

Sacramento–Yolo, CA National Compensation Survey June 2000



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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://stats.bls.gov/comhome.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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Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1–1. Summary: Mean hourly earnings and weekly hours by selected worker and establishment characteristics, private industry, and State and local government	2
2–1. Mean hourly earnings: Selected occupations, all workers, private industry, and State and local government.....	3
2–2. Mean hourly earnings: Selected occupations, full-time workers, private industry, and State and local government.....	5
2–3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government.....	7
3–1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	8
3–2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	11
4–1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government.....	14
4–2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government.....	19
4–3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government.....	24
5–1. Selected worker characteristics: Mean hourly earnings by occupational group.....	26
5–2. Major industry division: Mean hourly earnings by occupational group, private industry.....	27
5–3. Establishment employment size: Mean hourly earnings by occupational group, private industry.....	28
6–1. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, all industries	29
6–2. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, private industry.....	31
6–3. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, State and local government	33
6–4. Hourly wage percentiles for establishment jobs, full-time workers: Selected occupations, all industries	34
6–5. Hourly wage percentiles for establishment jobs, part-time workers: Selected occupations, all industries	36
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey, by occupational group.....	A – 5
Appendix table 2. Number of establishments represented and studied.....	A – 6
B. Occupational Classifications.....	B – 1
C. Generic Leveling Criteria.....	C – 1
D. Evaluating Your Firm’s Jobs	D – 1

Introduction

The tables in this bulletin summarize the NCS results for the Sacramento–Yolo, CA, metropolitan area. Data were collected between December 1999 and January 2001; the average reference month is June 2000. 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 generic 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), as explained in Appendix A. 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. Appendix table 2 presents the number of establishments studied and represented by industry group and employment size.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2000

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	\$18.77	2.7	36.7	\$16.22	2.8	35.4	\$21.91	4.4	38.5
Worker characteristics:⁴									
White-collar occupations ⁵	20.62	3.2	37.1	18.95	3.3	35.6	22.14	5.1	38.6
Professional specialty and technical	25.74	3.5	37.7	24.18	3.1	38.3	26.91	5.6	37.2
Executive, administrative, and managerial	27.43	3.9	40.9	28.60	5.8	42.3	26.77	5.1	40.1
Sales	13.29	5.6	29.0	13.29	5.6	29.0	—	—	—
Administrative support	13.67	4.2	37.2	12.84	3.1	35.4	14.35	6.8	38.8
Blue-collar occupations ⁵	15.23	3.9	37.0	14.36	3.6	36.6	18.70	5.5	38.6
Precision production, craft, and repair	19.42	3.4	39.3	18.89	4.2	39.0	20.47	4.1	39.8
Machine operators, assemblers, and inspectors	11.74	4.3	39.0	11.74	4.3	39.0	—	—	—
Transportation and material moving	15.19	4.8	36.0	14.83	6.0	36.3	16.16	6.5	35.1
Handlers, equipment cleaners, helpers, and laborers	11.71	7.1	33.5	11.35	8.0	32.9	14.84	7.9	40.0
Service occupations ⁵	14.93	12.4	34.9	9.64	4.3	33.0	22.49	11.3	37.9
Full time	19.65	2.8	39.9	17.29	2.9	40.0	22.16	4.4	39.7
Part time	11.37	4.6	22.2	10.86	3.7	22.6	14.58	18.7	20.4
Union	20.20	4.0	37.0	17.16	3.5	33.8	21.38	5.0	38.5
Nonunion	17.46	4.1	36.5	15.92	3.5	36.0	23.66	8.2	38.7
Time	18.77	2.7	36.7	16.11	2.8	35.3	21.91	4.4	38.5
Incentive	18.84	16.3	38.8	18.84	16.3	38.8	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	13.75	7.4	35.1	13.57	7.6	35.0	—	—	—
100-499 workers	16.37	5.3	36.2	16.10	5.8	36.1	19.10	5.5	36.8
500 workers or more	20.58	3.5	37.3	17.73	3.1	35.0	22.05	4.6	38.6

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2000

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	\$18.77	2.7	\$16.22	2.8	\$21.91	4.4
All excluding sales	19.14	2.8	16.60	2.9	21.91	4.4
White collar	20.62	3.2	18.95	3.3	22.14	5.1
White collar excluding sales	21.39	3.4	20.35	3.4	22.14	5.1
Professional specialty and technical	25.74	3.5	24.18	3.1	26.91	5.6
Professional specialty	27.15	3.9	26.49	3.4	27.56	5.9
Engineers, architects, and surveyors	29.28	6.9	31.54	5.7	23.90	14.5
Civil engineers	24.76	18.1	—	—	—	—
Mathematical and computer scientists	27.80	10.9	28.79	4.9	—	—
Computer systems analysts and scientists	27.96	11.0	29.25	4.8	—	—
Natural scientists	17.27	12.6	25.47	9.5	—	—
Health related	26.48	6.0	25.22	2.4	—	—
Registered nurses	25.85	2.8	26.60	2.8	—	—
Teachers, college and university	33.91	12.5	—	—	—	—
Teachers, except college and university	32.15	6.3	18.60	15.1	32.59	6.4
Elementary school teachers	33.11	5.4	—	—	33.22	5.4
Teachers, n.e.c.	28.75	19.0	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	18.95	5.0	16.80	8.4	20.00	5.0
Social workers	19.40	5.2	16.94	11.2	20.31	4.8
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.09	15.7	26.70	28.5	—	—
Technical	19.57	5.0	18.28	4.1	—	—
Clinical laboratory technologists and technicians	19.78	11.5	19.78	11.5	—	—
Radiological technicians	21.23	4.7	21.23	4.7	—	—
Licensed practical nurses	15.97	2.3	15.97	2.3	—	—
Electrical and electronic technicians	20.05	8.5	20.05	8.5	—	—
Executive, administrative, and managerial	27.43	3.9	28.60	5.8	26.77	5.1
Executives, administrators, and managers	29.85	3.9	30.52	7.1	29.34	4.1
Administrators and officials, public administration	29.47	4.3	—	—	29.47	4.3
Financial managers	26.62	8.8	27.54	12.2	—	—
Managers and administrators, n.e.c.	36.77	5.0	36.87	5.1	—	—
Management related	24.29	5.7	24.48	8.0	24.22	7.1
Other financial officers	29.69	17.2	29.69	17.2	—	—
Personnel, training, and labor relations specialists	22.88	10.0	19.92	10.1	—	—
Management related, n.e.c.	22.76	8.8	23.21	11.4	—	—
Sales	13.29	5.6	13.29	5.6	—	—
Supervisors, sales	18.15	20.8	18.15	20.8	—	—
Sales workers, other commodities	10.31	10.0	10.31	10.0	—	—
Cashiers	11.83	6.5	11.83	6.5	—	—
Administrative support, including clerical	13.67	4.2	12.84	3.1	14.35	6.8
Supervisors, general office	17.97	3.2	16.93	12.5	—	—
Secretaries	15.56	5.3	13.86	5.4	16.98	7.0
Receptionists	9.87	5.3	9.84	5.8	—	—
Order clerks	13.11	7.0	13.11	7.0	—	—
Records clerks, n.e.c.	13.17	6.6	10.15	6.7	—	—
Bookkeepers, accounting and auditing clerks	14.11	4.3	14.52	9.3	—	—
Traffic, shipping and receiving clerks	12.70	14.1	12.70	14.1	—	—
Stock and inventory clerks	11.80	12.4	11.09	12.6	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	10.42	10.3	10.42	10.3	—	—
Investigators and adjusters, except insurance	14.02	6.4	14.02	6.4	—	—
General office clerks	13.28	4.1	13.59	6.1	12.91	5.0
Data entry keyers	13.60	4.5	11.98	5.5	—	—
Teachers' aides	10.38	2.7	—	—	10.51	3.1
Administrative support, n.e.c.	13.35	6.1	11.77	12.1	—	—
Blue collar	15.23	3.9	14.36	3.6	18.70	5.5

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, Sacramento-Yolo, CA, June 2000 — 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	\$19.42	3.4	\$18.89	4.2	\$20.47	4.1
Bus, truck, and stationary engine mechanics	20.20	3.1	—	—	—	—
Industrial machinery repairers	21.81	8.0	21.81	8.0	—	—
Mechanics and repairers, n.e.c.	17.05	5.7	—	—	—	—
Construction trades, n.e.c.	16.10	9.9	—	—	—	—
Machine operators, assemblers, and inspectors	11.74	4.3	11.74	4.3	—	—
Packaging and filling machine operators	13.35	8.0	13.35	8.0	—	—
Miscellaneous machine operators, n.e.c.	12.83	19.8	12.83	19.8	—	—
Assemblers	10.28	2.5	10.28	2.5	—	—
Transportation and material moving	15.19	4.8	14.83	6.0	16.16	6.5
Truck drivers	15.83	6.5	15.76	7.4	—	—
Bus drivers	15.26	12.0	—	—	15.57	11.4
Handlers, equipment cleaners, helpers, and laborers	11.71	7.1	11.35	8.0	14.84	7.9
Stock handlers and baggers	9.86	21.6	9.86	21.6	—	—
Freight, stock, and material handlers, n.e.c.	11.97	8.2	11.97	8.2	—	—
Vehicle washers and equipment cleaners	12.36	12.6	11.99	13.9	—	—
Laborers, except construction, n.e.c.	10.11	7.1	9.79	6.6	—	—
Service	14.93	12.4	9.64	4.3	22.49	11.3
Protective service	23.68	11.5	11.68	15.3	26.36	8.0
Firefighting	15.88	5.9	—	—	15.88	5.9
Police and detectives, public service	27.40	6.6	—	—	27.40	6.6
Guards and police, except public service	11.78	15.5	—	—	—	—
Food service	8.01	4.3	7.92	4.5	—	—
Waiters, waitresses, and bartenders	5.90	1.2	5.90	1.2	—	—
Waiters and waitresses	5.79	.5	5.79	.5	—	—
Other food service	8.91	4.0	8.85	4.3	—	—
Supervisors, food preparation and service	13.64	5.0	13.64	5.0	—	—
Cooks	9.32	3.3	9.27	3.3	—	—
Food preparation, n.e.c.	6.80	3.3	6.68	2.7	—	—
Health service	10.92	2.8	10.93	3.1	—	—
Health aides, except nursing	11.92	3.2	12.26	3.3	—	—
Nursing aides, orderlies and attendants	10.17	3.8	10.17	3.8	—	—
Cleaning and building service	11.15	7.8	10.31	10.3	12.92	4.7
Maids and housemen	7.63	2.4	7.63	2.4	—	—
Janitors and cleaners	11.25	8.7	10.03	12.3	12.92	4.7
Personal service	8.46	4.0	8.23	5.1	8.92	5.3
Service, n.e.c.	9.09	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 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2000

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	\$19.65	2.8	\$17.29	2.9	\$22.16	4.4
All excluding sales	19.85	2.9	17.48	3.0	22.16	4.4
White collar	21.38	3.3	20.27	3.3	22.23	5.1
White collar excluding sales	21.80	3.4	21.14	3.4	22.23	5.1
Professional specialty and technical	26.07	3.6	24.40	3.4	27.23	5.5
Professional specialty	27.46	3.9	26.58	3.8	27.96	5.8
Engineers, architects, and surveyors	29.28	6.9	31.54	5.7	23.90	14.5
Civil engineers	24.76	18.1	—	—	—	—
Mathematical and computer scientists	27.80	10.9	28.79	4.9	—	—
Computer systems analysts and scientists	27.96	11.0	29.25	4.8	—	—
Natural scientists	17.27	12.6	25.47	9.5	—	—
Health related	26.36	8.2	24.36	3.4	—	—
Registered nurses	24.83	3.4	25.62	4.2	—	—
Teachers, college and university	32.52	13.2	—	—	—	—
Teachers, except college and university	33.83	4.3	21.59	16.4	34.11	4.4
Elementary school teachers	33.22	5.4	—	—	33.33	5.4
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	18.87	5.6	16.79	8.6	20.09	5.7
Social workers	19.16	6.0	16.93	11.5	20.09	5.7
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.14	15.7	26.83	28.5	—	—
Technical	19.99	4.6	18.76	4.2	—	—
Clinical laboratory technologists and technicians	19.78	11.5	19.78	11.5	—	—
Licensed practical nurses	16.17	2.7	16.17	2.7	—	—
Electrical and electronic technicians	20.05	8.5	20.05	8.5	—	—
Executive, administrative, and managerial	27.43	3.9	28.60	5.8	26.77	5.1
Executives, administrators, and managers	29.85	3.9	30.52	7.1	29.34	4.1
Administrators and officials, public administration	29.47	4.3	—	—	29.47	4.3
Financial managers	26.62	8.8	27.54	12.2	—	—
Managers and administrators, n.e.c.	36.77	5.0	36.87	5.1	—	—
Management related	24.29	5.7	24.48	8.0	24.22	7.1
Other financial officers	29.69	17.2	29.69	17.2	—	—
Personnel, training, and labor relations specialists	22.88	10.0	19.92	10.1	—	—
Management related, n.e.c.	22.76	8.8	23.21	11.4	—	—
Sales	15.18	6.9	15.18	6.9	—	—
Supervisors, sales	18.15	20.8	18.15	20.8	—	—
Sales workers, other commodities	11.15	11.2	11.15	11.2	—	—
Cashiers	12.45	12.2	12.45	12.2	—	—
Administrative support, including clerical	14.07	4.4	13.58	2.9	14.41	6.9
Supervisors, general office	17.97	3.2	16.93	12.5	—	—
Secretaries	16.02	5.2	14.60	5.7	16.98	7.0
Receptionists	9.89	5.5	9.86	6.1	—	—
Order clerks	12.97	6.7	12.97	6.7	—	—
Records clerks, n.e.c.	13.57	4.6	—	—	—	—
Bookkeepers, accounting and auditing clerks	14.21	4.5	14.79	9.6	—	—
Traffic, shipping and receiving clerks	12.70	14.1	12.70	14.1	—	—
Stock and inventory clerks	14.01	7.8	—	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	10.80	13.2	10.80	13.2	—	—
Investigators and adjusters, except insurance	14.25	6.5	14.25	6.5	—	—
General office clerks	13.40	4.2	13.86	6.3	12.89	5.2
Data entry keyers	13.72	4.1	—	—	—	—
Teachers' aides	10.65	3.5	—	—	10.65	3.5
Administrative support, n.e.c.	14.33	2.2	14.47	3.4	—	—
Blue collar	15.91	3.8	15.06	3.6	19.11	5.1
Precision production, craft, and repair	19.42	3.4	18.89	4.2	20.49	4.0

