

News

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HIGHLIGHTS OF SAN DIEGO, CA NATIONAL COMPENSATION SURVEY DECEMBER 2003

Workers in the San Diego metropolitan area averaged \$20.33 per hour during December 2003¹, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Richard J. Holden reported that white-collar workers averaged \$24.87 per hour and accounted for 57 percent of the workers in the area. Blue-collar employees averaged \$16.49 per hour and represented 22 percent of the workforce, while the remainder worked in service occupations and earned \$11.43 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 506 firms representing 505,600 workers in the San Diego metropolitan area, which is comprised of San Diego County in California. Seventy-six percent of those represented worked in private industry.

In the San Diego metropolitan area, average hourly wages were published for 76 detailed occupations. (See table 1.) Among white-collar workers, electrical and electronic engineers averaged \$34.07 per hour; licensed practical nurses, \$20.43; and order clerks \$14.59. Blue-collar occupations included electronic repairers, communications and industrial equipment earning \$25.41; truck drivers at \$17.47 per hour; and stock handlers and baggers at \$8.80. In the service occupations, police and detectives, public service averaged \$27.26 per hour; nursing aids, orderlies and attendants, \$11.75; and waiters and waitresses, \$6.83.

¹ Data were collected between June 2003 and July 2004; the average reference month is December 2003.

National Compensation Survey, San Diego, CA, December 2003 (continued)

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the San Diego area averaged \$21.95 per hour, considerably more than part-time workers who earned \$11.05. Union workers in blue-collar jobs averaged \$20.53 per hour, notably higher than the \$14.97 of their non-union counterparts. Union workers in service jobs also earned more than non-union employees, averaging \$18.90 and \$9.03, respectively.

This NCS is part of a statistical program that integrates three previously separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use the data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the San Diego, CA National Compensation Survey December 2003 (Bulletin 3125-16). While supplies last, single copies of the bulletin are available from the San Francisco Information Office by calling 415-975-4350. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in San Francisco by dialing 415-975-4567 and requesting document 9560.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the San Francisco Information Office at 415-975-4350 from 9:00 a.m. to 11:30 a.m. and 1:30 p.m. to 4:00 p.m., Pacific Time, Monday - Friday.

Technical Note

Because the NCS is a sample survey, it is subject to sampling errors. 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 the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

Information in this release will be made available to sensory impaired individuals upon request.
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Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Diego, CA, December 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All.....	\$20.33	3.7	\$18.57	5.0	\$26.57	1.7
All excluding sales.....	20.76	3.6	18.92	5.0	26.59	1.7
White collar.....	24.87	3.5	23.30	5.0	29.04	1.2
White collar excluding sales.....	26.43	3.5	25.20	5.3	29.07	1.2
Professional specialty and technical.....	31.93	2.6	29.46	3.5	35.84	3.0
Professional specialty.....	35.36	1.9	33.69	2.5	37.42	2.6
Engineers, architects, and surveyors.....	37.29	3.2	38.08	3.1	—	—
Electrical and electronic engineers.....	34.07	4.8	33.80	4.7	—	—
Engineers, n.e.c.....	40.59	7.6	42.21	7.6	—	—
Mathematical and computer scientists.....	35.61	7.8	36.40	9.3	—	—
Computer systems analysts and scientists..	35.61	7.8	36.40	9.3	—	—
Natural scientists.....	30.20	8.2	30.75	10.1	—	—
Health related.....	37.03	3.4	36.62	3.5	—	—
Registered nurses.....	35.09	2.4	35.13	2.8	—	—
Teachers, college and university.....	40.15	4.8	49.10	14.4	38.58	4.1
Other post-secondary teachers.....	41.21	8.9	—	—	—	—
Teachers, except college and university.....	36.40	5.5	13.83	16.9	40.22	2.8
Elementary school teachers.....	41.98	2.6	—	—	42.05	2.6
Teachers, n.e.c.....	15.98	33.6	—	—	—	—
Librarians, archivists, and curators.....	28.61	9.1	—	—	—	—
Social scientists and urban planners.....	34.78	3.6	—	—	—	—
Social, recreation, and religious workers.....	21.63	7.7	19.57	10.2	—	—
Social workers.....	21.97	8.8	20.00	11.5	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.....	34.01	8.1	35.97	8.7	—	—
Technical.....	20.42	2.4	19.98	2.9	22.49	8.2
Clinical laboratory technologists and technicians.....	19.69	10.5	—	—	—	—
Licensed practical nurses.....	20.43	2.8	20.43	2.8	—	—
Health technologists and technicians, n.e.c.	17.78	11.4	16.04	2.0	—	—
Electrical and electronic technicians.....	17.82	7.0	17.82	7.0	—	—
Computer programmers.....	27.65	5.1	27.49	6.9	—	—
Technical and related, n.e.c.....	21.71	13.1	—	—	—	—
Executive, administrative, and managerial.....	35.65	6.3	36.98	6.9	30.85	7.0
Executives, administrators, and managers...	43.08	7.1	44.68	8.1	36.14	5.2
Administrators and officials, public administration.....	41.55	17.0	—	—	41.55	17.0
Financial managers.....	62.03	25.4	76.86	22.9	—	—
Managers and administrators, n.e.c.....	48.90	12.1	49.60	12.4	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Diego, CA, December 2003 (Continued)

