

News

U.S. Department of Labor
Bureau of Labor Statistics
PO Box 193766
San Francisco, CA 94119-3766



CONTACT:

Nancy Treadwell (415) 975-4382

Charlotte Yee (415) 975-4403

Public Information Line (415) 975-4350

Internet address: <http://www.bls.gov/ro9/ro9news.htm>

Fax on demand (415) 975-4567, Document 9555

BLS 04-42

FOR RELEASE:

Tuesday, May 18, 2004

HIGHLIGHTS OF SALINAS, CA NATIONAL COMPENSATION SURVEY OCTOBER 2003

Workers in the Salinas, California, metropolitan area averaged \$19.01 per hour during October 2003¹, according to a new survey released by the Bureau of Labor Statistics of the U.S. Department of Labor. Acting Regional Commissioner Nancy Treadwell reported that white-collar workers averaged \$25.72 per hour and accounted for 41 percent of the workers in the area. Blue-collar employees averaged \$15.29 per hour and represented 25 percent of the workforce, while the remainder worked in service occupations and earned \$13.67 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 95 firms representing 54,300 workers in the Salinas metropolitan area, which consists of Monterey County in California. Private industry workers constituted 67 percent of the total.

In the Salinas metropolitan area, average hourly wages were published for more than 20 detailed occupations. (See table 1.) Among white-collar workers, elementary school teachers averaged \$40.94 per hour; registered nurses, \$31.78; and secretaries, \$19.42. Blue-collar occupations included stock handlers and baggers who earned \$9.20 per hour. In the service occupations, nursing aides, orderlies and attendants averaged \$10.81 and waiters and waitresses, \$7.97 per hour.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Salinas area averaged \$21.14 per hour, notably higher than the earnings of part-timers at \$11.45. Union workers made \$22.14 per hour, more than their nonunion counterparts who averaged \$15.95. Private industry workers at establishments employing 50-99 workers averaged \$14.80 per hour, while those in establishments with 500 or more employees earned considerably more, \$21.74.

¹ Data were collected between September 2003 and January 2004; the average reference month is October 2003.

National Compensation Survey, Salinas, CA, October 2003 (continued)

Industry sector can also account for some difference in earnings. Hourly earnings of State and local government workers averaged \$26.83 per hour, well above the earnings of private industry workers at \$15.43. The occupational mix within the public and private sectors, needless to say, can be very different.

The NCS is part of a statistical program that integrates three 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 such 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 Salinas, CA National Compensation Survey October 2003 (Bulletin 3120-44). 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/ocs/compub.htm>. 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 9555.

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.

Voice phone 202-691-5200

TDD message referral phone number: 800-877-8339

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Salinas, CA, October 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.....	\$19.01	7.0	\$15.43	9.1	\$26.83	2.5
All excluding sales.....	19.04	7.3	15.18	9.5	26.91	2.4
White collar.....	25.72	3.6	21.77	5.3	30.69	2.1
White collar excluding sales.....	26.87	3.3	22.78	6.0	30.89	2.0
Professional specialty and technical.....	35.97	3.9	27.41	5.0	40.35	4.4
Professional specialty.....	37.21	3.7	28.73	5.3	40.71	4.1
Engineers, architects, and surveyors.....	35.11	8.9	—	—	—	—
Mathematical and computer scientists.....	—	—	—	—	—	—
Health related.....	32.29	5.0	26.88	5.3	—	—
Registered nurses.....	31.78	4.7	—	—	—	—
Teachers, college and university.....	—	—	—	—	—	—
Teachers, except college and university.....	41.87	3.2	—	—	41.87	3.2
Elementary school teachers.....	40.94	2.8	—	—	40.94	2.8
Librarians, archivists, and curators.....	—	—	—	—	—	—
Social scientists and urban planners.....	—	—	—	—	—	—
Social, recreation, and religious workers.....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.....	24.54	7.3	24.54	7.3	—	—
Technical.....	25.66	8.9	22.97	3.3	—	—
Executive, administrative, and managerial.....	32.15	7.8	30.25	10.6	36.20	8.9
Executives, administrators, and managers....	38.05	6.7	33.18	9.4	51.19	3.6
Managers and administrators, n.e.c.....	35.16	5.8	33.59	5.1	—	—
Management related.....	25.37	2.9	26.30	2.9	23.82	3.8
Sales.....	18.48	12.3	18.42	13.0	—	—
Sales workers, other commodities.....	12.18	1.9	12.18	1.9	—	—
Cashiers.....	14.97	6.9	14.97	7.3	—	—
Administrative support, including clerical.....	15.86	3.3	14.76	5.1	17.10	2.9
Secretaries.....	19.42	3.6	—	—	19.71	3.8
Hotel clerks.....	10.44	6.0	10.44	6.0	—	—
Bookkeepers, accounting and auditing clerks.....	17.11	9.5	15.77	7.5	—	—
Stock and inventory clerks.....	14.13	7.1	14.13	7.1	—	—
Teachers' aides.....	13.08	5.7	—	—	13.08	5.7