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, Sacramento-Yolo, CA, June 2000 — 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						
Bus, truck, and stationary engine mechanics	\$20.20	3.1	–	–	–	–
Industrial machinery repairers	21.81	8.0	\$21.81	8.0	–	–
Mechanics and repairers, n.e.c.	17.05	5.7	–	–	–	–
Construction trades, n.e.c.	16.19	10.2	–	–	–	–
Machine operators, assemblers, and inspectors						
Miscellaneous machine operators, n.e.c.	12.83	19.8	12.83	19.8	–	–
Assemblers	10.28	2.5	10.28	2.5	–	–
Transportation and material moving						
Truck drivers	15.83	6.7	15.77	7.7	–	–
Handlers, equipment cleaners, helpers, and laborers						
Freight, stock, and material handlers, n.e.c.	12.75	9.8	12.75	9.8	–	–
Vehicle washers and equipment cleaners	12.24	12.6	11.77	13.9	–	–
Laborers, except construction, n.e.c.	10.12	7.5	9.77	7.0	–	–
Service						
Protective service	23.87	11.2	11.41	15.8	23.55	10.5
Firefighting	15.88	5.9	–	–	26.36	8.0
Police and detectives, public service	27.40	6.6	–	–	15.88	5.9
Food service	8.75	7.6	8.73	7.7	27.40	6.6
Waiters, waitresses, and bartenders	5.89	1.8	5.89	1.8	–	–
Waiters and waitresses	5.80	.9	5.80	.9	–	–
Other food service	9.88	7.3	9.86	7.4	–	–
Supervisors, food preparation and service	14.07	4.1	14.07	4.1	–	–
Cooks	9.41	3.3	9.35	3.4	–	–
Food preparation, n.e.c.	6.34	2.6	6.34	2.6	–	–
Health service	10.79	3.4	10.79	3.8	–	–
Health aides, except nursing	11.94	3.4	12.33	3.6	–	–
Nursing aides, orderlies and attendants	9.80	4.4	9.80	4.4	–	–
Cleaning and building service	11.45	7.6	10.59	10.5	13.16	4.4
Maids and housemen	7.64	2.6	7.64	2.6	–	–
Janitors and cleaners	11.61	8.2	10.38	12.8	13.16	4.4
Personal service	9.02	5.0	8.97	5.7	–	–

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 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2000

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	\$11.37	4.6	\$10.86	3.7	\$14.58	18.7
All excluding sales	11.66	5.7	11.02	4.6	14.58	18.7
White collar	13.39	6.5	12.65	5.2	18.47	23.3
White collar excluding sales	15.34	8.6	14.50	7.6	18.47	23.3
Professional specialty and technical	22.17	9.4	22.74	6.1	21.08	25.8
Professional specialty	23.84	10.4	25.89	3.4	21.08	25.8
Health related	26.82	3.1	26.82	3.1	—	—
Registered nurses	28.09	2.8	28.09	2.8	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	12.80	16.8	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	15.34	9.4	15.34	9.4	—	—
Sales	10.41	6.1	10.41	6.1	—	—
Sales workers, other commodities	8.45	5.6	8.45	5.6	—	—
Cashiers	11.50	9.6	11.50	9.6	—	—
Administrative support, including clerical	9.28	5.5	9.21	5.9	—	—
Secretaries	10.79	3.8	10.79	3.8	—	—
Teachers' aides	9.84	1.3	—	—	—	—
Administrative support, n.e.c.	8.06	15.0	8.06	15.0	—	—
Blue collar	8.84	4.9	8.44	5.3	11.81	3.2
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	11.30	7.2	10.80	12.4	—	—
Bus drivers	11.92	3.2	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.03	6.1	8.00	6.3	—	—
Stock handlers and baggers	6.89	2.7	6.89	2.7	—	—
Freight, stock, and material handlers, n.e.c.	10.06	3.1	10.06	3.1	—	—
Service	8.20	4.5	8.03	5.3	9.01	4.3
Protective service	—	—	—	—	—	—
Food service	6.98	3.9	6.69	2.5	—	—
Waiters, waitresses, and bartenders	5.90	1.1	5.90	1.1	—	—
Waiters and waitresses	5.78	.5	5.78	.5	—	—
Other food service	7.49	5.5	7.12	4.7	—	—
Food preparation, n.e.c.	7.12	5.7	6.93	4.8	—	—
Health service	11.71	5.0	11.71	5.0	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	8.05	6.3	7.22	7.1	8.84	6.4
Service, n.e.c.	8.49	5.8	—	—	—	—

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 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2000

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	\$783	2.8	39.9	\$692	3.1	40.0	\$880	4.4	39.7
All excluding sales	791	2.9	39.9	700	3.2	40.0	880	4.4	39.7
White collar	853	3.3	39.9	822	3.6	40.5	876	5.1	39.4
White collar excluding sales	870	3.4	39.9	859	3.7	40.7	876	5.1	39.4
Professional specialty and technical	1,030	3.4	39.5	991	3.5	40.6	1,056	5.1	38.8
Professional specialty	1,085	3.7	39.5	1,095	3.9	41.2	1,080	5.4	38.6
Engineers, architects, and surveyors	1,241	7.8	42.4	1,371	6.2	43.5	956	14.5	40.0
Civil engineers	1,025	21.0	41.4	-	-	-	-	-	-
Mathematical and computer scientists	1,135	10.9	40.8	1,212	3.9	42.1	-	-	-
Computer systems analysts and scientists	1,141	11.1	40.8	1,232	3.7	42.1	-	-	-
Natural scientists	783	8.4	45.3	1,077	8.4	42.3	-	-	-
Health related	1,036	8.4	39.3	950	3.7	39.0	-	-	-
Registered nurses	968	3.5	39.0	987	4.8	38.5	-	-	-
Teachers, college and university	1,301	13.2	40.0	-	-	-	-	-	-
Teachers, except college and university	1,201	4.2	35.5	800	17.1	37.0	1,210	4.3	35.5
Elementary school teachers	1,209	5.9	36.4	-	-	-	1,213	5.9	36.4
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	749	6.1	39.7	686	9.6	40.8	784	7.0	39.0
Social workers	760	6.6	39.6	697	13.1	41.2	784	7.0	39.0
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,015	15.5	40.4	1,096	27.7	40.8	-	-	-
Technical	789	5.0	39.5	734	4.3	39.1	-	-	-
Clinical laboratory technologists and technicians	791	11.5	40.0	791	11.5	40.0	-	-	-
Licensed practical nurses	645	2.7	39.9	645	2.7	39.9	-	-	-
Electrical and electronic technicians	756	9.2	37.7	756	9.2	37.7	-	-	-
Executive, administrative, and managerial	1,121	4.2	40.9	1,209	6.7	42.3	1,073	5.1	40.1
Executives, administrators, and managers	1,231	4.6	41.2	1,302	8.4	42.7	1,179	4.2	40.2
Administrators and officials, public administration	1,185	4.4	40.2	-	-	-	1,185	4.4	40.2
Financial managers	1,122	9.2	42.2	1,200	12.0	43.6	-	-	-
Managers and administrators, n.e.c.	1,596	7.3	43.4	1,604	7.4	43.5	-	-	-
Management related	981	5.7	40.4	1,015	8.4	41.5	969	7.1	40.0
Other financial officers	1,210	18.0	40.8	1,210	18.0	40.8	-	-	-
Personnel, training, and labor relations specialists	942	9.6	41.2	836	11.7	41.9	-	-	-
Management related, n.e.c.	914	8.8	40.1	976	9.2	42.1	-	-	-
Sales	605	7.5	39.8	605	7.5	39.8	-	-	-
Supervisors, sales	742	23.1	40.9	742	23.1	40.9	-	-	-
Sales workers, other commodities	429	11.1	38.5	429	11.1	38.5	-	-	-
Cashiers	498	12.2	40.0	498	12.2	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, Sacramento-Yolo, CA, June 2000 — 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									
Administrative support, including clerical	\$557	4.4	39.6	\$540	2.9	39.7	\$568	7.0	39.4
Supervisors, general office	724	3.0	40.3	706	11.0	41.7	—	—	—
Secretaries	631	6.0	39.4	562	8.5	38.5	679	7.0	40.0
Receptionists	390	5.2	39.4	388	5.6	39.4	—	—	—
Order clerks	515	6.5	39.7	515	6.5	39.7	—	—	—
Records clerks, n.e.c.	543	4.6	40.0	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	568	4.5	40.0	592	9.6	40.0	—	—	—
Traffic, shipping and receiving clerks	508	14.1	40.0	508	14.1	40.0	—	—	—
Stock and inventory clerks	554	8.2	39.5	—	—	—	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	432	13.2	40.0	432	13.2	40.0	—	—	—
Investigators and adjusters, except insurance	570	6.5	40.0	570	6.5	40.0	—	—	—
General office clerks	525	5.0	39.2	554	6.3	40.0	494	7.4	38.4
Data entry keyers	549	4.1	40.0	—	—	—	—	—	—
Teachers' aides	366	4.0	34.4	—	—	—	366	4.0	34.4
Administrative support, n.e.c.	566	2.4	39.5	552	3.7	38.2	—	—	—
Blue collar	632	3.8	39.7	597	3.6	39.6	764	5.1	40.0
Precision production, craft, and repair	764	3.6	39.3	737	4.4	39.0	820	4.0	40.0
Bus, truck, and stationary engine mechanics	808	3.1	40.0	—	—	—	—	—	—
Industrial machinery repairers	872	8.0	40.0	872	8.0	40.0	—	—	—
Mechanics and repairers, n.e.c.	666	6.6	39.1	—	—	—	—	—	—
Construction trades, n.e.c.	648	10.2	40.0	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	468	4.0	39.6	468	4.0	39.6	—	—	—
Miscellaneous machine operators, n.e.c.	493	17.1	38.4	493	17.1	38.4	—	—	—
Assemblers	411	2.5	40.0	411	2.5	40.0	—	—	—
Transportation and material moving	641	4.9	40.6	625	6.0	40.8	688	7.3	40.0
Truck drivers	648	6.5	40.9	647	7.4	41.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	521	7.6	39.9	509	8.9	39.9	602	7.9	40.0
Freight, stock, and material handlers, n.e.c.	506	9.8	39.7	506	9.8	39.7	—	—	—
Vehicle washers and equipment cleaners	485	11.9	39.6	465	13.1	39.5	—	—	—
Laborers, except construction, n.e.c.	405	7.5	40.0	391	7.0	40.0	—	—	—
Service	651	12.8	39.9	393	4.9	38.7	974	9.7	41.4
Protective service	989	10.5	41.4	454	15.9	39.8	1,101	6.4	41.8
Firefighting	842	5.9	53.0	—	—	—	842	5.9	53.0
Police and detectives, public service	1,096	6.6	40.0	—	—	—	1,096	6.6	40.0
Food service	328	8.2	37.5	327	8.3	37.5	—	—	—
Waiters, waitresses, and bartenders	205	4.3	34.8	205	4.3	34.8	—	—	—