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar (Continued)						
Executive, administrative, and managerial (Continued)						
Management related.....	\$25.14	3.2	\$25.05	3.7	\$25.37	6.1
Accountants and auditors.....	23.34	5.5	22.87	5.9	—	—
Buyers, wholesale and retail trade, except farm products.....	25.12	11.8	25.17	12.7	—	—
Purchasing agents and buyers, n.e.c.....	27.29	15.8	27.60	16.7	—	—
Management related, n.e.c.....	27.53	10.1	25.34	8.3	—	—
Sales.....	15.60	6.9	15.60	6.9	—	—
Supervisors, sales.....	18.39	6.2	18.39	6.2	—	—
Sales workers, motor vehicles and boats....	23.87	10.0	23.87	10.0	—	—
Sales workers, other commodities.....	15.39	20.0	15.39	20.0	—	—
Cashiers.....	10.38	2.8	10.24	2.5	—	—
Administrative support, including clerical.....	14.50	2.5	14.17	3.3	15.37	2.4
Secretaries.....	16.83	4.2	16.94	5.6	16.61	6.0
Typists.....	13.76	7.6	—	—	—	—
Receptionists.....	11.79	3.3	11.79	3.3	—	—
Order clerks.....	14.59	4.8	14.59	4.8	—	—
Records clerks, n.e.c.....	15.16	5.5	—	—	—	—
Bookkeepers, accounting and auditing clerks.....	15.34	6.0	15.17	6.5	—	—
Dispatchers.....	13.83	13.5	—	—	—	—
Traffic, shipping and receiving clerks.....	12.31	9.1	12.31	9.1	—	—
Stock and inventory clerks.....	13.04	8.5	12.45	9.7	—	—
Investigators and adjusters, except insurance.....	18.33	8.2	18.33	8.2	—	—
General office clerks.....	13.23	4.7	13.08	10.0	13.35	2.0
Bank tellers.....	10.49	6.3	10.49	6.3	—	—
Teachers' aides.....	12.91	2.0	—	—	12.91	2.0
Administrative support, n.e.c.....	16.52	3.9	16.06	5.8	17.28	4.7
Blue collar.....	16.49	5.7	16.08	6.2	20.41	8.3
Precision production, craft, and repair.....	21.45	6.1	21.27	7.0	22.68	3.8
Automobile mechanics.....	36.11	27.1	36.42	27.2	—	—
Bus, truck, and stationary engine mechanics.....	20.08	11.3	—	—	—	—
Industrial machinery repairers.....	22.14	10.6	—	—	—	—
Machinery maintenance.....	17.18	7.2	17.18	7.2	—	—
Electronic repairers, communications and industrial equipment.....	25.41	4.7	—	—	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Diego, CA, December 2003 (Continued)

