.38	7.36	7.36	8.00	9.63
Food counter, fountain, and related	6.75	6.75	6.80	7.64	7.65
Kitchen workers, food preparation	7.40	7.40	7.86	7.91	10.00
Food preparation, n.e.c.	6.38	6.75	7.34	7.51	8.41
Health service	9.44	9.54	10.71	13.28	13.72
Nursing aides, orderlies and attendants	9.44	9.52	10.05	12.11	13.14
Cleaning and building service	6.71	7.12	7.72	9.82	13.50
Maids and housemen	6.91	7.43	8.00	8.56	8.79
Janitors and cleaners	6.56	6.71	7.21	9.00	12.89
Personal service	6.25	6.75	7.63	9.71	11.11
Attendants, amusement, and recreation facilities	6.72	6.75	7.25	7.66	8.26
Baggage porters and bellhops	6.25	6.25	6.25	6.31	7.63

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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 Diego, CA, December 2001

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.24	\$8.73	\$13.32	\$19.19	\$30.00
All excluding sales	7.21	8.59	13.48	19.68	30.73
White collar	9.24	12.47	17.23	27.86	38.00
White collar excluding sales	10.17	13.60	19.17	30.00	41.03
Professional specialty and technical	16.34	18.20	27.00	33.73	44.25
Professional specialty	19.64	25.00	30.55	36.45	45.32
Engineers, architects, and surveyors	27.00	28.98	31.73	37.60	46.17
Engineers, n.e.c.	27.68	31.61	33.99	37.43	48.15
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	24.18	24.18	25.16	40.70	50.01
Health related	21.51	25.00	32.00	42.63	46.84
Registered nurses	21.51	22.71	26.96	32.00	32.54
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	12.69	12.69	12.69	23.71	37.92
Elementary school teachers	22.74	23.11	40.68	40.75	40.75
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	7.85	9.25	22.12	28.10	37.08
Technical	15.84	16.79	18.00	21.95	28.19
Licensed practical nurses	16.44	16.80	17.27	18.00	18.09
Health technologists and technicians, n.e.c.	8.63	13.00	16.34	21.93	36.36
Electrical and electronic technicians	19.84	19.84	22.93	22.93	23.42
Technical and related, n.e.c.	16.79	16.79	17.86	20.47	28.19
Executive, administrative, and managerial	19.95	23.39	30.00	41.03	49.05
Executives, administrators, and managers	21.64	30.00	38.00	45.92	65.14
Financial managers	19.94	23.69	32.21	35.46	41.70
Managers, marketing, advertising, and public relations	19.12	20.19	33.05	33.66	60.00
Managers and administrators, n.e.c.	28.03	33.00	41.03	52.34	76.12
Management related	19.00	22.58	24.04	28.92	34.14
Accountants and auditors	16.74	17.20	23.39	31.37	32.20
Other financial officers	19.04	24.86	28.16	38.03	43.84
Personnel, training, and labor relations specialists	21.00	22.66	23.24	23.68	30.77
Management related, n.e.c.	22.58	26.44	26.67	27.73	36.14
Sales	7.79	9.32	12.65	17.50	25.66
Supervisors, sales	12.65	12.65	17.89	20.86	25.49
Sales workers, motor vehicles and boats	18.36	18.36	25.66	32.26	45.20
Sales workers, other commodities	7.54	9.64	12.47	13.32	24.43
Cashiers	7.24	8.25	9.32	12.50	17.50
Administrative support, including clerical	9.23	10.50	13.48	15.90	17.85
Secretaries	8.24	11.82	14.41	16.94	21.90
Receptionists	8.56	9.00	10.50	11.08	13.69
Order clerks	9.74	9.74	10.00	14.61	16.00
Records clerks, n.e.c.	12.97	13.68	15.92	15.92	17.51
Bookkeepers, accounting and auditing clerks	11.88	13.50	15.45	15.97	17.50
Telephone operators	8.00	8.68	10.50	10.50	11.00
Traffic, shipping and receiving clerks	8.27	9.61	10.27	14.66	15.55
Stock and inventory clerks	7.75	8.59	10.17	14.49	16.05
Investigators and adjusters, except insurance	12.53	13.48	14.04	21.48	21.48
General office clerks	8.75	9.93	10.66	15.51	16.17
Blue collar	8.28	9.95	13.74	17.68	21.66
Precision production, craft, and repair	12.02	15.02	16.80	21.38	25.26
Bus, truck, and stationary engine mechanics	12.71	16.88	21.00	24.34	24.34
Supervisors, production	12.50	12.50	21.38	23.91	33.10
Machinists	10.54	11.17	17.80	20.23	21.26
Inspectors, testers, and graders	11.45	16.22	19.24	19.43	19.84
Machine operators, assemblers, and inspectors	7.42	8.28	9.68	14.00	17.00