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, Sacramento-Yolo, CA, June 2000 — 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)	
Service—Continued									
Food service—Continued									
Waiters, waitresses, and bartenders—Continued									
Waiters and waitresses	\$203	4.6	35.1	\$203	4.6	35.1	—	—	—
Other food service	382	8.1	38.7	382	8.3	38.7	—	—	—
Supervisors, food preparation and service	591	6.1	42.0	591	6.1	42.0	—	—	—
Cooks	368	3.6	39.1	366	3.6	39.1	—	—	—
Food preparation, n.e.c.	226	4.0	35.6	226	4.0	35.6	—	—	—
Health service	420	3.6	39.0	419	4.0	38.8	—	—	—
Health aides, except nursing ..	460	3.4	38.6	469	4.4	38.1	—	—	—
Nursing aides, orderlies and attendants	385	5.3	39.3	385	5.3	39.3	—	—	—
Cleaning and building service	452	7.9	39.5	415	10.8	39.2	\$526	4.4	40.0
Maids and housemen	289	4.5	37.8	289	4.5	37.8	—	—	—
Janitors and cleaners	460	8.9	39.6	407	13.8	39.3	526	4.4	40.0
Personal service	347	5.9	38.5	348	6.6	38.9	—	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2000

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	\$39,742	2.8	2,022	\$35,785	3.1	2,069	\$43,747	4.4	1,974
All excluding sales	40,112	2.9	2,021	36,197	3.2	2,070	43,747	4.4	1,974
White collar	42,906	3.3	2,007	42,595	3.6	2,101	43,127	5.1	1,940
White collar excluding sales	43,670	3.4	2,004	44,571	3.7	2,109	43,127	5.1	1,940
Professional specialty and technical	49,183	3.4	1,886	51,303	3.5	2,102	47,950	5.1	1,761
Professional specialty	50,865	3.7	1,852	56,611	3.9	2,130	48,212	5.4	1,724
Engineers, architects, and surveyors	64,516	7.8	2,204	71,278	6.2	2,260	49,714	14.5	2,080
Civil engineers	53,319	21.0	2,154	-	-	-	-	-	-
Mathematical and computer scientists	59,025	10.9	2,123	63,045	3.9	2,189	-	-	-
Computer systems analysts and scientists	59,342	11.1	2,122	64,065	3.7	2,191	-	-	-
Natural scientists	40,699	8.4	2,356	56,010	8.4	2,199	-	-	-
Health related	53,874	8.4	2,044	49,388	3.7	2,027	-	-	-
Registered nurses	50,322	3.5	2,026	51,309	4.8	2,003	-	-	-
Teachers, college and university	56,595	13.2	1,740	-	-	-	-	-	-
Teachers, except college and university	45,291	4.2	1,339	31,874	17.1	1,476	45,568	4.3	1,336
Elementary school teachers	44,176	5.9	1,330	-	-	-	44,283	5.9	1,328
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	36,960	6.1	1,958	35,658	9.6	2,123	37,632	7.0	1,873
Social workers	37,267	6.6	1,945	36,266	13.1	2,142	37,632	7.0	1,873
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	52,802	15.5	2,100	56,967	27.7	2,123	-	-	-
Technical	41,017	5.0	2,052	38,169	4.3	2,035	-	-	-
Clinical laboratory technologists and technicians	41,148	11.5	2,080	41,148	11.5	2,080	-	-	-
Licensed practical nurses	33,561	2.7	2,075	33,561	2.7	2,075	-	-	-
Electrical and electronic technicians	39,308	9.2	1,961	39,308	9.2	1,961	-	-	-
Executive, administrative, and managerial	58,248	4.2	2,123	62,851	6.7	2,198	55,769	5.1	2,083
Executives, administrators, and managers	63,956	4.6	2,142	67,687	8.4	2,218	61,223	4.2	2,087
Administrators and officials, public administration	61,628	4.4	2,091	-	-	-	61,628	4.4	2,091
Financial managers	58,365	9.2	2,193	62,377	12.0	2,265	-	-	-
Managers and administrators, n.e.c.	83,015	7.3	2,257	83,427	7.4	2,262	-	-	-
Management related	51,001	5.7	2,100	52,781	8.4	2,156	50,383	7.1	2,080
Other financial officers	62,940	18.0	2,120	62,940	18.0	2,120	-	-	-
Personnel, training, and labor relations specialists	48,996	9.6	2,142	43,458	11.7	2,181	-	-	-
Management related, n.e.c.	47,509	8.8	2,088	50,772	9.2	2,187	-	-	-
Sales	31,227	7.5	2,057	31,227	7.5	2,057	-	-	-
Supervisors, sales	38,590	23.1	2,127	38,590	23.1	2,127	-	-	-
Sales workers, other commodities	22,323	11.1	2,002	22,323	11.1	2,002	-	-	-
Cashiers	25,898	12.2	2,080	25,898	12.2	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, Sacramento-Yolo, CA, June 2000 — 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									
Administrative support, including clerical									
Supervisors, general office	\$28,584	4.4	2,031	\$27,989	2.9	2,061	\$28,986	7.0	2,011
Secretaries	37,670	3.0	2,096	36,696	11.0	2,168	—	—	—
Receptionists	32,237	6.0	2,012	29,228	8.5	2,002	34,277	7.0	2,018
Order clerks	20,286	5.2	2,051	20,194	5.6	2,047	—	—	—
Records clerks, n.e.c.	26,788	6.5	2,065	26,788	6.5	2,065	—	—	—
Bookkeepers, accounting and auditing clerks	28,115	4.6	2,072	—	—	—	—	—	—
Traffic, shipping and receiving clerks	29,551	4.5	2,080	30,769	9.6	2,080	—	—	—
Stock and inventory clerks	26,412	14.1	2,080	26,412	14.1	2,080	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	28,784	8.2	2,054	—	—	—	—	—	—
Investigators and adjusters, except insurance	22,455	13.2	2,080	22,455	13.2	2,080	—	—	—
General office clerks	29,640	6.5	2,080	29,640	6.5	2,080	—	—	—
Data entry keyers	27,143	5.0	2,026	28,830	6.3	2,080	25,360	7.4	1,968
Teachers' aides	28,542	4.1	2,080	—	—	—	—	—	—
Administrative support, n.e.c.	15,432	4.0	1,448	—	—	—	15,432	4.0	1,448
	29,447	2.4	2,055	28,729	3.7	1,986	—	—	—
Blue collar	32,722	3.8	2,057	30,892	3.6	2,051	39,742	5.1	2,080
Precision production, craft, and repair									
Bus, truck, and stationary engine mechanics	39,647	3.6	2,041	38,187	4.4	2,022	42,628	4.0	2,080
Industrial machinery repairers	42,009	3.1	2,080	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	45,358	8.0	2,080	45,358	8.0	2,080	—	—	—
Construction trades, n.e.c.	34,637	6.6	2,031	—	—	—	—	—	—
	33,673	10.2	2,080	—	—	—	—	—	—
Machine operators, assemblers, and inspectors									
Miscellaneous machine operators, n.e.c.	24,351	4.0	2,058	24,351	4.0	2,058	—	—	—
Assemblers	25,629	17.1	1,998	25,629	17.1	1,998	—	—	—
	21,383	2.5	2,080	21,383	2.5	2,080	—	—	—
Transportation and material moving									
Truck drivers	33,017	4.9	2,093	32,092	6.0	2,097	35,763	7.3	2,080
	33,673	6.5	2,127	33,640	7.4	2,133	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Freight, stock, and material handlers, n.e.c.	26,886	7.6	2,058	26,212	8.9	2,054	31,316	7.9	2,080
Vehicle washers and equipment cleaners	26,293	9.8	2,062	26,293	9.8	2,062	—	—	—
Laborers, except construction, n.e.c.	25,203	11.9	2,058	24,192	13.1	2,055	—	—	—
	21,052	7.5	2,080	20,321	7.0	2,080	—	—	—
Service									
Protective service	33,471	12.8	2,051	20,185	4.9	1,988	50,127	9.7	2,129
Firefighting	51,012	10.5	2,137	22,968	15.9	2,012	57,054	6.4	2,164
Police and detectives, public service	43,758	5.9	2,756	—	—	—	43,758	5.9	2,756
Food service	56,381	6.6	2,058	—	—	—	56,381	6.6	2,058
Waiters, waitresses, and bartenders	16,853	8.2	1,926	16,789	8.3	1,924	—	—	—
	10,655	4.3	1,809	10,655	4.3	1,809	—	—	—

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, Sacramento-Yolo, CA, June 2000 — 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)	
Service—Continued									
Food service—Continued									
Writers and waitresses, and bartenders—Continued									
Writers and waitresses	\$10,573	4.6	1,824	\$10,573	4.6	1,824	—	—	—
Other food service	19,517	8.1	1,976	19,474	8.3	1,974	—	—	—
Supervisors, food preparation and service	30,491	6.1	2,167	30,491	6.1	2,167	—	—	—
Cooks	18,368	3.6	1,953	18,208	3.6	1,947	—	—	—
Food preparation, n.e.c.	11,739	4.0	1,851	11,739	4.0	1,851	—	—	—
Health service	21,862	3.6	2,025	21,772	4.0	2,018	—	—	—
Health aides, except nursing ..	23,937	3.4	2,005	24,400	4.4	1,979	—	—	—
Nursing aides, orderlies and attendants	19,997	5.3	2,041	19,997	5.3	2,041	—	—	—
Cleaning and building service	23,506	7.9	2,054	21,602	10.8	2,041	\$27,368	4.4	2,080
Maids and housemen	15,015	4.5	1,964	15,015	4.5	1,964	—	—	—
Janitors and cleaners	23,903	8.9	2,058	21,183	13.8	2,041	27,368	4.4	2,080
Personal service	15,516	5.9	1,720	16,927	6.6	1,887	—	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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, Sacramento-Yolo, CA, June 2000

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	\$18.77	2.7	\$16.22	2.8	\$21.91	4.4
All excluding sales	19.14	2.8	16.60	2.9	21.91	4.4
White collar	20.62	3.2	18.95	3.3	22.14	5.1
1	8.20	10.1	8.37	17.3	—	—
2	12.53	6.3	12.88	7.2	—	—
3	11.66	5.1	11.07	3.7	12.79	7.4
4	12.76	2.9	12.00	2.9	13.38	3.2
5	14.75	2.5	14.95	3.6	14.45	3.1
6	19.54	9.2	16.91	3.8	24.14	17.0
7	22.75	4.3	20.07	6.4	23.47	5.5
8	23.23	5.2	22.12	4.6	25.05	9.2
9	26.17	2.0	25.95	2.8	26.40	2.7
10	28.13	6.0	23.48	14.7	28.78	6.0
11	32.73	6.2	32.97	8.0	32.30	9.4
12	34.55	5.8	36.86	3.7	—	—
14	49.74	6.1	49.74	6.1	—	—
Not able to be leveled	21.65	9.5	21.58	9.2	—	—
White collar excluding sales	21.39	3.4	20.35	3.4	22.14	5.1
1	7.50	5.7	—	—	—	—
2	10.07	3.0	9.73	3.2	—	—
3	12.04	5.2	11.50	4.5	12.79	7.4
4	12.85	3.0	12.01	2.8	13.38	3.2
5	14.74	2.3	14.97	3.4	14.45	3.1
6	19.43	9.8	16.50	3.9	24.14	17.0
7	22.72	4.4	19.71	6.6	23.47	5.5
8	23.34	5.2	22.27	4.7	25.05	9.2
9	26.28	2.0	26.16	2.8	26.40	2.7
10	28.13	6.0	23.48	14.7	28.78	6.0
11	32.74	6.2	33.00	8.1	32.30	9.4
12	34.55	5.8	36.86	3.7	—	—
14	49.74	6.1	49.74	6.1	—	—
Not able to be leveled	21.65	9.5	21.58	9.2	—	—
Professional specialty and technical	25.74	3.5	24.18	3.1	26.91	5.6
Professional specialty	27.15	3.9	26.49	3.4	27.56	5.9
5	13.98	10.6	—	—	—	—
6	27.02	14.9	17.59	6.2	31.04	15.2
7	27.37	9.1	18.94	14.2	28.47	10.5
8	24.45	8.3	21.71	3.6	—	—
9	26.53	3.4	27.04	3.4	25.37	8.3
10	27.55	13.3	27.89	6.3	27.50	15.5
11	34.94	11.0	33.11	18.2	36.98	8.8
12	33.29	8.2	37.00	1.0	—	—
Engineers, architects, and surveyors	29.28	6.9	31.54	5.7	23.90	14.5
10	29.31	6.7	—	—	—	—
Civil engineers	24.76	18.1	—	—	—	—
Mathematical and computer scientists	27.80	10.9	28.79	4.9	—	—
9	27.17	8.5	27.17	8.5	—	—
Computer systems analysts and scientists	27.96	11.0	29.25	4.8	—	—
9	27.73	8.3	27.73	8.3	—	—
Natural scientists	17.27	12.6	25.47	9.5	—	—
Health related	26.48	6.0	25.22	2.4	—	—
8	21.62	3.4	20.79	3.1	—	—
9	26.51	3.1	27.13	2.7	—	—
Registered nurses	25.85	2.8	26.60	2.8	—	—
8	22.67	3.1	21.90	4.8	—	—
9	26.51	3.1	27.13	2.7	—	—
Teachers, college and university	33.91	12.5	—	—	—	—
Teachers, except college and university	32.15	6.3	18.60	15.1	32.59	6.4
6	32.07	14.4	—	—	—	—
7	33.90	5.6	—	—	34.26	5.6
Elementary school teachers	33.11	5.4	—	—	33.22	5.4
7	33.58	7.2	—	—	—	—
Teachers, n.e.c.	28.75	19.0	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—