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar (Continued)						
Precision production, craft, and repair (Continued)						
Mechanics and repairers, n.e.c.....	\$18.43	4.3	—	—	—	—
Construction trades, n.e.c.....	20.37	11.7	—	—	—	—
Supervisors, production.....	25.51	6.8	\$25.51	6.8	—	—
Electrical and electronic equipment assemblers.....	15.41	4.4	15.41	4.4	—	—
Inspectors, testers, and graders.....	20.83	9.0	21.13	10.6	—	—
Machine operators, assemblers, and inspectors.....	11.57	5.2	11.51	5.2	—	—
Miscellaneous machine operators, n.e.c.....	13.83	19.2	13.83	19.2	—	—
Assemblers.....	10.17	12.5	10.17	12.5	—	—
Production inspectors, checkers and examiners.....	11.31	13.7	11.31	13.7	—	—
Transportation and material moving.....	16.33	8.7	16.19	9.6	—	—
Truck drivers.....	17.47	5.0	17.37	5.4	—	—
Industrial truck and tractor equipment operators.....	14.37	11.2	14.37	11.2	—	—
Handlers, equipment cleaners, helpers, and laborers.....	12.27	7.6	11.51	8.2	\$17.16	6.8
Groundskeepers and gardeners, except farm.....	15.21	6.3	—	—	—	—
Helpers, construction trades.....	10.65	10.8	—	—	—	—
Construction laborers.....	21.92	1.0	21.92	1.0	—	—
Stock handlers and baggers.....	8.80	2.6	8.80	2.6	—	—
Freight, stock, and material handlers, n.e.c.....	12.94	11.5	11.41	6.7	—	—
Vehicle washers and equipment cleaners.....	15.09	38.3	15.09	38.3	—	—
Laborers, except construction, n.e.c.....	8.95	7.9	8.95	7.9	—	—
Service.....	11.43	5.5	9.01	4.2	20.42	9.2
Protective service.....	20.15	6.3	10.59	5.2	26.63	2.5
Police and detectives, public service.....	27.26	3.1	—	—	27.26	3.1
Guards and police, except public service....	10.54	5.7	10.22	4.8	—	—
Protective service, n.e.c.....	11.38	5.2	—	—	—	—
Food service.....	8.23	5.8	8.10	5.7	—	—
Waiters, waitresses, and bartenders.....	6.83	0.2	6.83	0.2	—	—
Bartenders.....	6.86	0.6	6.86	0.6	—	—
Waiters and waitresses.....	6.83	0.3	6.83	0.3	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, San Diego, CA, December 2003 (Continued)

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service (Continued)						
Food service (Continued)						
Other food service.....	\$9.02	5.3	\$8.85	5.3	—	—
Cooks.....	10.59	9.1	10.59	9.1	—	—
Food counter, fountain, and related.....	8.01	3.8	8.01	3.8	—	—
Kitchen workers, food preparation.....	8.67	2.9	8.62	2.9	—	—
Food preparation, n.e.c.....	8.30	7.5	8.27	7.6	—	—
Health service.....	11.95	3.9	12.16	4.8	\$11.49	7.0
Health aides, except nursing.....	13.02	8.6	—	—	—	—
Nursing aides, orderlies and attendants.....	11.75	3.6	11.76	3.8	—	—
Cleaning and building service.....	9.29	3.8	8.29	3.1	13.16	7.5
Maids and housemen.....	8.35	6.9	8.35	6.9	—	—
Janitors and cleaners.....	9.75	6.3	8.25	3.5	13.16	7.5
Personal service.....	10.85	7.3	10.59	9.1	12.51	6.1
Attendants, amusement, and recreation facilities.....	10.00	19.1	10.28	20.5	—	—
Service, n.e.c.....	10.65	9.4	9.68	10.4	—	—

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

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 in the full bulletin 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 in the full bulletin.

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 Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, San Diego, CA, December 2003

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations.....	\$21.95	\$11.05	\$24.38	\$18.88	\$20.22	\$24.46
All excluding sales.....	22.34	11.26	24.56	19.27	20.63	33.19
White collar.....	26.11	14.77	27.64	23.86	25.04	19.55
White-collar excluding sales.....	27.41	16.82	28.06	25.73	26.45	–
Professional specialty and technical.....	32.37	25.71	36.23	29.53	31.93	–
Professional specialty.....	35.56	31.92	37.55	33.73	35.36	–
Technical.....	21.01	15.79	21.23	20.31	20.42	–
Executive, administrative, and managerial.....	35.96	–	25.38	37.39	35.65	–
Sales.....	17.25	9.50	14.61	15.66	14.45	19.88
Administrative support, including clerical.....	15.11	11.28	15.38	14.12	14.52	–
Blue collar.....	17.40	8.53	20.53	14.97	15.77	–
Precision production, craft, and repair.....	21.50	–	23.24	20.60	20.19	–
Machine operators, assemblers, and inspectors.....	12.03	–	17.49	10.67	11.57	–
Transportation and material moving.....	16.81	–	18.59	14.50	16.52	–
Handlers, equipment cleaners, helpers, and laborers.....	13.80	8.27	17.30	10.79	11.66	–
Service.....	12.93	8.20	18.90	9.03	11.43	–
	Relative error ⁶ (percent)					
All occupations.....	2.9	6.1	3.2	5.5	3.5	13.7
All excluding sales.....	2.9	6.8	3.1	5.5	3.3	29.3
White collar.....	2.5	11.4	2.3	4.8	3.7	7.7
White-collar excluding sales.....	2.6	15.3	2.2	5.0	3.5	–
Professional specialty and technical.....	2.7	10.9	3.1	3.4	2.6	–
Professional specialty.....	2.0	8.4	2.5	2.5	1.9	–
Technical.....	2.8	13.1	9.5	2.4	2.4	–
Executive, administrative, and managerial.....	6.4	–	4.2	6.3	6.3	–
Sales.....	6.4	3.6	11.7	7.6	8.1	8.0
Administrative support, including clerical.....	2.1	3.2	2.6	3.2	2.5	–