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 Diego, CA, December 2001** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Machine operators, assemblers, and inspectors					
–Continued					
Miscellaneous machine operators, n.e.c.	\$8.24	\$8.25	\$9.56	\$12.39	\$19.07
Assemblers	7.42	7.84	8.29	10.91	14.00
Production inspectors, checkers and examiners ..	6.75	9.55	11.26	12.78	14.99
Transportation and material moving	10.06	10.06	12.99	16.12	18.52
Truck drivers	12.19	12.20	15.00	17.82	18.52
Handlers, equipment cleaners, helpers, and laborers	7.75	8.79	10.42	14.91	18.38
Stock handlers and baggers	7.00	8.47	10.00	13.75	14.91
Freight, stock, and material handlers, n.e.c.	9.52	10.35	13.74	14.03	18.35
Vehicle washers and equipment cleaners	6.75	6.96	9.39	10.42	12.65
Service	6.40	6.80	7.67	9.19	12.51
Protective service	7.38	8.18	8.18	9.19	12.20
Guards and police, except public service	7.38	8.18	8.18	8.19	12.20
Food service	6.25	6.61	6.80	7.62	8.00
Waiters, waitresses, and bartenders	6.25	6.30	6.75	6.75	7.89
Bartenders	6.75	6.75	6.94	15.00	15.00
Waiters and waitresses	6.25	6.25	6.50	6.75	6.75
Waiters/Waitresses' assistants	6.25	6.30	6.75	6.75	8.14
Other food service	6.38	6.76	7.40	7.85	8.41
Cooks	6.38	7.36	7.36	8.00	9.63
Food counter, fountain, and related	6.75	6.75	6.80	7.64	7.65
Kitchen workers, food preparation	7.40	7.40	7.86	7.91	10.00
Food preparation, n.e.c.	6.38	6.75	7.30	7.51	7.85
Health service	9.44	9.52	10.68	13.49	13.93
Nursing aides, orderlies and attendants	9.44	9.44	9.54	10.71	13.14
Cleaning and building service	6.63	7.00	7.21	8.12	13.17
Maids and housemen	6.91	7.43	8.00	8.56	8.79
Janitors and cleaners	6.56	6.71	7.21	7.21	8.50
Personal service	6.25	6.75	7.49	9.11	11.09
Attendants, amusement, and recreation facilities	6.75	6.75	6.81	7.66	7.66
Baggage porters and bellhops	6.25	6.25	6.25	6.31	7.63

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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 Diego, CA, December 2001