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, Sacramento-Yolo, CA, June 2000 — 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						
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	\$18.95	5.0	\$16.80	8.4	\$20.00	5.0
7	16.73	8.8	—	—	—	—
9	21.98	4.9	—	—	—	—
Social workers	19.40	5.2	16.94	11.2	20.31	4.8
7	16.73	8.8	—	—	—	—
9	21.98	4.9	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.09	15.7	26.70	28.5	—	—
Technical	19.57	5.0	18.28	4.1	—	—
5	15.83	7.6	15.65	10.1	—	—
6	17.15	2.5	17.15	2.5	—	—
7	21.75	2.7	20.37	6.9	—	—
8	19.06	9.5	—	—	—	—
9	22.59	8.9	22.34	10.8	—	—
Clinical laboratory technologists and technicians	19.78	11.5	19.78	11.5	—	—
Radiological technicians	21.23	4.7	21.23	4.7	—	—
Licensed practical nurses	15.97	2.3	15.97	2.3	—	—
6	15.63	1.3	15.63	1.3	—	—
Electrical and electronic technicians	20.05	8.5	20.05	8.5	—	—
Executive, administrative, and managerial	27.43	3.9	28.60	5.8	26.77	5.1
7	20.93	6.6	24.63	16.9	—	—
8	23.24	6.1	23.83	9.0	—	—
9	26.53	1.7	25.31	3.9	—	—
10	28.50	5.5	19.82	22.2	—	—
11	31.60	7.3	32.95	8.8	—	—
12	36.00	6.3	36.75	6.8	—	—
Executives, administrators, and managers	29.85	3.9	30.52	7.1	29.34	4.1
8	21.92	3.5	22.15	4.7	—	—
9	26.89	4.6	26.89	4.6	—	—
10	28.62	5.6	—	—	—	—
11	32.04	8.5	33.13	9.7	—	—
12	36.90	6.6	37.91	7.1	—	—
Administrators and officials, public administration	29.47	4.3	—	—	29.47	4.3
Financial managers	26.62	8.8	27.54	12.2	—	—
11	27.38	5.3	—	—	—	—
Managers and administrators, n.e.c.	36.77	5.0	36.87	5.1	—	—
9	27.27	6.1	27.27	6.1	—	—
11	37.05	7.9	—	—	—	—
12	39.89	7.7	39.89	7.7	—	—
Management related	24.29	5.7	24.48	8.0	24.22	7.1
7	21.14	7.6	28.00	20.3	—	—
8	25.07	12.0	27.33	20.0	—	—
9	26.48	1.9	23.58	5.1	—	—
Other financial officers	29.69	17.2	29.69	17.2	—	—
Personnel, training, and labor relations specialists	22.88	10.0	19.92	10.1	—	—
Management related, n.e.c.	22.76	8.8	23.21	11.4	—	—
Sales	13.29	5.6	13.29	5.6	—	—
1	9.16	19.5	9.16	19.5	—	—
2	14.66	10.5	14.66	10.5	—	—
3	9.90	7.8	9.90	7.8	—	—
4	11.99	7.7	11.99	7.7	—	—
5	14.88	11.2	14.88	11.2	—	—
Supervisors, sales	18.15	20.8	18.15	20.8	—	—
Sales workers, other commodities	10.31	10.0	10.31	10.0	—	—
3	10.19	16.2	10.19	16.2	—	—
5	13.35	4.0	13.35	4.0	—	—

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, Sacramento-Yolo, CA, June 2000 — 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						
Cashiers	\$11.83	6.5	\$11.83	6.5	—	—
1	7.26	6.2	7.26	6.2	—	—
2	15.25	5.3	15.25	5.3	—	—
Administrative support, including clerical	13.67	4.2	12.84	3.1	\$14.35	6.8
1	7.50	5.7	—	—	—	—
2	10.07	3.0	9.73	3.2	—	—
3	12.06	5.3	11.51	4.6	12.79	7.4
4	12.90	3.0	12.04	2.8	13.38	3.2
5	14.57	2.1	14.64	3.6	14.48	1.0
6	15.85	5.4	15.90	8.6	15.77	4.5
7	18.73	6.1	16.73	5.6	19.32	6.9
Not able to be leveled	16.05	7.3	16.24	11.3	—	—
Supervisors, general office	17.97	3.2	16.93	12.5	—	—
Secretaries	15.56	5.3	13.86	5.4	16.98	7.0
5	13.76	6.0	—	—	—	—
7	18.84	8.3	—	—	—	—
Receptionists	9.87	5.3	9.84	5.8	—	—
Order clerks	13.11	7.0	13.11	7.0	—	—
Records clerks, n.e.c.	13.17	6.6	10.15	6.7	—	—
Bookkeepers, accounting and auditing clerks	14.11	4.3	14.52	9.3	—	—
4	13.40	3.0	10.81	5.9	—	—
6	17.91	13.1	17.91	13.1	—	—
Traffic, shipping and receiving clerks	12.70	14.1	12.70	14.1	—	—
Stock and inventory clerks	11.80	12.4	11.09	12.6	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	10.42	10.3	10.42	10.3	—	—
Investigators and adjusters, except insurance	14.02	6.4	14.02	6.4	—	—
General office clerks	13.28	4.1	13.59	6.1	12.91	5.0
3	13.00	4.7	13.67	5.2	—	—
4	14.15	14.2	—	—	—	—
5	12.73	4.2	—	—	—	—
Data entry keyers	13.60	4.5	11.98	5.5	—	—
Teachers' aides	10.38	2.7	—	—	10.51	3.1
3	10.65	3.1	—	—	10.65	3.1
Administrative support, n.e.c.	13.35	6.1	11.77	12.1	—	—
3	11.98	9.6	11.98	9.6	—	—
5	14.55	1.1	14.23	5.0	—	—
Blue collar	15.23	3.9	14.36	3.6	18.70	5.5
1	8.34	4.3	8.34	4.3	—	—
2	10.32	4.5	10.29	4.7	—	—
3	12.42	5.1	11.93	5.9	13.97	4.8
4	13.95	8.1	13.55	9.2	—	—
5	16.06	3.0	15.55	3.3	17.78	2.9
6	17.79	5.1	17.44	6.2	—	—
7	21.13	2.9	21.15	4.4	—	—
8	22.91	6.4	23.53	7.8	—	—
9	27.86	9.0	28.95	14.8	—	—
Precision production, craft, and repair	19.42	3.4	18.89	4.2	20.47	4.1
3	13.29	10.8	13.31	12.4	—	—
4	12.67	8.3	11.22	7.3	—	—
5	16.36	3.6	16.15	4.7	—	—
6	17.41	6.6	16.09	7.0	—	—
7	21.59	2.8	21.87	4.6	—	—
8	22.80	6.7	23.42	8.2	—	—
9	27.86	9.0	28.95	14.8	—	—
Bus, truck, and stationary engine mechanics	20.20	3.1	—	—	—	—
Industrial machinery repairers	21.81	8.0	21.81	8.0	—	—
Mechanics and repairers, n.e.c.	17.05	5.7	—	—	—	—
Construction trades, n.e.c.	16.10	9.9	—	—	—	—

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, Sacramento-Yolo, CA, June 2000 — 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	\$11.74	4.3	\$11.74	4.3	—	—
2	9.52	1.4	9.52	1.4	—	—
3	10.89	7.1	10.89	7.1	—	—
5	14.52	7.3	14.52	7.3	—	—
Packaging and filling machine operators	13.35	8.0	13.35	8.0	—	—
Miscellaneous machine operators, n.e.c.	12.83	19.8	12.83	19.8	—	—
Assemblers	10.28	2.5	10.28	2.5	—	—
Transportation and material moving	15.19	4.8	14.83	6.0	\$16.16	6.5
1	7.99	9.3	—	—	—	—
2	11.77	6.6	11.77	6.6	—	—
3	14.08	5.2	—	—	—	—
4	15.78	6.3	15.53	9.0	—	—
5	16.51	4.9	15.76	4.4	—	—
Truck drivers	15.83	6.5	15.76	7.4	—	—
5	16.19	5.0	16.19	5.0	—	—
Bus drivers	15.26	12.0	—	—	15.57	11.4
Handlers, equipment cleaners, helpers, and laborers	11.71	7.1	11.35	8.0	14.84	7.9
1	8.36	5.3	8.36	5.3	—	—
2	10.08	6.2	9.96	7.0	—	—
3	12.68	7.9	12.43	10.1	—	—
4	16.24	8.5	16.24	8.5	—	—
5	15.63	7.3	—	—	—	—
Stock handlers and baggers	9.86	21.6	9.86	21.6	—	—
1	6.88	2.7	6.88	2.7	—	—
Freight, stock, and material handlers, n.e.c.	11.97	8.2	11.97	8.2	—	—
3	14.36	7.8	14.36	7.8	—	—
Vehicle washers and equipment cleaners	12.36	12.6	11.99	13.9	—	—
Laborers, except construction, n.e.c.	10.11	7.1	9.79	6.6	—	—
Service	14.93	12.4	9.64	4.3	22.49	11.3
1	7.16	3.4	7.07	3.6	8.69	14.2
2	9.19	5.3	8.54	3.9	11.18	11.5
3	9.69	5.3	8.57	5.0	11.95	3.4
4	10.94	4.1	10.73	3.8	—	—
5	13.53	2.6	13.55	3.2	—	—
6	15.14	7.4	13.80	3.5	—	—
7	19.95	5.8	—	—	20.36	5.9
9	28.98	4.1	—	—	29.00	4.2
Protective service	23.68	11.5	11.68	15.3	26.36	8.0
7	20.36	5.9	—	—	20.36	5.9
9	29.00	4.2	—	—	29.00	4.2
Firefighting	15.88	5.9	—	—	15.88	5.9
Police and detectives, public service	27.40	6.6	—	—	27.40	6.6
Guards and police, except public service	11.78	15.5	—	—	—	—
Food service	8.01	4.3	7.92	4.5	—	—
1	6.16	1.5	6.16	1.5	—	—
2	8.27	5.0	7.92	4.6	—	—
3	7.22	4.3	7.11	4.1	—	—
Waiters, waitresses, and bartenders	5.90	1.2	5.90	1.2	—	—
1	5.79	.0	5.79	.0	—	—
3	5.95	2.4	5.95	2.4	—	—
Waiters and waitresses	5.79	.5	5.79	.5	—	—
Other food service	8.91	4.0	8.85	4.3	—	—
1	6.30	1.7	6.30	1.7	—	—
2	8.82	3.7	—	—	—	—
3	8.94	3.3	8.82	3.3	—	—
Supervisors, food preparation and service	13.64	5.0	13.64	5.0	—	—
Cooks	9.32	3.3	9.27	3.3	—	—
Food preparation, n.e.c.	6.80	3.3	6.68	2.7	—	—
1	6.33	1.7	6.33	1.7	—	—

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, Sacramento-Yolo, CA, June 2000 — 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						
Health service	\$10.92	2.8	\$10.93	3.1	—	—
2	9.47	3.9	9.47	3.9	—	—
3	10.00	6.0	9.68	7.3	—	—
4	12.03	2.3	12.03	2.3	—	—
Health aides, except nursing	11.92	3.2	12.26	3.3	—	—
4	12.32	3.0	12.32	3.0	—	—
Nursing aides, orderlies and attendants	10.17	3.8	10.17	3.8	—	—
3	9.73	7.8	9.73	7.8	—	—
Cleaning and building service	11.15	7.8	10.31	10.3	\$12.92	4.7
1	7.87	4.0	7.64	3.4	—	—
2	10.49	14.1	—	—	—	—
3	12.04	4.3	—	—	—	—
Maids and housemen	7.63	2.4	7.63	2.4	—	—
1	7.19	4.2	7.19	4.2	—	—
Janitors and cleaners	11.25	8.7	10.03	12.3	12.92	4.7
3	12.24	4.3	—	—	—	—
Personal service	8.46	4.0	8.23	5.1	8.92	5.3
1	7.63	6.9	7.89	9.6	—	—
3	8.48	4.9	—	—	—	—
Service, n.e.c.	9.09	6.2	—	—	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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, Sacramento-Yolo, CA, June 2000