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, Salinas, CA, October 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.....	\$15.29	17.6	\$15.00	18.8	\$19.55	3.2
Precision production, craft, and repair.....	23.97	8.1	24.19	8.5	21.20	6.9
Machine operators, assemblers, and inspectors.....	12.28	8.1	12.28	8.1	—	—
Transportation and material moving.....	15.03	17.3	14.02	23.3	—	—
Handlers, equipment cleaners, helpers, and laborers.....	—	—	—	—	—	—
Stock handlers and baggers.....	9.20	9.0	9.20	9.0	—	—
Laborers, except construction, n.e.c.....	14.53	24.2	14.53	24.2	—	—
Service.....	13.67	4.4	9.38	4.2	21.84	4.7
Protective service.....	23.23	10.1	—	—	25.86	5.5
Police and detectives, public service.....	30.25	6.4	—	—	30.25	6.4
Food service.....	9.25	8.2	9.19	8.6	—	—
Waiters, waitresses, and bartenders.....	7.75	0.9	7.75	0.9	—	—
Waiters and waitresses.....	7.97	1.4	7.97	1.4	—	—
Other food service.....	10.09	12.9	10.03	13.6	—	—
Cooks.....	12.58	6.7	12.56	6.9	—	—
Food preparation, n.e.c.....	7.96	5.6	7.90	5.3	—	—
Health service.....	11.29	3.5	10.36	2.1	14.83	1.8
Health aides, except nursing.....	13.76	7.0	—	—	—	—
Nursing aides, orderlies and attendants.....	10.81	2.7	10.41	2.1	—	—
Cleaning and building service.....	11.81	9.9	9.20	3.0	16.42	4.3
Maids and housemen.....	10.05	5.4	9.57	2.1	—	—
Janitors and cleaners.....	12.34	12.6	—	—	16.46	4.5
Personal service.....	10.34	9.0	9.30	3.7	12.51	14.0
Service, n.e.c.....	8.83	2.6	8.90	3.3	—	—

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

² 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, Salinas, CA, October 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
All occupations.....	\$21.14	\$11.45	\$22.14	\$15.95	\$19.00	\$19.13
All excluding sales.....	21.19	11.44	22.51	15.66	19.16	—
White collar.....	26.85	19.07	27.42	23.99	26.22	—
White-collar excluding sales.....	27.79	20.95	29.27	24.44	27.62	—
Professional specialty and technical.....	36.95	30.99	39.47	28.58	35.97	—
Professional specialty.....	37.68	33.50	39.70	29.84	37.21	—
Technical.....	23.51	—	—	25.64	25.66	—
Executive, administrative, and managerial.....	32.15	—	29.88	32.90	32.15	—
Sales.....	20.33	11.58	16.14	21.02	15.82	28.96
Administrative support, including clerical.....	16.51	12.94	16.68	15.06	16.06	—
Blue collar.....	18.78	—	21.31	11.07	15.29	—
Precision production, craft, and repair.....	23.97	—	26.83	19.04	23.97	—
Machine operators, assemblers, and inspectors.....	12.37	—	12.26	12.29	12.28	—
Transportation and material moving.....	17.80	—	20.83	—	15.03	—
Handlers, equipment cleaners, helpers, and laborers.....	14.05	—	16.17	—	—	—
Service.....	14.99	9.32	16.64	10.17	13.69	—
	Relative error ⁶ (percent)					
All occupations.....	3.7	13.3	2.9	11.8	7.2	21.5
All excluding sales.....	3.8	14.2	2.7	11.9	7.5	—
White collar.....	3.8	10.2	4.9	5.0	4.1	—
White-collar excluding sales.....	2.9	13.0	3.1	5.7	3.5	—
Professional specialty and technical.....	4.1	10.0	4.3	5.8	3.9	—
Professional specialty.....	4.3	5.6	4.0	6.5	3.7	—
Technical.....	6.0	—	—	10.0	8.9	—
Executive, administrative, and managerial.....	7.8	—	15.1	10.0	7.8	—
Sales.....	14.4	8.7	4.2	15.8	6.3	17.6
Administrative support, including clerical.....	2.2	7.4	2.5	5.9	3.9	—