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.77	\$15.39	\$24.08	\$36.48	\$40.13
All excluding sales	11.77	15.39	24.08	36.48	40.13
White collar	11.77	15.75	25.80	38.87	43.75
White collar excluding sales	11.77	15.75	25.97	38.87	43.75
Professional specialty and technical	22.21	27.89	37.93	40.13	44.84
Professional specialty	24.35	30.69	38.42	40.13	46.28
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	19.90	22.12	25.33	28.05	38.59
Registered nurses	22.12	24.19	25.33	28.05	32.75
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	35.48	38.42	38.87	40.13	46.28
Elementary school teachers	38.87	38.87	40.13	44.84	46.28
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	12.35	15.10	22.36	25.34	27.19
Health technologists and technicians, n.e.c.	11.25	12.88	15.10	22.36	22.36
Executive, administrative, and managerial	18.00	22.86	24.57	33.02	49.05
Executives, administrators, and managers	23.11	24.57	33.02	44.81	49.05
Administrators and officials, public administration	26.85	26.85	31.30	44.81	69.23
Management related	18.00	20.21	22.95	25.80	26.17
Sales	-	-	-	-	-
Administrative support, including clerical	10.70	11.54	13.81	15.75	18.32
Secretaries	11.62	11.62	15.75	15.75	19.23
General office clerks	11.19	11.44	11.44	11.54	13.81
Teachers' aides	11.09	12.12	12.99	14.00	14.68
Administrative support, n.e.c.	12.37	12.95	15.62	18.47	25.43
Blue collar	14.87	16.29	17.50	22.55	25.03
Precision production, craft, and repair	16.35	20.16	22.55	25.03	25.03
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	16.43	16.85	16.85	17.50	18.83
Handlers, equipment cleaners, helpers, and laborers	14.39	14.87	14.87	17.41	17.50
Service	10.09	12.76	17.02	26.62	28.86
Protective service	15.69	19.44	26.62	28.28	29.57
Firefighting	14.95	15.66	18.82	20.57	28.16
Police and detectives, public service	19.44	21.92	28.28	28.28	29.57
Food service	10.84	11.05	15.69	15.69	17.88
Other food service	10.84	11.05	15.69	15.69	17.88
Health service	10.09	10.23	12.11	12.11	12.11
Cleaning and building service	9.83	9.98	12.89	14.49	15.08
Janitors and cleaners	9.83	9.98	12.89	14.49	15.08
Personal service	8.06	8.06	12.23	13.55	13.63

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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 Diego, CA, December 2001

Occupation ³	10	25	Median 50	75	90
All	\$8.19	\$11.00	\$16.07	\$25.16	\$38.42
All excluding sales	8.19	11.08	16.40	26.07	38.87
White collar	10.66	13.63	20.86	33.00	41.63
White collar excluding sales	11.44	14.50	22.84	35.48	43.33
Professional specialty and technical	18.00	24.17	32.54	39.83	44.84
Professional specialty	23.11	28.23	36.09	40.13	45.32
Engineers, architects, and surveyors	27.68	28.98	31.61	37.60	45.47
Electrical and electronic engineers	28.98	28.98	36.45	37.93	45.47
Engineers, n.e.c.	28.16	29.29	29.29	35.62	48.15
Mathematical and computer scientists	24.16	29.38	30.69	32.66	34.89
Computer systems analysts and scientists	24.16	29.38	30.69	32.66	34.89
Natural scientists	24.18	24.18	24.35	25.16	40.70
Health related	21.51	22.71	28.59	34.65	45.25
Registered nurses	21.51	22.12	27.86	32.00	32.75
Teachers, college and university	31.44	36.09	41.63	44.84	45.32
Teachers, except college and university	35.48	38.42	38.87	40.13	46.28
Elementary school teachers	38.87	38.87	40.13	44.84	46.28
Secondary school teachers	35.48	35.48	35.48	38.42	38.42
Librarians, archivists, and curators	22.37	24.17	25.37	33.72	33.73
Social scientists and urban planners	28.85	30.72	30.72	35.42	47.21
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.54	19.19	25.12	28.10	29.19
Technical	15.00	16.80	19.02	23.42	28.19
Licensed practical nurses	16.44	16.80	17.27	18.00	18.09
Health technologists and technicians, n.e.c.	8.63	12.88	16.34	22.36	36.36
Technical and related, n.e.c.	17.86	20.43	23.57	28.19	42.85
Executive, administrative, and managerial	19.94	23.39	29.70	38.98	49.05
Executives, administrators, and managers	22.84	28.69	36.26	45.92	60.00
Administrators and officials, public administration	26.85	26.85	31.30	44.81	69.23
Financial managers	19.94	23.69	32.25	36.26	36.26
Managers, marketing, advertising, and public relations	19.12	20.19	33.05	33.66	60.00
Administrators, education and related fields	43.75	43.87	49.05	49.05	49.05
Managers and administrators, n.e.c.	28.69	33.00	41.03	52.34	76.12
Management related	18.00	21.00	23.70	27.75	32.20
Accountants and auditors	17.20	20.83	23.39	31.37	32.20
Other financial officers	19.04	24.86	28.16	38.03	43.84
Personnel, training, and labor relations specialists	21.00	22.66	23.24	23.68	30.77
Management related, n.e.c.	22.58	23.12	26.67	27.44	33.92
Sales	8.35	10.12	13.95	17.89	25.66
Supervisors, sales	12.65	12.65	17.89	20.86	25.49
Sales workers, motor vehicles and boats	18.36	18.36	25.66	32.26	45.20
Sales workers, other commodities	9.64	10.12	12.47	13.63	29.58
Cashiers	7.41	8.25	9.19	12.50	17.50
Administrative support, including clerical	10.01	11.44	13.60	15.92	18.29
Secretaries	10.25	11.82	14.41	16.85	19.96
Receptionists	8.56	9.00	10.50	12.83	13.69
Order clerks	9.74	9.74	10.00	14.61	16.00
Records clerks, n.e.c.	11.77	11.77	14.14	15.92	17.51
Bookkeepers, accounting and auditing clerks	12.00	12.52	15.45	17.45	17.54
Traffic, shipping and receiving clerks	8.27	9.61	10.27	14.66	15.55
Stock and inventory clerks	10.17	10.70	12.28	13.80	15.90
Investigators and adjusters, except insurance	12.53	13.48	14.04	21.48	21.48
General office clerks	9.23	10.66	11.44	13.09	15.67
Teachers' aides	11.30	11.30	12.12	12.50	13.71
Administrative support, n.e.c.	12.32	12.95	16.50	18.47	25.43
Blue collar	8.79	10.35	15.00	18.43	23.57
Precision production, craft, and repair	12.42	15.55	17.35	23.00	25.03
Automobile mechanics	15.00	16.42	16.94	18.69	18.69
Bus, truck, and stationary engine mechanics	12.71	16.88	21.00	24.34	24.34

