

# News

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**FOR RELEASE:**

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## **HIGHLIGHTS OF VISALIA-TULARE-PORTERVILLE, CA NATIONAL COMPENSATION SURVEY JULY 2003**

Workers in the Visalia-Tulare-Porterville, California, metropolitan area averaged \$17.35 per hour during July 2003<sup>1</sup>, 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 \$21.22 per hour and accounted for 55 percent of the workers in the area. Blue-collar employees averaged \$13.33 per hour and represented 22 percent of the workforce, while 23 percent worked in service occupations and earned \$11.89 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 111 firms representing 39,300 workers in the Visalia-Tulare-Porterville metropolitan area, which consists of Tulare County in California. Fifty-one percent of those represented worked in private industry.

In the Visalia-Tulare-Porterville metropolitan area, average hourly wages were published for 27 detailed occupations. (See table 1.) Among white-collar workers, registered nurses averaged \$29.29 per hour; social workers, \$19.55; and library clerks, \$12.46. Blue-collar occupations included truck drivers earning \$16.14 per hour, production helpers at \$13.63, and hand packers and packagers at \$7.75. In the service occupations, police and detectives, public service averaged \$26.30 per hour; and nursing aides, orderlies and attendants, \$9.09.

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<sup>1</sup> Data were collected between December 2002 and January 2004; the average reference month is July 2003.

National Compensation Survey, Visalia-Tulare-Porterville, CA, July 2003 (continued)

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Visalia-Tulare-Porterville area averaged \$17.99 per hour and part-timers earned \$11.63. Union workers in blue-collar jobs averaged \$17.18 per hour, while their non-union counterparts made \$11.96. Private industry workers at establishments employing 50-99 workers averaged \$13.48 per hour and those in establishments with 500 or more employees earned \$16.01.

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 Visalia-Tulare-Porterville, CA, National Compensation Survey July 2003 (Bulletin 3120-57). While supplies last, single copies of the bulletin are available from the Western Information Office in San Francisco 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 9590.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Western Information Office in San Francisco 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.

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Table 1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Visalia-Tulare-Porterville, CA, July 2003

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
All.....	\$17.35	3.4	\$13.20	5.3	\$21.77	3.5
All excluding sales.....	17.54	3.5	13.32	5.8	21.78	3.6
White collar.....	21.22	3.3	15.98	3.8	24.41	4.7
White collar excluding sales.....	21.86	3.4	16.83	4.5	24.43	4.7
Professional specialty and technical.....	27.79	3.3	22.73	8.4	28.82	3.8
Professional specialty.....	32.15	3.1	25.48	10.8	33.25	3.3
Mathematical and computer scientists.....	—	—	—	—	—	—
Natural scientists.....	—	—	—	—	—	—
Health related.....	30.61	4.1	—	—	29.14	2.2
Registered nurses.....	29.29	2.1	—	—	29.29	2.1
Teachers, college and university.....	—	—	—	—	—	—
Teachers, except college and university.....	38.31	2.1	—	—	38.31	2.1
Elementary school teachers.....	42.04	0.1	—	—	42.04	0.1
Social scientists and urban planners.....	—	—	—	—	—	—
Social, recreation, and religious workers.....	19.54	4.0	—	—	—	—
Social workers.....	19.55	4.0	—	—	—	—
Lawyers and judges.....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.....	—	—	—	—	—	—
Technical.....	16.77	2.8	18.54	3.1	16.23	2.6
Licensed practical nurses.....	17.71	3.9	—	—	—	—
Executive, administrative, and managerial.....	28.30	4.9	25.73	9.3	30.06	5.2
Executives, administrators, and managers....	28.38	11.6	25.98	13.2	31.08	15.3
Managers and administrators, n.e.c.....	28.50	13.0	28.50	13.0	—	—
Management related.....	28.17	18.3	—	—	29.07	21.1
Sales.....	11.85	7.6	11.55	7.4	—	—
Cashiers.....	11.02	11.7	11.02	11.7	—	—
Administrative support, including clerical.....	12.77	2.1	12.30	2.9	13.28	3.4
Secretaries.....	14.22	4.4	—	—	14.22	4.6
Library clerks.....	12.46	3.0	—	—	12.46	3.0
Bookkeepers, accounting and auditing clerks.....	15.79	4.1	—	—	—	—
Billing clerks.....	13.38	4.8	—	—	—	—
Traffic, shipping and receiving clerks.....	14.60	7.4	14.60	7.4	—	—
Eligibility clerks, social welfare.....	12.66	0.9	—	—	—	—
General office clerks.....	10.59	5.6	11.01	9.3	10.17	4.6
Teachers' aides.....	12.06	5.0	—	—	12.06	5.0
Administrative support, n.e.c.....	13.52	7.5	—	—	—	—
Blue collar.....	13.33	2.8	13.06	3.0	15.25	4.4
Precision production, craft, and repair.....	16.57	5.1	16.47	5.8	17.16	9.3
Machine operators, assemblers, and inspectors.....	13.82	4.8	13.82	4.8	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Visalia-Tulare-Porterville, CA, July 2003 (Continued)