See footnotes at end of table.

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Salinas, CA, October 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.....	10.5	—	8.9	13.3	17.6	—
Precision production, craft, and repair.....	8.1	—	5.3	6.4	8.1	—
Machine operators, assemblers, and inspectors.....	9.0	—	9.8	16.3	8.1	—
Transportation and material moving.....	12.4	—	7.4	—	17.3	—
Handlers, equipment cleaners, helpers, and laborers.....	13.4	—	9.7	—	—	—
Service.....	3.6	4.3	3.8	6.7	4.4	—

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 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, Salinas, CA, October 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.....	\$15.43	\$14.80	\$15.88	\$14.50	\$21.74
All excluding sales.....	15.18	14.34	15.77	14.23	21.74
White collar.....	21.77	21.55	21.87	19.65	—
White-collar excluding sales.....	22.78	22.56	22.87	20.58	—
Professional specialty and technical.....	27.41	24.51	28.81	28.27	—
Professional specialty.....	28.73	25.34	29.65	29.37	—
Technical.....	22.97	—	—	—	—
Executive, administrative, and managerial.....	30.25	28.75	30.80	27.52	—
Sales.....	18.42	19.58	17.36	17.36	—
Administrative support, including clerical.....	14.76	16.79	14.01	13.65	—
Blue collar.....	15.00	19.34	13.10	13.10	—
Precision production, craft, and repair.....	24.19	25.28	22.97	23.25	—
Machine operators, assemblers, and inspectors.....	12.28	—	12.97	12.97	—
Transportation and material moving.....	14.02	—	14.64	14.64	—
Handlers, equipment cleaners, helpers, and laborers.....	—	14.54	—	—	—
Service.....	9.38	8.94	10.16	10.31	—
Relative error ⁴ (percent)					
All occupations.....	9.1	10.0	13.3	14.7	9.6
All excluding sales.....	9.5	10.1	14.2	15.8	9.6
White collar.....	5.3	8.7	7.1	8.8	—
White-collar excluding sales.....	6.0	5.2	8.1	11.5	—
Professional specialty and technical.....	5.0	1.8	6.8	6.0	—
Professional specialty.....	5.3	5.4	6.2	3.8	—
Technical.....	3.3	—	—	—	—
Executive, administrative, and managerial.....	10.6	7.8	13.5	7.8	—
Sales.....	13.0	21.1	12.8	12.8	—
Administrative support, including clerical.....	5.1	4.7	5.4	8.3	—

See footnotes at end of table.

Table 3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Salinas, CA, October 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.....	18.8	17.8	20.2	20.6	—
Precision production, craft, and repair.....	8.5	11.9	7.4	7.9	—
Machine operators, assemblers, and inspectors.....	8.1	—	8.5	8.5	—
Transportation and material moving.....	23.3	—	28.1	28.1	—
Handlers, equipment cleaners, helpers, and laborers.....	—	10.4	—	—	—
Service.....	4.2	4.0	6.3	6.2	—

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

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.

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