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	\$19.65	2.8	\$17.29	2.9	\$22.16	4.4
All excluding sales	19.85	2.9	17.48	3.0	22.16	4.4
White collar	21.38	3.3	20.27	3.3	22.23	5.1
1	9.11	15.9	11.84	30.4	—	—
2	13.22	9.7	14.32	11.4	—	—
3	12.13	5.0	11.61	4.3	12.96	7.1
4	12.95	2.8	12.27	3.2	13.41	3.1
5	14.97	2.4	15.01	3.6	14.89	1.8
6	19.79	9.6	16.88	4.1	24.71	16.8
7	22.74	4.3	20.09	6.5	23.45	5.5
8	23.26	5.3	22.14	4.8	25.05	9.2
9	26.11	2.2	25.56	3.3	26.61	2.7
10	28.15	6.0	23.48	14.7	28.80	6.0
11	32.68	6.2	33.52	8.1	31.10	7.7
12	34.55	5.8	36.86	3.7	—	—
14	49.74	6.1	49.74	6.1	—	—
Not able to be leveled	22.23	10.1	22.70	9.7	—	—
White collar excluding sales	21.80	3.4	21.14	3.4	22.23	5.1
2	10.40	3.5	10.14	4.7	—	—
3	12.45	5.1	12.01	5.1	12.96	7.1
4	12.99	3.0	12.16	3.2	13.41	3.1
5	14.94	2.1	14.97	3.3	14.89	1.8
6	19.70	10.2	16.42	4.2	24.71	16.8
7	22.71	4.4	19.73	6.7	23.45	5.5
8	23.38	5.3	22.29	4.9	25.05	9.2
9	26.23	2.2	25.79	3.3	26.61	2.7
10	28.15	6.0	23.48	14.7	28.80	6.0
11	32.70	6.2	33.56	8.1	31.10	7.7
12	34.55	5.8	36.86	3.7	—	—
14	49.74	6.1	49.74	6.1	—	—
Not able to be leveled	22.23	10.1	22.70	9.7	—	—
Professional specialty and technical	26.07	3.6	24.40	3.4	27.23	5.5
Professional specialty	27.46	3.9	26.58	3.8	27.96	5.8
5	16.17	4.2	—	—	—	—
6	28.08	14.0	17.58	6.5	—	—
7	27.38	9.1	19.03	14.5	28.44	10.5
8	24.61	8.6	21.71	3.9	—	—
9	26.45	4.1	26.69	4.3	25.96	9.0
10	27.60	13.3	27.89	6.3	27.55	15.6
11	35.43	12.7	35.40	21.0	35.47	10.8
12	33.29	8.2	37.00	1.0	—	—
Engineers, architects, and surveyors	29.28	6.9	31.54	5.7	23.90	14.5
10	29.31	6.7	—	—	—	—
Civil engineers	24.76	18.1	—	—	—	—
Mathematical and computer scientists	27.80	10.9	28.79	4.9	—	—
9	27.17	8.5	27.17	8.5	—	—
Computer systems analysts and scientists	27.96	11.0	29.25	4.8	—	—
9	27.73	8.3	27.73	8.3	—	—
Natural scientists	17.27	12.6	25.47	9.5	—	—
Health related	26.36	8.2	24.36	3.4	—	—
8	21.61	3.9	20.58	3.6	—	—
9	25.19	4.0	26.00	4.1	—	—
Registered nurses	24.83	3.4	25.62	4.2	—	—
8	22.49	3.6	21.38	5.3	—	—
9	25.19	4.0	26.00	4.1	—	—
Teachers, college and university	32.52	13.2	—	—	—	—
Teachers, except college and university	33.83	4.3	21.59	16.4	34.11	4.4
7	33.95	5.7	—	—	34.27	5.6
Elementary school teachers	33.22	5.4	—	—	33.33	5.4
7	33.58	7.2	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	18.87	5.6	16.79	8.6	20.09	5.7
7	16.72	9.0	—	—	—	—

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, Sacramento-Yolo, CA, June 2000** — 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						
Social, recreation, and religious workers						
–Continued						
Social workers	\$19.16	6.0	\$16.93	11.5	\$20.09	5.7
7	16.72	9.0	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
Technical	25.14	15.7	26.83	28.5	–	–
5	19.99	4.6	18.76	4.2	–	–
6	15.53	7.4	15.22	10.0	–	–
7	17.12	2.6	17.12	2.6	–	–
8	21.75	2.7	20.37	6.9	–	–
9	19.06	9.5	–	–	–	–
9	22.59	8.9	22.34	10.8	–	–
Clinical laboratory technologists and technicians	19.78	11.5	19.78	11.5	–	–
Licensed practical nurses	16.17	2.7	16.17	2.7	–	–
6	15.82	1.5	15.82	1.5	–	–
Electrical and electronic technicians	20.05	8.5	20.05	8.5	–	–
Executive, administrative, and managerial						
7	27.43	3.9	28.60	5.8	26.77	5.1
8	20.93	6.6	24.63	16.9	–	–
8	23.24	6.1	23.83	9.0	–	–
9	26.53	1.7	25.31	3.9	–	–
10	28.50	5.5	19.82	22.2	–	–
11	31.60	7.3	32.95	8.8	–	–
12	36.00	6.3	36.75	6.8	–	–
Executives, administrators, and managers	29.85	3.9	30.52	7.1	29.34	4.1
8	21.92	3.5	22.15	4.7	–	–
9	26.89	4.6	26.89	4.6	–	–
10	28.62	5.6	–	–	–	–
11	32.04	8.5	33.13	9.7	–	–
12	36.90	6.6	37.91	7.1	–	–
Administrators and officials, public administration	29.47	4.3	–	–	29.47	4.3
Financial managers	26.62	8.8	27.54	12.2	–	–
11	27.38	5.3	–	–	–	–
Managers and administrators, n.e.c.	36.77	5.0	36.87	5.1	–	–
9	27.27	6.1	27.27	6.1	–	–
11	37.05	7.9	–	–	–	–
12	39.89	7.7	39.89	7.7	–	–
Management related	24.29	5.7	24.48	8.0	24.22	7.1
7	21.14	7.6	28.00	20.3	–	–
8	25.07	12.0	27.33	20.0	–	–
9	26.48	1.9	23.58	5.1	–	–
Other financial officers	29.69	17.2	29.69	17.2	–	–
Personnel, training, and labor relations	–	–	–	–	–	–
specialists	22.88	10.0	19.92	10.1	–	–
Management related, n.e.c.	22.76	8.8	23.21	11.4	–	–
Sales						
1	15.18	6.9	15.18	6.9	–	–
2	12.18	31.1	12.18	31.1	–	–
3	18.52	11.5	18.52	11.5	–	–
4	10.55	9.0	10.55	9.0	–	–
Supervisors, sales	12.64	8.1	12.64	8.1	–	–
18.15	20.8	18.15	20.8	–	–	
Sales workers, other commodities	11.15	11.2	11.15	11.2	–	–
3	10.68	16.0	10.68	16.0	–	–
Cashiers	12.45	12.2	12.45	12.2	–	–
Administrative support, including clerical						
2	14.07	4.4	13.58	2.9	14.41	6.9
3	10.40	3.5	10.14	4.7	–	–
4	12.46	5.2	12.02	5.3	12.96	7.1
4	13.02	2.9	12.22	3.1	13.41	3.1

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, Sacramento-Yolo, CA, June 2000 — 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						
Administrative support, including clerical –Continued						
5	\$14.61	2.1	\$14.69	3.7	\$14.49	1.0
6	15.85	5.4	15.90	8.6	15.77	4.5
7	18.73	6.1	16.73	5.6	19.32	6.9
Not able to be leveled	16.35	8.5	—	—	—	—
Supervisors, general office	17.97	3.2	16.93	12.5	—	—
Secretaries	16.02	5.2	14.60	5.7	16.98	7.0
5	13.76	6.0	—	—	—	—
7	18.84	8.3	—	—	—	—
Receptionists	9.89	5.5	9.86	6.1	—	—
Order clerks	12.97	6.7	12.97	6.7	—	—
Records clerks, n.e.c.	13.57	4.6	—	—	—	—
Bookkeepers, accounting and auditing clerks	14.21	4.5	14.79	9.6	—	—
4	13.40	3.0	10.82	5.9	—	—
6	17.91	13.1	17.91	13.1	—	—
Traffic, shipping and receiving clerks	12.70	14.1	12.70	14.1	—	—
Stock and inventory clerks	14.01	7.8	—	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	10.80	13.2	10.80	13.2	—	—
Investigators and adjusters, except insurance	14.25	6.5	14.25	6.5	—	—
General office clerks	13.40	4.2	13.86	6.3	12.89	5.2
3	13.00	4.7	13.67	5.2	—	—
4	14.15	14.2	—	—	—	—
Data entry keyers	13.72	4.1	—	—	—	—
Teachers' aides	10.65	3.5	—	—	10.65	3.5
3	10.76	3.6	—	—	10.76	3.6
Administrative support, n.e.c.	14.33	2.2	14.47	3.4	—	—
5	14.60	1.0	—	—	—	—
Blue collar	15.91	3.8	15.06	3.6	19.11	5.1
1	9.15	5.3	9.15	5.3	—	—
2	10.23	4.8	10.19	5.1	—	—
3	12.56	5.6	12.07	6.2	14.53	4.5
4	13.96	8.2	13.55	9.2	—	—
5	16.09	3.3	15.52	3.4	—	—
6	17.79	5.1	17.44	6.2	—	—
7	21.13	2.9	21.15	4.4	—	—
8	22.91	6.4	23.53	7.8	—	—
9	27.86	9.0	28.95	14.8	—	—
Precision production, craft, and repair	19.42	3.4	18.89	4.2	20.49	4.0
3	13.29	10.8	13.31	12.4	—	—
4	12.68	8.4	11.22	7.3	—	—
5	16.36	3.6	16.15	4.7	—	—
6	17.41	6.6	16.09	7.0	—	—
7	21.59	2.8	21.87	4.6	—	—
8	22.80	6.7	23.42	8.2	—	—
9	27.86	9.0	28.95	14.8	—	—
Bus, truck, and stationary engine mechanics	20.20	3.1	—	—	—	—
Industrial machinery repairers	21.81	8.0	21.81	8.0	—	—
Mechanics and repairers, n.e.c.	17.05	5.7	—	—	—	—
Construction trades, n.e.c.	16.19	10.2	—	—	—	—
Machine operators, assemblers, and inspectors	11.83	4.4	11.83	4.4	—	—
2	9.52	1.4	9.52	1.4	—	—
3	10.95	7.3	10.95	7.3	—	—
5	14.52	7.3	14.52	7.3	—	—
Miscellaneous machine operators, n.e.c.	12.83	19.8	12.83	19.8	—	—
Assemblers	10.28	2.5	10.28	2.5	—	—
Transportation and material moving	15.78	5.0	15.30	6.1	17.19	7.3
3	14.56	5.3	—	—	—	—
4	15.78	6.3	15.53	9.0	—	—

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, Sacramento-Yolo, CA, June 2000** — 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						
Transportation and material moving —Continued						
5	\$16.64	5.9	\$15.69	4.7	—	—
Truck drivers	15.83	6.7	15.77	7.7	—	—
5	16.13	5.3	16.13	5.3	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	13.07	7.6	12.76	8.9	\$15.06	7.9
2	9.42	7.3	9.42	7.3	—	—
2	9.90	6.8	9.71	7.7	—	—
3	13.14	8.5	12.88	11.0	—	—
4	16.24	8.5	16.24	8.5	—	—
5	15.63	7.3	—	—	—	—
Freight, stock, and material handlers, n.e.c.	12.75	9.8	12.75	9.8	—	—
Vehicle washers and equipment cleaners	12.24	12.6	11.77	13.9	—	—
Laborers, except construction, n.e.c.	10.12	7.5	9.77	7.0	—	—
Service						
1	16.32	12.6	10.15	4.6	23.55	10.5
2	7.51	3.8	7.38	3.7	—	—
2	9.69	6.5	8.92	3.0	—	—
3	10.00	5.5	8.72	5.7	12.05	3.5
4	11.05	4.6	10.81	4.2	—	—
5	13.48	2.7	13.49	3.5	—	—
6	15.28	8.9	13.60	4.6	—	—
7	19.95	5.8	—	—	20.36	5.9
9	28.98	4.1	—	—	29.00	4.2
Protective service	23.87	11.2	11.41	15.8	26.36	8.0
7	20.36	5.9	—	—	20.36	5.9
9	29.00	4.2	—	—	29.00	4.2
Firefighting	15.88	5.9	—	—	15.88	5.9
Police and detectives, public service	27.40	6.6	—	—	27.40	6.6
Food service						
1	8.75	7.6	8.73	7.7	—	—
3	6.22	2.2	6.22	2.2	—	—
3	7.30	4.7	7.30	4.7	—	—
Waiters, waitresses, and bartenders						
Waiters and waitresses	5.89	1.8	5.89	1.8	—	—
Other food service	9.88	7.3	9.86	7.4	—	—
1	6.34	2.6	6.34	2.6	—	—
Supervisors, food preparation and service	14.07	4.1	14.07	4.1	—	—
Cooks	9.41	3.3	9.35	3.4	—	—
Food preparation, n.e.c.	6.34	2.6	6.34	2.6	—	—
1	6.34	2.6	6.34	2.6	—	—
Health service						
2	10.79	3.4	10.79	3.8	—	—
2	9.48	4.0	9.48	4.0	—	—
3	9.94	7.3	9.50	9.3	—	—
Health aides, except nursing	11.94	3.4	12.33	3.6	—	—
Nursing aides, orderlies and attendants	9.80	4.4	9.80	4.4	—	—
Cleaning and building service						
1	11.45	7.6	10.59	10.5	13.16	4.4
2	7.89	4.7	7.61	3.5	—	—
2	10.78	14.8	—	—	—	—
3	12.04	4.3	—	—	—	—
Maids and housemen	7.64	2.6	7.64	2.6	—	—
Janitors and cleaners	11.61	8.2	10.38	12.8	13.16	4.4
3	12.24	4.3	—	—	—	—