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 Diego, CA, December 2001 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair —Continued					
Mechanics and repairers, n.e.c.	\$9.60	\$16.11	\$16.11	\$19.03	\$22.53
Construction trades, n.e.c.	8.29	15.67	15.67	16.29	16.89
Supervisors, production	12.50	12.50	21.38	23.91	33.10
Machinists	10.54	11.17	17.80	20.23	21.26
Inspectors, testers, and graders	15.30	17.35	19.34	19.84	20.16
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	7.42	8.25	9.90	14.07	17.33
Welders and cutters	8.24	8.25	9.56	12.39	19.07
Assemblers	8.63	17.00	17.00	19.83	24.12
Production inspectors, checkers and examiners ..	7.42	7.56	8.79	11.74	14.00
	6.75	9.55	11.26	12.78	14.99
Transportation and material moving					
Truck drivers	10.06	10.06	13.65	17.13	18.52
	12.19	12.20	15.70	17.82	18.52
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	8.50	9.50	13.74	16.30	18.43
Stock handlers and baggers	10.98	14.39	14.87	14.87	15.12
Freight, stock, and material handlers, n.e.c.	8.47	9.78	12.83	14.91	17.49
Vehicle washers and equipment cleaners	9.52	13.74	13.74	17.50	17.50
	8.25	9.39	10.42	10.42	18.38
Service					
Protective service	6.56	7.36	9.19	13.49	20.57
Firefighting	7.38	9.96	15.69	26.62	28.28
Police and detectives, public service	14.95	15.66	18.82	20.57	28.16
Guards and police, except public service	19.44	21.92	28.28	28.28	29.57
Food service	7.38	7.38	8.19	12.20	14.68
Waiters, waitresses, and bartenders	6.30	6.38	7.51	7.91	10.93
Waiters and waitresses	6.25	6.30	6.36	6.75	8.86
Other food service	6.25	6.25	6.36	6.46	6.75
Food preparation, n.e.c.	6.38	7.36	7.65	7.91	11.00
Health service	6.38	7.10	7.51	7.51	7.85
Nursing aides, orderlies and attendants	9.44	9.54	10.68	13.28	13.72
Cleaning and building service	9.44	9.52	10.05	12.11	13.14
Maids and housemen	6.71	7.00	7.62	9.83	14.49
Janitors and cleaners	6.91	7.69	8.00	8.56	8.79
Personal service	6.56	6.71	7.21	8.88	12.89
Baggage porters and bellhops	6.25	6.31	8.75	9.84	11.11
	6.25	6.25	6.25	6.31	7.63