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
Blue collar (Continued)						
Transportation and material moving.....	\$14.05	3.9	\$13.57	2.8	\$17.66	29.9
Truck drivers.....	16.14	3.7	16.41	4.0	—	—
Industrial truck and tractor equipment operators.....	10.50	8.9	10.50	8.9	—	—
Handlers, equipment cleaners, helpers, and laborers.....	9.72	5.9	8.84	5.3	13.35	8.4
Production helpers.....	13.63	10.8	—	—	—	—
Freight, stock, and material handlers, n.e.c.....	10.71	10.5	10.71	10.5	—	—
Hand packers and packagers.....	7.75	9.4	7.75	9.4	—	—
Laborers, except construction, n.e.c.....	7.04	0.7	7.08	0.9	—	—
Service.....	11.89	5.9	7.85	2.6	15.53	2.9
Protective service.....	18.47	8.4	—	—	19.03	8.8
Police and detectives, public service.....	26.30	4.5	—	—	26.30	4.5
Food service.....	9.16	7.5	—	—	11.57	8.2
Waiters, waitresses, and bartenders.....	6.93	0.5	6.93	0.5	—	—
Other food service.....	9.30	8.2	—	—	11.57	8.2
Supervisors, food preparation and service..	8.97	4.5	—	—	—	—
Food preparation, n.e.c.....	10.20	5.7	—	—	—	—
Health service.....	9.43	3.3	8.24	4.7	—	—
Nursing aides, orderlies and attendants.....	9.09	0.9	8.24	4.7	—	—
Cleaning and building service.....	10.98	14.8	—	—	15.87	4.7
Maids and housemen.....	8.74	11.7	—	—	—	—
Janitors and cleaners.....	11.50	20.5	—	—	16.15	4.8
Personal service.....	9.71	6.6	8.72	17.9	10.17	2.9

<sup>1</sup> 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.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> 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.

<sup>4</sup> 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 earnings<sup>1</sup> by occupational group,<sup>2</sup> National Compensation Survey, Visalia-Tulare-Porterville, CA, July 2003

Occupational group	Private industry and State and local government					
	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
	Mean					
All occupations.....	\$17.99	\$11.63	\$22.19	\$13.83	\$17.39	—
All excluding sales.....	18.17	11.74	22.30	13.94	17.56	—
White collar.....	21.91	14.22	26.23	16.61	21.30	—
White-collar excluding sales.....	22.46	14.96	26.49	17.18	21.86	—
Professional specialty and technical.....	28.53	20.09	30.81	22.22	27.79	—
Professional specialty.....	32.41	27.23	33.58	27.77	32.15	—
Technical.....	17.11	—	—	16.63	16.77	—
Executive, administrative, and managerial.....	28.30	—	35.07	23.95	28.30	—
Sales.....	12.30	10.27	—	11.67	12.24	—
Administrative support, including clerical.....	13.12	9.54	14.48	11.79	12.77	—
Blue collar.....	13.46	10.49	17.18	11.96	13.32	—
Precision production, craft, and repair.....	16.53	—	20.31	15.02	16.57	—
Machine operators, assemblers, and inspectors.....	13.87	—	17.77	11.96	13.82	—
Transportation and material moving.....	14.55	—	15.98	13.36	14.00	—
Handlers, equipment cleaners, helpers, and laborers.....	9.72	9.66	12.72	9.01	9.72	—
Service.....	12.61	8.88	14.39	9.88	11.92	—
	Relative error <sup>6</sup> (percent)					
All occupations.....	3.3	12.3	3.0	5.0	3.4	—
All excluding sales.....	3.4	12.9	3.0	5.3	3.5	—
White collar.....	3.8	15.0	4.2	3.1	3.3	—
White-collar excluding sales.....	4.0	16.0	4.3	3.6	3.4	—
Professional specialty and technical.....	3.9	16.1	3.2	5.9	3.3	—
Professional specialty.....	3.1	14.2	3.9	6.4	3.1	—
Technical.....	3.0	—	—	3.7	2.8	—
Executive, administrative, and managerial.....	4.9	—	11.4	6.5	4.9	—
Sales.....	6.2	20.0	—	7.3	7.2	—
Administrative support, including clerical.....	2.3	9.1	2.3	3.2	2.1	—

See footnotes at end of table.