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, Sacramento-Yolo, CA, June 2000 — 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	\$9.02	5.0	\$8.97	5.7	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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, Sacramento-Yolo, CA, June 2000

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	\$11.37	4.6	\$10.86	3.7	\$14.58	18.7
All excluding sales	11.66	5.7	11.02	4.6	14.58	18.7
White collar	13.39	6.5	12.65	5.2	18.47	23.3
1	6.83	4.8	6.81	4.8	-	-
2	11.75	6.6	11.75	6.6	-	-
3	9.15	3.9	9.01	4.3	-	-
4	10.70	5.3	10.79	5.4	-	-
5	11.83	7.4	13.47	11.6	-	-
6	16.13	7.5	-	-	-	-
9	26.86	4.3	-	-	-	-
White collar excluding sales	15.34	8.6	14.50	7.6	18.47	23.3
2	9.08	3.4	9.08	3.4	-	-
3	9.67	3.8	9.60	4.4	-	-
4	11.17	4.6	11.32	4.6	-	-
5	11.95	8.6	-	-	-	-
6	16.13	7.5	-	-	-	-
9	26.86	4.3	-	-	-	-
Professional specialty and technical	22.17	9.4	22.74	6.1	21.08	25.8
Professional specialty	23.84	10.4	25.89	3.4	21.08	25.8
9	26.86	4.3	-	-	-	-
Health related	26.82	3.1	26.82	3.1	-	-
Registered nurses	28.09	2.8	28.09	2.8	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	12.80	16.8	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	15.34	9.4	15.34	9.4	-	-
Sales	10.41	6.1	10.41	6.1	-	-
1	7.20	5.7	7.20	5.7	-	-
2	12.64	9.1	12.64	9.1	-	-
4	9.26	9.5	9.26	9.5	-	-
Sales workers, other commodities	8.45	5.6	8.45	5.6	-	-
4	9.13	11.5	9.13	11.5	-	-
Cashiers	11.50	9.6	11.50	9.6	-	-
1	6.98	6.6	6.98	6.6	-	-
Administrative support, including clerical	9.28	5.5	9.21	5.9	-	-
2	9.08	3.4	9.08	3.4	-	-
3	9.68	3.9	9.60	4.6	-	-
4	10.79	6.6	10.96	7.0	-	-
Secretaries	10.79	3.8	10.79	3.8	-	-
Teachers' aides	9.84	1.3	-	-	-	-
Administrative support, n.e.c.	8.06	15.0	8.06	15.0	-	-
Blue collar	8.84	4.9	8.44	5.3	11.81	3.2
1	7.33	5.8	7.30	5.9	-	-
2	10.83	8.0	10.83	8.0	-	-
3	11.02	5.5	8.85	6.1	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	11.30	7.2	10.80	12.4	-	-
Bus drivers	11.92	3.2	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.03	6.1	8.00	6.3	-	-
1	7.35	6.3	7.35	6.3	-	-
3	9.14	6.7	-	-	-	-
Stock handlers and baggers	6.89	2.7	6.89	2.7	-	-
1	6.88	2.9	6.88	2.9	-	-

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, Sacramento-Yolo, CA, June 2000 — 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						
Handlers, equipment cleaners, helpers, and laborers –Continued						
Freight, stock, and material handlers, n.e.c.	\$10.06	3.1	\$10.06	3.1	–	–
Service	8.20	4.5	8.03	5.3	\$9.01	4.3
1	6.58	3.5	6.50	3.9	–	–
2	8.34	6.6	7.48	7.8	–	–
3	8.28	5.3	8.12	5.6	–	–
Protective service	–	–	–	–	–	–
Food service	6.98	3.9	6.69	2.5	–	–
1	6.12	2.4	6.12	2.4	–	–
2	8.31	6.1	7.85	6.3	–	–
3	6.99	7.3	6.47	3.3	–	–
Waiters, waitresses, and bartenders	5.90	1.1	5.90	1.1	–	–
Waiters and waitresses	5.78	.5	5.78	.5	–	–
Other food service	7.49	5.5	7.12	4.7	–	–
1	6.27	2.4	6.27	2.4	–	–
Food preparation, n.e.c.	7.12	5.7	6.93	4.8	–	–
Health service	11.71	5.0	11.71	5.0	–	–
Cleaning and building service	–	–	–	–	–	–
Personal service	8.05	6.3	7.22	7.1	8.84	6.4
1	7.21	3.4	–	–	–	–
Service, n.e.c.	8.49	5.8	–	–	–	–

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Sacramento-Yolo, CA, June 2000**

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	\$19.65	\$11.37	\$20.20	\$17.46	\$18.77	\$18.84
All excluding sales	19.85	11.66	20.50	17.82	19.16	—
White collar	21.38	13.39	20.83	20.44	20.59	22.15
White-collar excluding sales	21.80	15.34	21.34	21.44	21.34	—
Professional specialty and technical	26.07	22.17	27.41	23.44	25.74	—
Professional specialty	27.46	23.84	28.63	25.00	27.15	—
Technical	19.99	15.34	21.33	17.67	19.57	—
Executive, administrative, and managerial	27.43	—	24.60	28.76	27.23	—
Sales	15.18	10.41	12.98	13.43	11.54	20.06
Administrative support, including clerical	14.07	9.28	14.31	12.94	13.68	—
Blue collar	15.91	8.84	17.95	12.66	15.38	—
Precision production, craft, and repair	19.42	—	20.75	17.27	19.63	—
Machine operators, assemblers, and inspectors	11.83	—	13.99	11.18	11.93	—
Transportation and material moving	15.78	11.30	17.38	13.05	15.14	—
Handlers, equipment cleaners, helpers, and laborers	13.07	8.03	14.44	8.93	11.71	—
Service	16.32	8.20	20.22	9.91	14.93	—
	Relative error ⁶ (percent)					
All occupations	2.8	4.6	4.0	4.1	2.7	16.3
All excluding sales	2.9	5.7	4.1	4.2	2.8	—
White collar	3.3	6.5	5.0	4.2	3.3	11.9
White-collar excluding sales	3.4	8.6	5.1	4.2	3.4	—
Professional specialty and technical	3.6	9.4	4.7	4.9	3.5	—
Professional specialty	3.9	10.4	5.0	5.7	3.9	—
Technical	4.6	9.4	3.3	5.0	5.0	—
Executive, administrative, and managerial	3.9	—	7.0	3.7	3.9	—
Sales	6.9	6.1	6.6	7.4	4.4	9.4
Administrative support, including clerical	4.4	5.5	6.8	4.6	4.2	—
Blue collar	3.8	4.9	3.8	4.1	3.8	—
Precision production, craft, and repair	3.4	—	2.7	6.5	3.1	—
Machine operators, assemblers, and inspectors	4.4	—	8.8	4.6	4.8	—
Transportation and material moving	5.0	7.2	4.3	5.5	4.9	—
Handlers, equipment cleaners, helpers, and laborers	7.6	6.1	7.7	4.9	7.1	—
Service	12.6	4.5	12.9	7.6	12.4	—

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 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Sacramento-Yolo, CA, June 2000

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	\$16.22	-	-	-	-	-	\$19.96	-	-	\$15.62
All excluding sales	16.60	-	-	-	-	-	19.94	-	-	15.99
White collar	18.95	-	-	-	-	-	21.28	-	-	19.31
White-collar excluding sales	20.35	-	-	-	-	-	21.27	-	-	20.32
Professional specialty and technical	24.18	-	-	-	-	-	31.43	-	-	22.59
Professional specialty	26.49	-	-	-	-	-	36.05	-	-	24.18
Technical	18.28	-	-	-	-	-	23.84	-	-	17.98
Executive, administrative, and managerial	28.60	-	-	-	-	-	26.78	-	-	27.07
Sales	13.29	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	12.84	-	-	-	-	-	16.95	-	-	12.30
Blue collar	14.36	-	-	-	-	-	17.75	-	-	11.77
Precision production, craft, and repair	18.89	-	-	-	-	-	23.21	-	-	15.13
Machine operators, assemblers, and inspectors	11.74	-	-	-	-	-	-	-	-	10.61
Transportation and material moving	14.83	-	-	-	-	-	17.53	-	-	13.11
Handlers, equipment cleaners, helpers, and laborers	11.35	-	-	-	-	-	12.46	-	-	8.59
Service	9.64	-	-	-	-	-	-	-	-	9.99
	Relative error ⁵ (percent)									
All occupations	2.8	-	-	-	-	-	6.8	-	-	3.9
All excluding sales	2.9	-	-	-	-	-	6.9	-	-	3.9
White collar	3.3	-	-	-	-	-	7.5	-	-	4.1
White-collar excluding sales	3.4	-	-	-	-	-	7.6	-	-	3.5
Professional specialty and technical	3.1	-	-	-	-	-	13.1	-	-	2.8
Professional specialty	3.4	-	-	-	-	-	17.5	-	-	3.3
Technical	4.1	-	-	-	-	-	9.9	-	-	2.7
Executive, administrative, and managerial	5.8	-	-	-	-	-	11.0	-	-	10.0
Sales	5.6	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.1	-	-	-	-	-	4.2	-	-	3.6
Blue collar	3.6	-	-	-	-	-	8.1	-	-	6.8
Precision production, craft, and repair	4.2	-	-	-	-	-	8.1	-	-	9.8
Machine operators, assemblers, and inspectors	4.3	-	-	-	-	-	-	-	-	14.3
Transportation and material moving	6.0	-	-	-	-	-	8.9	-	-	10.6
Handlers, equipment cleaners, helpers, and laborers	8.0	-	-	-	-	-	10.5	-	-	10.2
Service	4.3	-	-	-	-	-	-	-	-	4.9

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Sacramento-Yolo, CA, June 2000

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	\$16.22	\$13.57	\$16.92	\$16.10	\$17.73
All excluding sales	16.60	13.86	17.35	16.36	18.25
White collar	18.95	17.93	19.12	18.43	19.62
White-collar excluding sales	20.35	20.02	20.40	20.02	20.63
Professional specialty and technical	24.18	20.28	24.40	23.00	24.93
Professional specialty	26.49	22.55	26.72	25.93	26.99
Technical	18.28	—	18.53	17.45	19.07
Executive, administrative, and managerial	28.60	28.68	28.57	30.73	26.75
Sales	13.29	10.46	13.81	14.68	12.27
Administrative support, including clerical	12.84	12.90	12.83	12.42	13.10
Blue collar	14.36	14.85	14.26	14.56	13.58
Precision production, craft, and repair	18.89	19.69	18.67	19.27	17.39
Machine operators, assemblers, and inspectors	11.74	—	11.75	11.18	12.49
Transportation and material moving	14.83	12.69	15.29	15.66	—
Handlers, equipment cleaners, helpers, and laborers	11.35	11.61	11.27	11.54	10.52
Service	9.64	8.52	10.77	9.38	11.91
Relative error ⁴ (percent)					
All occupations	2.8	7.6	3.1	5.8	3.1
All excluding sales	2.9	7.6	3.2	6.5	2.7
White collar	3.3	9.1	3.6	7.2	3.8
White-collar excluding sales	3.4	8.5	3.7	8.4	3.4
Professional specialty and technical	3.1	20.2	3.0	7.9	3.0
Professional specialty	3.4	19.6	3.4	10.3	3.1
Technical	4.1	—	4.0	7.4	4.7
Executive, administrative, and managerial	5.8	15.4	5.8	9.1	5.1
Sales	5.6	19.8	6.0	7.3	7.5
Administrative support, including clerical	3.1	8.6	3.3	6.9	3.3
Blue collar	3.6	10.4	4.1	5.5	3.7
Precision production, craft, and repair	4.2	9.5	5.0	6.5	4.9
Machine operators, assemblers, and inspectors	4.3	—	4.3	6.3	4.6
Transportation and material moving	6.0	6.2	6.6	7.2	—
Handlers, equipment cleaners, helpers, and laborers	8.0	17.3	9.0	11.7	6.3
Service	4.3	8.5	4.4	6.4	5.1

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.