See footnotes at end of table.

Table 2 Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, San Diego, CA, December 2003 (Continued)

Occupational group	Private industry and State and local government					
	Relative error ⁶ (percent)					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
Blue collar.....	5.0	2.3	4.8	8.3	3.8	—
Precision production, craft, and repair.....	6.2	—	4.8	8.9	3.4	—
Machine operators, assemblers, and inspectors.....	4.4	—	14.8	4.5	5.2	—
Transportation and material moving.....	8.7	—	11.8	9.0	9.4	—
Handlers, equipment cleaners, helpers, and laborers.....	7.1	3.5	4.5	9.2	5.2	—
Service.....	6.2	4.3	10.9	3.9	5.5	—

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

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

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

Table 3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Diego, CA, December 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations.....	\$18.57	\$15.82	\$19.32	\$18.78	\$20.51
All excluding sales.....	18.92	15.45	19.85	19.41	20.75
White collar.....	23.30	20.13	23.81	22.78	26.36
White-collar excluding sales.....	25.20	20.82	25.77	25.06	27.23
Professional specialty and technical.....	29.46	30.22	29.42	28.49	31.00
Professional specialty.....	33.69	32.18	33.79	33.28	34.53
Technical.....	19.98	–	19.98	19.66	20.74
Executive, administrative, and managerial.....	36.98	25.97	39.69	41.00	36.79
Sales.....	15.60	18.71	14.67	14.74	14.05
Administrative support, including clerical.....	14.17	13.65	14.26	13.79	15.50
Blue collar.....	16.08	18.48	15.17	14.66	16.42
Precision production, craft, and repair.....	21.27	23.75	19.95	19.92	20.00
Machine operators, assemblers, and inspectors.....	11.51	10.67	11.71	10.63	14.70
Transportation and material moving.....	16.19	16.23	16.18	17.08	13.71
Handlers, equipment cleaners, helpers, and laborers.....	11.51	12.70	11.14	10.41	13.11
Service.....	9.01	7.92	9.55	9.02	10.31
	Relative error ⁴ (percent)				
All occupations.....	5.0	9.4	5.4	8.0	4.2
All excluding sales.....	5.0	9.9	5.5	8.6	4.5
White collar.....	5.0	4.7	6.0	8.4	3.6
White-collar excluding sales.....	5.3	5.2	6.2	9.1	3.8
Professional specialty and technical.....	3.5	8.0	3.4	5.6	2.1
Professional specialty.....	2.5	5.6	2.5	4.1	1.2
Technical.....	2.9	–	3.0	4.3	4.7
Executive, administrative, and managerial.....	6.9	10.7	8.7	12.3	8.2
Sales.....	6.9	11.7	6.4	7.9	15.1
Administrative support, including clerical.....	3.3	3.8	4.1	5.0	5.2

See footnotes at end of table.

Table 3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, San Diego, CA, December 2003 (Continued)

Occupational group	Full-time and part-time workers				
	Relative error ⁴ (percent)				
	All private industry workers	50 - 99 workers ³	100 workers or more		
Total			100 - 499 workers	500 workers or more	
Blue collar.....	6.2	14.5	5.1	6.8	6.6
Precision production, craft, and repair.....	7.0	15.4	4.8	6.8	4.5
Machine operators, assemblers, and inspectors.....	5.2	4.9	6.3	5.6	10.8
Transportation and material moving.....	9.6	7.2	12.2	13.7	17.1
Handlers, equipment cleaners, helpers, and laborers.....	8.2	21.7	5.2	6.7	6.6
Service.....	4.2	1.4	5.2	4.1	7.8

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 in the full bulletin 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 in the full bulletin.

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