

News

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BLS 04-08

FOR RELEASE:

Friday January 30, 2004

HIGHLIGHTS OF SAN FRANCISCO-OAKLAND-SAN JOSE, CA NATIONAL COMPENSATION SURVEY APRIL 2003

Workers in the San Francisco-Oakland-San Jose, California, metropolitan area averaged \$26.11 per hour during April 2003¹, according to the latest National Compensation Survey (NCS) 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 \$30.80 per hour and accounted for 64 percent of the workers in the area. Blue-collar workers averaged \$19.36 per hour and represented 19 percent of the workforce, while 17 percent worked in service occupations and earned \$15.72 per hour.

The 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 350 firms representing 1,384,600 workers in the San Francisco-Oakland-San Jose metropolitan area, which includes Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma Counties in California. Seventy-six percent of those represented worked in private industry.

In the San Francisco-Oakland-San Jose metropolitan area, average hourly wages were published for over 100 detailed occupations. (See table 1.) Among white-collar workers, electrical and electronic engineers averaged \$43.13 per hour, management analysts, \$32.21, and bank tellers, \$12.24. Blue-collar occupations included electricians, earning \$32.25 per hour, truck drivers at \$15.97, and stock handlers and baggers at \$11.78. In the service occupations, police and detectives, public service, averaged \$34.49 per hour; nursing aides, orderlies and attendants, \$14.61; and waiters and waitresses, \$7.36.

¹ Data were collected between September 2002 and October 2003; the average reference month is April 2003.

National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 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 Francisco-Oakland-San Jose area averaged \$27.06 per hour and part-timers earned \$17.49. Union workers averaged \$26.14 per hour, statistically equivalent to their non-union counterparts who averaged \$26.09. However, within the blue-collar category, union workers fared better than their non-union counterparts, earning \$24.21 to non-union workers' \$14.06. Private industry workers at establishments employing 50-99 workers averaged \$20.85 per hour and those in establishments with 500 or more employees earned \$31.27.

The NCS is part of a statistical program that will eventually integrate 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 San Francisco-Oakland-San Jose, CA, National Compensation Survey April 2003 (Bulletin 3120-26). 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 9570.

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 Francisco-Oakland-San Jose, CA, April 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All.....	\$26.11	3.0	\$25.24	4.1	\$29.34	1.1
All excluding sales.....	26.54	2.7	25.70	3.6	29.34	1.1
White collar.....	30.80	2.8	30.70	3.7	31.14	1.6
White collar excluding sales.....	32.11	2.4	32.43	3.2	31.14	1.7
Professional specialty and technical.....	38.01	2.6	37.84	3.3	38.48	2.8
Professional specialty.....	40.58	1.8	40.55	2.2	40.67	3.2
Engineers, architects, and surveyors.....	41.72	1.7	42.09	1.7	37.46	9.6
Civil engineers.....	39.76	7.4	—	—	40.13	9.3
Electrical and electronic engineers.....	43.13	3.9	43.12	3.9	—	—
Industrial engineers.....	37.26	6.4	37.26	6.4	—	—
Engineers, n.e.c.....	41.42	5.0	42.15	4.6	—	—
Mathematical and computer scientists.....	41.18	3.9	41.21	4.0	40.34	10.8
Computer systems analysts and scientists..	40.81	4.0	40.83	4.2	40.34	10.8
Natural scientists.....	32.72	11.1	36.43	12.6	—	—
Health related.....	36.33	2.3	36.18	2.7	36.75	4.8
Physicians.....	50.68	27.5	—	—	—	—
Registered nurses.....	35.85	1.6	36.97	1.8	33.13	4.3
Teachers, college and university.....	53.86	9.9	52.67	10.6	55.07	16.4
Psychology teachers.....	30.99	10.1	30.99	10.1	—	—
Business, commerce, and marketing teachers.....	51.21	13.3	51.21	13.3	—	—
English teachers.....	43.30	8.1	—	—	—	—
Other post-secondary teachers.....	51.76	26.0	39.78	17.2	53.48	27.6
Teachers, except college and university.....	43.38	1.7	23.48	5.7	44.73	1.9
Elementary school teachers.....	44.96	1.1	29.17	4.2	45.44	1.2
Teachers, special education.....	44.97	6.4	—	—	50.31	2.6
Teachers, n.e.c.....	52.65	12.4	—	—	53.38	13.3
Vocational and educational counselors.....	26.25	8.9	17.24	9.9	—	—
Librarians, archivists, and curators.....	31.20	4.1	—	—	30.63	3.8
Librarians.....	31.20	4.1	—	—	30.63	3.8
Social scientists and urban planners.....	38.63	3.4	41.01	1.6	29.52	6.6
Economists.....	41.13	1.5	41.13	1.5	—	—
Psychologists.....	30.44	6.7	—	—	29.52	6.6
Social, recreation, and religious workers.....	25.66	3.8	22.55	5.2	28.83	2.9
Social workers.....	27.06	8.4	—	—	30.57	7.4
Lawyers and judges.....	64.78	3.3	65.11	3.4	—	—
Lawyers.....	64.78	3.3	65.11	3.4	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.....	35.53	7.4	35.95	7.8	—	—
Professional, n.e.c.....	29.64	9.9	29.37	14.0	—	—
Technical.....	25.75	7.0	26.20	9.0	23.90	4.2
Clinical laboratory technologists and technicians.....	31.13	3.1	31.10	3.3	—	—
Radiological technicians.....	28.36	11.2	28.36	11.2	—	—
Licensed practical nurses.....	23.47	3.5	22.97	2.3	—	—
Health technologists and technicians, n.e.c.	—	—	—	—	21.37	3.2
Electrical and electronic technicians.....	24.25	3.9	23.88	3.1	—	—