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Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, June 2000

Occupation ³	10	25	Median 50	75	90
All	\$8.25	\$11.58	\$16.88	\$24.42	\$31.28
All excluding sales	8.50	12.11	17.50	25.00	32.14
White collar	9.75	13.55	19.34	26.42	34.13
White collar excluding sales	10.50	13.94	20.02	27.03	34.13
Professional specialty and technical	15.17	19.84	23.49	33.28	37.40
Professional specialty	16.46	20.23	25.91	34.13	39.25
Engineers, architects, and surveyors	16.46	26.00	29.14	34.45	42.61
Civil engineers	16.46	16.46	26.91	29.53	37.03
Mathematical and computer scientists	20.23	20.23	27.64	34.13	34.86
Computer systems analysts and scientists	20.23	20.23	27.64	34.13	34.86
Natural scientists	12.33	12.33	12.48	20.15	25.88
Health related	19.90	22.66	24.03	29.23	37.08
Registered nurses	22.50	22.71	24.76	29.23	33.28
Teachers, college and university	20.55	22.72	39.41	40.84	41.89
Teachers, except college and university	14.62	31.14	34.62	37.40	39.93
Elementary school teachers	30.41	31.14	34.62	37.29	38.03
Teachers, n.e.c.	10.63	17.43	32.96	39.25	39.25
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.69	17.90	19.76	21.57	24.50
Social workers	12.69	17.90	19.76	21.57	24.50
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.50	19.03	21.12	26.17	26.17
Technical	13.55	16.47	20.44	22.33	22.74
Clinical laboratory technologists and technicians	11.04	11.39	21.22	25.46	25.46
Radiological technicians	18.49	18.99	20.14	21.96	25.92
Licensed practical nurses	14.79	15.17	16.02	16.52	18.11
Electrical and electronic technicians	13.26	16.95	20.44	22.08	26.67
Executive, administrative, and managerial	19.23	21.63	26.42	30.72	36.06
Executives, administrators, and managers	20.31	26.24	30.72	31.28	41.31
Administrators and officials, public administration	26.24	26.24	30.72	31.28	31.28
Financial managers	19.23	21.23	23.67	28.84	33.63
Managers and administrators, n.e.c.	26.42	30.42	38.17	41.31	44.20
Management related	18.84	19.55	26.14	27.51	27.51
Other financial officers	14.58	17.44	21.75	45.41	53.40
Personnel, training, and labor relations specialists	12.50	17.59	24.73	28.58	28.58
Management related, n.e.c.	19.55	19.55	20.02	26.42	26.42
Sales	6.69	8.28	12.20	16.88	22.13
Supervisors, sales	7.60	10.20	14.83	23.89	34.61
Sales workers, other commodities	6.08	7.14	10.52	13.90	15.07
Cashiers	6.12	6.94	12.20	16.88	17.23
Administrative support, including clerical	8.36	10.52	13.82	15.25	19.39
Supervisors, general office	16.54	17.53	17.82	17.82	21.69
Secretaries	10.73	13.44	15.65	16.97	19.00
Receptionists	8.10	9.43	9.54	10.15	11.83
Order clerks	9.50	11.14	11.99	13.20	22.81
Records clerks, n.e.c.	9.50	12.51	14.36	14.36	14.36
Bookkeepers, accounting and auditing clerks	11.00	13.82	13.82	13.82	16.00
Traffic, shipping and receiving clerks	8.48	8.50	9.75	19.39	19.39
Stock and inventory clerks	5.75	5.75	11.94	14.43	18.77
Material recording, scheduling, and distribution clerks, n.e.c.	6.69	8.25	10.15	10.52	11.60
Investigators and adjusters, except insurance	10.25	10.98	14.83	14.83	18.32
General office clerks	10.32	11.45	12.97	14.45	16.92
Data entry keyers	11.02	14.34	14.34	14.34	14.34
Teachers' aides	9.69	9.97	10.10	10.82	12.02
Administrative support, n.e.c.	8.01	12.25	14.63	14.63	15.73
Blue collar	8.45	10.20	14.88	19.47	21.98
Precision production, craft, and repair	12.00	16.28	19.63	21.98	27.59
Bus, truck, and stationary engine mechanics	18.13	19.47	19.47	21.15	22.60
Industrial machinery repairers	17.70	17.70	22.79	24.64	28.65

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, Sacramento-Yolo, CA, June 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Mechanics and repairers, n.e.c.	\$12.27	\$16.06	\$16.33	\$19.86	\$21.02
Construction trades, n.e.c.	9.20	13.14	16.67	19.61	23.45
Machine operators, assemblers, and inspectors					
Packaging and filling machine operators	8.89	9.21	10.46	14.59	16.84
Miscellaneous machine operators, n.e.c.	10.14	10.14	14.89	15.23	18.35
Assemblers	8.89	8.89	8.89	17.99	19.16
Assemblers	9.21	9.21	10.00	10.71	12.41
Transportation and material moving					
Truck drivers	9.19	12.85	15.54	17.34	21.11
Bus drivers	10.00	13.20	16.30	18.67	21.11
Bus drivers	10.47	12.41	12.85	19.81	19.81
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	6.70	7.35	10.25	15.68	18.10
Freight, stock, and material handlers, n.e.c.	6.04	6.70	7.35	14.76	18.10
Vehicle washers and equipment cleaners	6.91	10.25	11.25	13.89	17.55
Laborers, except construction, n.e.c.	7.50	7.50	10.81	16.65	17.57
Laborers, except construction, n.e.c.	7.52	8.00	9.33	10.66	17.53
Service					
Protective service	6.50	8.00	11.58	20.18	29.64
Firefighting	13.18	15.51	24.42	29.64	33.55
Police and detectives, public service	13.18	14.34	15.51	16.84	19.06
Guards and police, except public service	20.18	25.14	29.64	29.64	29.64
Food service	8.18	8.18	14.00	14.00	14.00
Waiters, waitresses, and bartenders	5.75	5.80	6.57	9.43	13.93
Waiters and waitresses	5.75	5.75	5.75	5.80	6.50
Other food service	5.69	5.75	5.75	5.80	5.82
Supervisors, food preparation and service	6.00	6.50	8.25	9.95	14.00
Cooks	9.95	13.93	14.00	14.00	17.05
Food preparation, n.e.c.	7.72	8.27	9.13	10.50	11.46
Health service	5.81	6.00	6.50	6.67	9.87
Health aides, except nursing	7.76	9.33	10.91	12.11	13.75
Nursing aides, orderlies and attendants	9.55	10.91	11.38	12.92	15.47
Cleaning and building service	7.76	9.33	10.00	11.52	12.12
Maids and housemen	7.04	7.93	10.70	13.96	15.28
Janitors and cleaners	6.75	6.75	7.75	8.39	9.10
Personal service	7.75	7.93	11.80	13.88	15.28
Service, n.e.c.	6.50	7.12	8.11	9.38	10.92
Service, n.e.c.	6.99	7.38	8.49	8.75	14.17

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Sacramento-Yolo, CA, June 2000

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.35	\$9.60	\$13.89	\$20.29	\$27.64
All excluding sales	7.75	9.75	14.00	20.70	28.99
White collar	8.50	11.48	16.82	23.89	32.20
White collar excluding sales	9.60	12.50	18.25	25.68	34.48
Professional specialty and technical	14.79	18.44	23.07	27.64	36.14
Professional specialty	16.96	20.56	25.68	30.73	37.08
Engineers, architects, and surveyors	26.00	26.00	29.14	37.25	42.61
Mathematical and computer scientists	19.49	25.18	27.64	34.86	36.14
Computer systems analysts and scientists	19.49	26.15	27.64	34.86	36.14
Natural scientists	20.53	22.86	22.86	26.78	40.62
Health related	19.63	22.50	24.81	25.77	32.89
Registered nurses	21.16	23.07	24.81	31.70	33.28
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	8.11	12.94	19.00	25.83	25.83
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.84	12.39	18.00	18.90	23.29
Social workers	9.24	12.39	17.20	23.29	23.29
Writers, authors, entertainers, athletes, and professionals, n.e.c.	7.81	16.15	19.03	24.44	39.38
Technical	12.19	15.17	18.08	20.44	25.92
Clinical laboratory technologists and technicians	11.04	11.39	21.22	25.46	25.46
Radiological technicians	18.49	18.99	20.14	21.96	25.92
Licensed practical nurses	14.79	15.17	16.02	16.52	18.11
Electrical and electronic technicians	13.26	16.95	20.44	22.08	26.67
Executive, administrative, and managerial	16.82	19.23	25.52	36.06	44.20
Executives, administrators, and managers	17.79	21.26	29.20	40.79	44.20
Financial managers	19.23	19.23	23.67	33.63	48.03
Managers and administrators, n.e.c.	26.42	30.42	38.17	41.31	44.20
Management related	14.58	17.59	21.63	26.14	45.41
Other financial officers	14.58	17.44	21.75	45.41	53.40
Personnel, training, and labor relations specialists	10.50	12.50	23.03	25.19	25.67
Management related, n.e.c.	17.83	18.84	18.84	30.70	32.71
Sales	6.69	8.28	12.20	16.88	22.13
Supervisors, sales	7.60	10.20	14.83	23.89	34.61
Sales workers, other commodities	6.08	7.14	10.52	13.90	15.07
Cashiers	6.12	6.94	12.20	16.88	17.23
Administrative support, including clerical	8.27	9.80	12.25	15.13	18.57
Supervisors, general office	12.50	12.50	16.54	16.60	27.62
Secretaries	10.03	10.88	15.19	16.67	16.97
Receptionists	8.10	9.00	9.50	10.74	13.12
Order clerks	9.50	11.14	11.99	13.20	22.81
Records clerks, n.e.c.	5.75	9.50	10.49	11.25	12.00
Bookkeepers, accounting and auditing clerks	9.58	11.00	14.28	15.37	25.00
Traffic, shipping and receiving clerks	8.48	8.50	9.75	19.39	19.39
Stock and inventory clerks	5.75	5.75	11.94	12.32	14.43
Material recording, scheduling, and distribution clerks, n.e.c.	6.69	8.25	10.15	10.52	11.60
Investigators and adjusters, except insurance	10.25	10.98	14.83	14.83	18.32
General office clerks	9.00	10.32	13.13	15.67	17.89
Data entry keyers	10.53	10.75	11.02	11.74	14.74
Administrative support, n.e.c.	5.98	7.90	13.52	15.20	16.34
Blue collar	7.52	9.54	13.30	17.90	22.77
Precision production, craft, and repair	10.21	14.24	17.70	23.09	27.96
Industrial machinery repairers	17.70	17.70	22.79	24.64	28.65
Machine operators, assemblers, and inspectors	8.89	9.21	10.46	14.59	16.84
Packaging and filling machine operators	10.14	10.14	14.89	15.23	18.35
Miscellaneous machine operators, n.e.c.	8.89	8.89	8.89	17.99	19.16
Assemblers	9.21	9.21	10.00	10.71	12.41

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, Sacramento-Yolo, CA, June 2000 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Transportation and material moving	\$8.87	\$12.61	\$13.77	\$17.27	\$21.11
Truck drivers	10.00	13.17	16.75	19.29	21.11
Handlers, equipment cleaners, helpers, and laborers	6.70	7.35	10.00	14.76	18.10
Stock handlers and baggers	6.04	6.70	7.35	14.76	18.10
Freight, stock, and material handlers, n.e.c.	6.91	10.25	11.25	13.89	17.55
Vehicle washers and equipment cleaners	6.25	7.50	10.00	16.65	17.57
Laborers, except construction, n.e.c.	7.52	8.00	9.33	10.66	12.75
Service	5.80	6.87	8.39	11.52	14.00
Protective service	8.18	8.18	14.00	14.00	14.00
Food service	5.75	5.80	6.57	9.13	13.93
Waiters, waitresses, and bartenders	5.75	5.75	5.75	5.80	6.50
Waiters and waitresses	5.69	5.75	5.75	5.80	5.82
Other food service	6.00	6.44	8.08	9.95	14.00
Supervisors, food preparation and service	9.95	13.93	14.00	14.00	17.05
Cooks	7.72	8.27	9.13	9.50	11.46
Food preparation, n.e.c.	5.81	6.00	6.50	6.57	7.08
Health service	7.76	9.33	10.79	12.12	14.59
Health aides, except nursing	8.90	10.96	12.11	13.22	15.78
Nursing aides, orderlies and attendants	7.76	9.33	10.00	11.52	12.12
Cleaning and building service	6.75	7.75	8.00	10.70	15.28
Maids and housemen	6.75	6.75	7.75	8.39	9.10
Janitors and cleaners	7.65	7.93	8.00	10.70	15.28
Personal service	6.50	6.75	7.91	9.38	10.00

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Sacramento-Yolo, CA, June 2000