Table 2. Selected worker characteristics: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> National Compensation Survey, Visalia-Tulare-Porterville, CA, July 2003 (Continued)

Occupational group	Private industry and State and local government					
	Relative error <sup>6</sup> (percent)					
	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
Blue collar.....	2.9	11.8	4.0	4.0	2.8	—
Precision production, craft, and repair.....	5.1	—	8.0	7.2	5.1	—
Machine operators, assemblers, and inspectors.....	4.9	—	1.2	4.3	4.8	—
Transportation and material moving.....	4.0	—	5.0	4.6	3.9	—
Handlers, equipment cleaners, helpers, and laborers.....	6.4	10.1	14.5	4.4	5.9	—
Service.....	5.8	10.1	2.8	7.3	6.0	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> 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.

<sup>6</sup> 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 earnings<sup>1</sup> by occupational group,<sup>2</sup> private industry, National Compensation Survey, Visalia-Tulare-Porterville, CA, July 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers <sup>3</sup>	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations.....	\$13.20	\$13.48	\$13.03	\$12.26	\$16.01
All excluding sales.....	13.32	13.60	13.15	12.36	16.01
White collar.....	15.98	16.16	15.79	15.93	15.30
White-collar excluding sales.....	16.83	17.00	16.66	17.14	15.30
Professional specialty and technical.....	22.73	25.20	20.08	20.32	—
Professional specialty.....	25.48	27.58	21.64	22.75	—
Technical.....	18.54	—	18.85	18.85	—
Executive, administrative, and managerial.....	25.73	21.69	28.96	—	—
Sales.....	11.55	12.34	10.51	10.51	—
Administrative support, including clerical.....	12.30	12.73	11.85	12.39	—
Blue collar.....	13.06	11.87	13.48	12.34	16.37
Precision production, craft, and repair.....	16.47	13.47	18.10	18.05	—
Machine operators, assemblers, and inspectors.....	13.82	11.64	14.74	12.70	17.02
Transportation and material moving.....	13.57	9.64	14.45	10.69	—
Handlers, equipment cleaners, helpers, and laborers.....	8.84	10.12	8.57	8.28	—
Service.....	7.85	8.00	7.77	7.77	—
	Relative error <sup>4</sup> (percent)				
All occupations.....	5.3	7.3	5.2	6.4	1.6
All excluding sales.....	5.8	8.1	5.7	7.0	1.6
White collar.....	3.8	7.6	5.8	6.8	4.4
White-collar excluding sales.....	4.5	8.3	7.2	8.9	4.4
Professional specialty and technical.....	8.4	13.6	5.8	7.6	—
Professional specialty.....	10.8	14.6	11.5	17.9	—
Technical.....	3.1	—	3.3	3.3	—
Executive, administrative, and managerial.....	9.3	5.7	11.1	—	—
Sales.....	7.4	8.9	11.7	11.7	—
Administrative support, including clerical.....	2.9	4.0	5.1	7.6	—

See footnotes at end of table.

Table 3. Establishment employment size: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> private industry, National Compensation Survey, Visalia-Tulare-Porterville, CA, July 2003 (Continued)

Occupational group	Full-time and part-time workers Relative error <sup>4</sup> (percent)				
	All private industry workers	50 - 99 workers <sup>3</sup>	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Blue collar.....	3.0	5.4	3.9	6.4	1.5
Precision production, craft, and repair.....	5.8	4.0	9.1	10.1	—
Machine operators, assemblers, and inspectors.....	4.8	5.8	4.5	8.0	1.6
Transportation and material moving.....	2.8	15.1	2.1	1.1	—
Handlers, equipment cleaners, helpers, and laborers.....	5.3	10.5	6.1	3.9	—
Service.....	2.6	3.2	3.5	3.5	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

<sup>4</sup> 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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