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 Francisco-Oakland-San Jose, CA, April 2003 (Continued)

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar (Continued)						
Professional specialty and technical (Continued)						
Technical (Continued)						
Engineering technicians, n.e.c.....	\$26.38	6.6	—	—	—	—
Airplane pilots and navigators.....	138.72	15.5	\$138.72	15.5	—	—
Computer programmers.....	30.41	6.0	30.41	6.0	—	—
Technical and related, n.e.c.....	26.28	3.8	27.69	2.5	\$22.35	3.3
Executive, administrative, and managerial.....	40.16	5.0	41.64	5.4	33.30	3.3
Executives, administrators, and managers.....	46.77	3.6	47.74	3.7	40.13	3.3
Administrators and officials, public administration.....	35.69	6.6	—	—	35.69	6.6
Financial managers.....	48.65	7.7	48.65	7.7	—	—
Personnel and labor relations managers.....	46.20	12.3	46.20	12.3	—	—
Managers, marketing, advertising, and public relations.....	47.37	12.0	47.37	12.0	—	—
Administrators, education and related fields.....	47.16	5.3	32.35	10.5	—	—
Managers, medicine and health.....	41.88	10.8	37.67	15.8	—	—
Managers and administrators, n.e.c.....	49.92	4.2	50.12	4.3	—	—
Management related.....	30.74	4.6	31.54	5.8	28.31	4.8
Accountants and auditors.....	30.10	9.3	30.18	10.0	—	—
Other financial officers.....	34.99	11.5	35.61	11.9	—	—
Management analysts.....	32.21	3.3	31.88	3.5	—	—
Personnel, training, and labor relations specialists.....	31.89	6.9	—	—	—	—
Construction inspectors.....	34.23	1.1	—	—	34.23	1.1
Inspectors and compliance officers, except construction.....	30.58	15.8	—	—	—	—
Management related, n.e.c.....	29.76	7.4	31.80	8.3	—	—
Sales.....	20.68	12.9	20.66	13.0	—	—
Supervisors, sales.....	25.16	23.6	25.13	23.8	—	—
Sales, other business services.....	25.25	11.6	25.25	11.6	—	—
Sales workers, apparel.....	12.07	22.2	12.07	22.2	—	—
Sales workers, other commodities.....	28.15	29.6	28.15	29.6	—	—
Cashiers.....	13.11	5.3	13.05	5.6	—	—
Administrative support, including clerical.....	18.47	2.8	17.56	3.7	20.73	1.6
Supervisors, general office.....	25.95	4.1	23.92	5.5	28.28	5.4
Secretaries.....	20.16	5.4	19.89	7.2	20.85	7.4
Stenographers.....	23.16	4.5	—	—	—	—
Typists.....	19.18	14.3	—	—	—	—
Transportation ticket and reservation agents.....	14.37	5.8	14.37	5.8	—	—
Receptionists.....	12.81	6.5	12.81	6.5	—	—
Order clerks.....	16.18	5.4	16.12	5.7	—	—
Library clerks.....	18.40	5.9	—	—	20.02	5.0
Records clerks, n.e.c.....	19.06	5.2	19.68	6.8	18.24	7.4

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 Francisco-Oakland-San Jose, CA, April 2003 (Continued)