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.80	\$14.36	\$21.12	\$27.59	\$33.55
All excluding sales	11.80	14.36	21.12	27.59	33.55
White collar	12.25	14.36	21.12	27.51	34.13
White collar excluding sales	12.25	14.36	21.12	27.51	34.13
Professional specialty and technical	16.46	20.23	23.49	34.13	39.25
Professional specialty	16.46	20.23	26.17	34.53	39.41
Engineers, architects, and surveyors	16.46	16.46	25.91	29.53	34.45
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	-	-	-	-	-
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	14.62	32.14	34.62	38.03	39.93
Elementary school teachers	30.41	31.14	34.62	37.29	38.03
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	14.80	17.90	20.15	21.57	24.50
Social workers	17.90	18.18	20.15	21.57	24.50
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	-	-	-	-	-
Executive, administrative, and managerial	19.55	26.24	26.42	30.72	31.28
Executives, administrators, and managers	26.24	26.24	30.72	31.28	31.28
Administrators and officials, public administration	26.24	26.24	30.72	31.28	31.28
Management related	19.55	19.55	26.42	27.51	27.51
Administrative support, including clerical	9.49	12.25	14.34	15.73	21.69
Secretaries	12.75	15.43	15.77	18.31	22.31
General office clerks	11.24	11.45	12.70	14.45	14.45
Teachers' aides	9.69	10.10	10.10	10.82	12.02
Blue collar	12.93	16.30	19.47	21.26	21.26
Precision production, craft, and repair	16.67	19.47	21.26	21.26	21.26
Transportation and material moving	12.41	12.93	15.54	17.34	19.81
Bus drivers	12.41	12.57	12.93	19.81	19.81
Handlers, equipment cleaners, helpers, and laborers	10.98	11.11	15.40	17.60	17.80
Service	10.91	13.96	22.36	29.64	33.55
Protective service	15.51	20.23	29.64	33.55	33.55
Firefighting	13.18	14.34	15.51	16.84	19.06
Police and detectives, public service	20.18	25.14	29.64	29.64	29.64
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	-	-	-	-	-
Cleaning and building service	11.80	11.80	12.80	13.96	14.19
Janitors and cleaners	11.80	11.80	12.80	13.96	14.19
Personal service	6.99	7.70	8.81	10.12	10.92

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.

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Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, June 2000

Occupation ³	10	25	Median 50	75	90
All	\$9.33	\$12.90	\$17.82	\$25.92	\$32.26
All excluding sales	9.40	13.03	18.11	26.17	32.96
White collar	10.82	14.26	19.76	26.91	34.13
White collar excluding sales	11.24	14.34	20.23	27.51	34.13
Professional specialty and technical	16.14	20.15	23.49	34.13	37.40
Professional specialty	16.64	20.23	26.15	34.13	39.25
Engineers, architects, and surveyors	16.46	26.00	29.14	34.45	42.61
Civil engineers	16.46	16.46	26.91	29.53	37.03
Mathematical and computer scientists	20.23	20.23	27.64	34.13	34.86
Computer systems analysts and scientists	20.23	20.23	27.64	34.13	34.86
Natural scientists	12.33	12.33	12.48	20.15	25.88
Health related	19.10	22.50	23.49	25.77	44.04
Registered nurses	20.70	22.66	23.49	25.68	33.28
Teachers, college and university	20.55	22.72	39.41	40.84	41.89
Teachers, except college and university	18.38	32.14	34.62	38.03	39.93
Elementary school teachers	30.41	31.14	34.62	37.29	38.03
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.69	17.90	19.76	20.15	24.50
Social workers	12.69	17.90	19.76	23.29	24.50
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.50	19.24	21.12	26.17	26.17
Technical	14.53	16.82	21.84	22.33	24.04
Clinical laboratory technologists and technicians	11.04	11.39	21.22	25.46	25.46
Licensed practical nurses	14.79	15.50	16.02	16.52	18.11
Electrical and electronic technicians	13.26	16.95	20.44	22.08	26.67
Executive, administrative, and managerial	19.23	21.63	26.42	30.72	36.06
Executives, administrators, and managers	20.31	26.24	30.72	31.28	41.31
Administrators and officials, public administration	26.24	26.24	30.72	31.28	31.28
Financial managers	19.23	21.23	23.67	28.84	33.63
Managers and administrators, n.e.c.	26.42	30.42	38.17	41.31	44.20
Management related	18.84	19.55	26.14	27.51	27.51
Other financial officers	14.58	17.44	21.75	45.41	53.40
Personnel, training, and labor relations specialists	12.50	17.59	24.73	28.58	28.58
Management related, n.e.c.	19.55	19.55	20.02	26.42	26.42
Sales	7.24	9.87	13.90	17.25	23.89
Supervisors, sales	7.60	10.20	14.83	23.89	34.61
Sales workers, other commodities	7.14	7.24	11.91	13.90	15.71
Cashiers	6.45	8.50	11.76	16.88	16.88
Administrative support, including clerical	9.40	11.24	13.94	15.73	19.63
Supervisors, general office	16.54	17.53	17.82	17.82	21.69
Secretaries	12.75	13.85	15.77	18.31	22.31
Receptionists	8.10	9.43	9.64	10.15	11.83
Order clerks	9.60	11.14	11.99	13.20	22.81
Records clerks, n.e.c.	11.25	14.26	14.36	14.36	14.36
Bookkeepers, accounting and auditing clerks	11.00	13.82	13.82	13.88	16.00
Traffic, shipping and receiving clerks	8.48	8.50	9.75	19.39	19.39
Stock and inventory clerks	11.56	11.94	12.32	14.43	19.79
Material recording, scheduling, and distribution clerks, n.e.c.	8.25	8.25	10.15	11.60	19.10
Investigators and adjusters, except insurance	10.25	12.88	14.83	14.83	18.32
General office clerks	10.32	11.45	12.97	14.45	17.28
Data entry keyers	11.45	14.34	14.34	14.34	14.34
Teachers' aides	10.10	10.10	10.60	10.82	12.02
Administrative support, n.e.c.	12.25	13.75	14.63	14.63	16.19
Blue collar	9.00	10.81	15.68	19.85	22.77
Precision production, craft, and repair	12.00	16.28	19.63	22.01	27.59
Bus, truck, and stationary engine mechanics	18.13	19.47	19.47	21.15	22.60
Industrial machinery repairers	17.70	17.70	22.79	24.64	28.65
Mechanics and repairers, n.e.c.	12.27	16.06	16.33	19.86	21.02
Construction trades, n.e.c.	9.20	13.14	16.67	19.61	23.45

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, Sacramento-Yolo, CA, June 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors	\$8.89	\$9.21	\$10.46	\$14.59	\$16.84
Miscellaneous machine operators, n.e.c.	8.89	8.89	8.89	17.99	19.16
Assemblers	9.21	9.21	10.00	10.71	12.41
Transportation and material moving	11.59	13.03	15.54	19.29	21.11
Truck drivers	10.00	13.20	16.30	18.67	21.11
Handlers, equipment cleaners, helpers, and laborers	7.20	9.00	12.66	17.53	18.23
Freight, stock, and material handlers, n.e.c.	6.91	10.71	12.66	16.65	18.23
Vehicle washers and equipment cleaners	7.50	10.00	10.81	16.65	17.57
Laborers, except construction, n.e.c.	7.52	8.40	9.33	10.66	17.53
Service	7.08	8.81	13.18	22.36	33.55
Protective service	13.18	15.51	24.42	29.64	33.55
Firefighting	13.18	14.34	15.51	16.84	19.06
Police and detectives, public service	20.18	25.14	29.64	29.64	29.64
Food service	5.75	5.80	7.15	11.46	14.00
Waiters, waitresses, and bartenders	5.69	5.75	5.75	5.80	6.89
Waiters and waitresses	5.69	5.75	5.75	5.80	5.80
Other food service	6.43	6.75	9.13	13.93	14.00
Supervisors, food preparation and service	13.93	13.93	14.00	14.00	17.05
Cooks	8.08	8.27	9.13	10.50	11.46
Food preparation, n.e.c.	5.75	5.81	6.43	6.67	6.75
Health service	7.76	9.33	10.91	12.11	12.92
Health aides, except nursing	9.55	10.91	10.96	12.92	15.47
Nursing aides, orderlies and attendants	7.76	7.76	9.55	11.52	12.12
Cleaning and building service	7.04	7.93	11.07	13.96	15.28
Maids and housemen	6.75	6.75	7.75	8.39	9.10
Janitors and cleaners	7.93	7.93	11.80	13.96	15.28
Personal service	6.75	7.38	9.16	10.00	10.12

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Sacramento-Yolo, CA, June 2000

Occupation ³	10	25	Median 50	75	90
All	\$6.00	\$6.89	\$9.50	\$12.20	\$20.14
All excluding sales	5.98	7.12	9.43	12.41	22.90
White collar	6.26	8.27	10.52	17.23	24.81
White collar excluding sales	6.28	9.00	10.75	21.57	29.23
Professional specialty and technical	10.63	12.94	21.57	24.81	33.07
Professional specialty	10.63	19.63	24.81	31.70	39.62
Health related	22.90	24.81	24.81	31.70	32.89
Registered nurses	24.81	24.81	24.81	31.70	32.89
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	10.63	10.63	10.63	12.41	17.73
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.19	12.19	15.17	20.14	20.14
Sales	6.15	6.87	9.75	12.20	17.23
Sales workers, other commodities	5.85	6.15	6.69	11.21	12.26
Cashiers	6.12	6.87	12.20	17.23	17.23
Administrative support, including clerical	5.98	8.00	9.23	10.10	11.93
Secretaries	10.03	10.03	10.26	10.73	11.13
Teachers' aides	9.23	9.97	9.97	10.10	10.10
Administrative support, n.e.c.	5.75	5.98	6.28	8.50	12.74
Blue collar	6.04	6.75	7.50	10.25	12.57
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	8.25	8.87	12.41	12.93	16.50
Bus drivers	9.19	12.41	12.41	12.57	12.93
Handlers, equipment cleaners, helpers, and laborers	6.04	6.70	7.35	9.74	10.25
Stock handlers and baggers	6.04	6.25	7.22	7.35	7.35
Freight, stock, and material handlers, n.e.c.	9.74	9.93	10.25	10.25	11.10
Service	5.75	6.00	7.72	9.50	11.58
Protective service	—	—	—	—	—
Food service	5.75	5.75	6.44	7.72	9.50
Waiters, waitresses, and bartenders	5.75	5.75	5.75	5.82	6.50
Waiters and waitresses	5.75	5.75	5.75	5.75	5.82
Other food service	6.00	6.33	6.57	9.43	9.87
Food preparation, n.e.c.	6.00	6.00	6.57	6.57	9.87
Health service	10.00	10.00	10.74	14.59	14.59
Cleaning and building service	—	—	—	—	—
Personal service	5.75	6.99	7.91	8.75	10.92
Service, n.e.c.	6.50	6.99	7.74	8.49	14.17

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 Sacramento–Yolo, CA, Metropolitan Statistical Area includes El Dorado, Placer, Sacramento, and Yolo Counties.

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. See appendix table 2 for a count of establishments in the survey by employment size. 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 collected in each establishment was based on an 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
1000–2,499	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. In cases where 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.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work

level of each selected job was determined using a "generic leveling" process. Generic 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 new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level 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. For additional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan 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 generic 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.

Straight-time. Time worked at the standard rate of pay for the job.

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 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 the nonrespondents equals the mean value of 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 sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establishments</i>
Total in sample	331
Responding	199
Out of business or not in survey scope	30
Unable or refused to provide data	102

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

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 occupation'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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. 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, Sacramento-Yolo, CA, June 2000**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	332,400	185,500	146,900
All excluding sales	306,800	159,900	146,900
White collar	220,700	105,900	114,800
White-collar excluding sales	195,100	80,300	114,800
Professional specialty and technical	72,700	27,900	44,800
Professional specialty	60,600	19,800	40,800
Technical	12,100	8,100	–
Executive, administrative, and managerial	44,900	15,700	29,200
Sales	25,500	25,500	–
Administrative support, including clerical	77,500	36,700	40,800
Blue collar	58,700	47,100	11,600
Precision production, craft, and repair	20,500	13,700	–
Machine operators, assemblers, and inspectors	10,700	10,700	–
Transportation and material moving	11,200	7,900	3,300
Handlers, equipment cleaners, helpers, and laborers	16,300	14,900	1,400
Service	53,000	32,500	20,500

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Sacramento-Yolo, CA, June 2000**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	1,400	199	47	152	76	76
Private industry	1,200	178	46	132	72	60
Goods-producing industries	200	25	4	21	12	9
Construction	100	6	3	3	3	-
Manufacturing	100	19	1	18	9	9
Service-producing industries	1,000	153	42	111	60	51
Transportation and public utilities	100	18	4	14	7	7
Wholesale and retail trade	500	50	15	35	25	10
Finance, insurance and real estate	100	11	1	10	5	5
Services	400	74	22	52	23	29
State and local government	100	21	1	20	4	16

¹ Number of establishments represented by the survey rounded to the nearest 100.

² 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. Overall industry and industry groups may include data for categories not shown separately.