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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 Diego, CA, December 2001

Occupation ³	10	25	Median 50	75	90
All	\$6.75	\$7.10	\$8.18	\$11.57	\$19.68
All excluding sales	6.75	7.01	8.18	11.87	22.93
White collar	7.54	8.62	12.00	20.21	34.25
White collar excluding sales	8.38	9.36	14.84	23.49	35.29
Professional specialty and technical	8.25	13.00	23.23	34.49	43.02
Professional specialty	8.25	19.42	25.41	35.29	43.02
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Health related	23.23	23.83	25.33	31.00	50.86
Registered nurses	23.23	23.83	25.33	25.41	28.16
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.35	13.00	16.79	22.93	22.93
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.90	7.28	8.62	10.05	16.34
Cashiers	6.90	7.00	9.32	13.86	17.50
Administrative support, including clerical	8.08	9.24	11.09	13.38	14.84
Teachers' aides	11.09	12.99	13.38	14.68	15.95
Administrative support, n.e.c.	8.08	10.01	12.37	14.84	14.84
Blue collar	6.75	7.10	8.29	11.57	18.35
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.75	6.96	8.70	11.57	18.35
Service	6.40	6.75	7.55	8.18	9.00
Protective service	—	—	—	—	—
Food service	6.25	6.75	6.75	7.01	7.64
Waiters, waitresses, and bartenders	6.25	6.29	6.75	6.75	6.96
Waiters and waitresses	6.25	6.29	6.75	6.75	6.96
Waiters/Waitresses' assistants	6.25	6.75	6.75	6.75	6.77
Other food service	6.75	6.75	7.01	7.55	7.88
Food counter, fountain, and related	6.75	6.75	6.76	7.01	7.64
Food preparation, n.e.c.	6.25	6.75	6.75	7.34	11.05
Health service	9.66	10.67	10.75	14.45	16.66
Cleaning and building service	7.43	7.51	8.41	9.00	9.00
Janitors and cleaners	7.51	8.12	9.00	9.00	9.00
Personal service	6.40	6.75	7.49	8.40	13.55
Attendants, amusement, and recreation facilities	6.72	6.75	7.25	7.66	8.26

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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 Diego, CA, Metropolitan Statistical Area consists of San Diego County.

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.

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to em-

ployment 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, as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–99	8
100–249	10
250–999	12
1,000–2,499	16
2,500+	20

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 met-

ropolitan 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, 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	3,071
Total in sample	475
Responding	229
Out of business or not in survey scope	53
Unable or refused to provide data	193

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 average hourly wages for sampled establishment jobs within each occupation. During this phase of the ongoing NCS development, establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile, 10 percent of a published occupa-

tion's employment is in sampled establishment jobs that had average hourly wages at the 10th percentile or less for that occupation.

Note that the percentiles in earlier NCS bulletins for this area (in the 3090 and 3095 bulletin series) were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Research has shown that using average-wage data for jobs instead of individual-worker data has the effect of moving percentile estimates toward the median (50th percentile). This effect is greatest for occupations with a high degree of wage dispersion. However, medians calculated using the two methods are nearly identical.

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 Diego, CA, December 2001**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	454,400	331,600	122,900
All excluding sales	415,400	292,600	122,800
White collar	248,400	155,800	92,600
White-collar excluding sales	209,300	116,800	92,500
Professional specialty and technical	100,100	41,100	59,000
Professional specialty	81,500	28,400	53,200
Technical	18,500	12,700	5,800
Executive, administrative, and managerial	34,500	26,000	8,500
Sales	39,100	39,000	–
Administrative support, including clerical	74,700	49,700	25,100
Blue collar	98,100	87,200	10,900
Precision production, craft, and repair	36,900	31,400	5,500
Machine operators, assemblers, and inspectors	21,900	21,700	–
Transportation and material moving	13,000	11,200	1,800
Handlers, equipment cleaners, helpers, and laborers	26,400	22,900	3,500
Service	108,000	88,600	19,300

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.