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar (Continued)						
Administrative support, including clerical (Continued)						
Bookkeepers, accounting and auditing clerks.....	\$16.90	4.4	\$16.74	5.0	\$17.61	8.7
Dispatchers.....	23.40	8.4	—	—	27.47	4.8
Traffic, shipping and receiving clerks.....	17.79	18.7	17.70	19.3	—	—
Stock and inventory clerks.....	14.33	10.3	13.77	10.9	—	—
Investigators and adjusters, except insurance.....	20.90	5.9	—	—	—	—
Eligibility clerks, social welfare.....	22.59	7.1	—	—	23.79	5.7
General office clerks.....	17.81	2.7	17.77	4.4	17.85	3.2
Bank tellers.....	12.24	1.3	12.24	1.3	—	—
Teachers' aides.....	18.47	3.3	—	—	19.17	2.8
Administrative support, n.e.c.....	19.62	4.8	19.30	6.7	20.26	8.8
Blue collar.....	19.36	5.3	18.47	6.3	26.04	3.8
Precision production, craft, and repair.....	26.60	5.0	25.96	6.3	29.78	3.9
Electronic repairers, communications and industrial equipment.....	23.11	9.7	22.11	9.0	—	—
Mechanics and repairers, n.e.c.....	24.62	6.0	22.48	5.5	30.61	8.7
Supervisors, construction trades, n.e.c.....	32.21	8.8	—	—	—	—
Electricians.....	32.25	7.9	33.94	2.2	—	—
Machinists.....	24.33	5.4	24.33	5.4	—	—
Electrical and electronic equipment assemblers.....	16.44	2.7	16.44	2.7	—	—
Inspectors, testers, and graders.....	20.51	9.1	20.51	9.1	—	—
Stationary engineers.....	29.76	2.0	29.25	1.6	—	—
Machine operators, assemblers, and inspectors.....	14.97	9.9	14.97	9.9	—	—
Miscellaneous machine operators, n.e.c.....	17.65	5.0	17.65	5.0	—	—
Assemblers.....	14.46	13.1	14.46	13.1	—	—
Transportation and material moving.....	18.22	11.7	17.39	13.9	22.25	4.5
Truck drivers.....	15.97	13.7	15.81	13.8	—	—
Industrial truck and tractor equipment operators.....	17.78	19.3	17.78	19.3	—	—
Handlers, equipment cleaners, helpers, and laborers.....	13.55	8.2	12.52	7.8	21.81	4.6
Groundskeepers and gardeners, except farm.....	17.75	18.8	—	—	—	—
Stock handlers and baggers.....	11.78	5.7	11.78	5.7	—	—
Freight, stock, and material handlers, n.e.c.....	18.35	12.0	18.35	12.0	—	—
Hand packers and packagers.....	9.02	1.7	9.02	1.7	—	—
Laborers, except construction, n.e.c.....	15.56	9.2	13.88	11.4	—	—

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 Francisco-Oakland-San Jose, CA, April 2003 (Continued)

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

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B 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 Francisco-Oakland-San Jose, CA, April 2003

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations.....	\$27.06	\$17.49	\$26.14	\$26.09	\$26.20	\$23.97
All excluding sales.....	27.38	18.37	26.20	26.76	26.68	16.66
White collar.....	31.62	22.11	29.58	31.31	30.94	28.03
White-collar excluding sales.....	32.66	25.31	29.80	33.20	32.08	—
Professional specialty and technical.....	38.36	34.12	38.34	37.83	38.01	—
Professional specialty.....	40.98	36.30	40.53	40.61	40.58	—
Technical.....	26.02	22.36	29.48	23.36	25.75	—
Executive, administrative, and managerial.....	40.22	—	30.32	41.52	40.01	—
Sales.....	22.62	11.44	22.46	20.53	16.47	27.27
Administrative support, including clerical.....	18.81	15.66	20.08	17.26	18.46	—
Blue collar.....	19.80	14.42	24.21	14.06	19.64	13.81
Precision production, craft, and repair.....	26.55	—	28.53	21.81	26.59	—
Machine operators, assemblers, and inspectors.....	14.87	—	19.95	12.53	15.55	—
Transportation and material moving.....	18.43	16.03	23.11	12.85	18.34	—
Handlers, equipment cleaners, helpers, and laborers.....	14.10	11.57	17.47	10.78	13.59	—
Service.....	16.89	10.24	20.48	11.14	15.79	—
	Relative error ⁶ (percent)					
All occupations.....	2.9	5.4	2.2	4.6	2.7	18
All excluding sales.....	2.6	5.6	2.2	4	2.6	23.4
White collar.....	2.7	5.8	2.8	3.7	2.7	15.7
White-collar excluding sales.....	2.5	5.8	2.9	3	2.5	—
Professional specialty and technical.....	2.6	5	3	3.3	2.6	—
Professional specialty.....	2	4.8	2.9	2.4	1.8	—
Technical.....	6.7	10.7	3.3	10.2	7	—
Executive, administrative, and managerial.....	5	—	6.6	5.2	5.1	—
Sales.....	13.4	6.4	5.8	14	8.4	17.5
Administrative support, including clerical.....	3.2	5.5	2.5	4.1	2.8	—

See footnotes at end of table.

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 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.....	5.6	10.6	5.8	5.9	5.6	21.4
Precision production, craft, and repair.....	5.1	–	4.9	4.3	5.1	–
Machine operators, assemblers, and inspectors.....	9.8	–	3.6	12.9	8.9	–
Transportation and material moving.....	12.5	13	6.9	7.4	12.4	–
Handlers, equipment cleaners, helpers, and laborers.....	9.6	6.4	6.7	6.7	8.5	–
Service.....	5.5	4.9	5	6	4.5	–

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B 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 Francisco-Oakland-San Jose, CA, April 2003

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

See footnotes at end of table.

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

Occupational group	Full-time and part-time workers				
	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.....	6.3	14.8	5.8	7.0	8.0
Precision production, craft, and repair.....	6.3	10.7	5.8	5.1	9.5
Machine operators, assemblers, and inspectors.....	9.9	20.2	9.2	9.3	2.9
Transportation and material moving.....	13.9	—	15.8	13.5	13.0
Handlers, equipment cleaners, helpers, and laborers.....	7.8	16.0	7.0	7.7	10.8
Service.....	3.9	6.7	5.0	5.6	5.3

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

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