

# Occupational Compensation Survey: Pay Only Upper Peninsula, MI June 1997



U.S. Department of Labor  
Bureau of Labor Statistics  
Summary  
September 1997

This summary presents results of a June 1997 survey of occupational pay in the Upper Peninsula area, which consists of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Marquette, Mackinac, Menominee, Ontonagon, and Schoolcraft Counties. This is 1 of over 120 areas which the Bureau of Labor Statistics surveys at the request of the Employment Standards Administration, U.S. Department of Labor, for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communications, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 139 establishments employing 29,963 workers was selected to represent 361 establishments employing 58,807 workers in the area. Data collected from the sample of establishments were appropriately weighted to represent all establishments within the survey.

Table 1 presents the weekly hours and pay of selected professional, administrative, technical, and clerical workers. Table 2 presents the hourly pay

of maintenance, toolroom, material movement, and custodial workers. Classification of workers by occupation is based on a uniform set of job descriptions designed to take account of variation among establishments in duties within the same job. Data are not shown if employment in the occupation is insufficient to merit presentation or if there is a possibility that data for an individual establishment may be disclosed. See table 3 and the Scope and Method of Survey for further information on the composition of the occupational groups studied and the scope of the survey. The job descriptions used in the survey are available upon request.

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the Chicago Regional Office at (312) 353-1880. You may also write to the Bureau of Labor Statistics at: Compensation Levels and Trends, 2 Massachusetts Avenue, NE, Room 4175, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

Information in this publication will be made available to sensory impaired individuals upon request. Voice phone: (202) 606-STAT, TDD phone: (202) 606-5897; TDD message referral phone: 1-800-326-2577.

**Table 1. All establishments: Weekly hours and pay of professional, administrative, technical, and clerical occupations, Upper Peninsula, MI, June 1997**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	
<b>ADMINISTRATIVE OCCUPATIONS</b>																											
Computer Systems Analysts .....	7	40.0	\$821	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	14	14	-	29	-	-	-	-	43
<b>TECHNICAL OCCUPATIONS</b>																											
Drafters .....	110	40.0	441	\$400	\$340 - \$504	-	-	-	-	16	13	16	4	7	2	4	6	15	2	3	5	7	-	-	-	-	-
Engineering Technicians .....	42	40.0	582	594	470 - 667	-	-	-	-	-	-	-	-	7	-	21	-	14	14	7	14	19	2	-	-	-	
Private industry .....	37	40.0	564	593	470 - 652	-	-	-	-	-	-	-	-	8	-	24	-	16	16	8	11	16	-	-	-	-	
Level 3 .....	22	40.0	615	596	524 - 712	-	-	-	-	-	-	-	-	-	-	-	-	27	27	14	5	27	-	-	-	-	
<b>CLERICAL OCCUPATIONS</b>																											
Clerks, Accounting .....	277	39.9	447	426	357 - 521	-	( <sup>3</sup> )	2	2	1	15	9	12	8	5	10	6	11	7	7	1	-	3	-	-	-	
Private industry .....	150	39.9	419	382	340 - 460	-	1	3	4	1	21	12	13	9	4	10	3	9	2	1	2	-	5	-	-	-	
State and local government .....	127	39.9	479	486	404 - 577	-	-	-	-	2	8	5	10	8	6	10	10	14	13	14	-	-	-	-	-	-	
Level 2 .....	104	39.8	372	354	330 - 404	-	1	5	6	4	31	14	13	6	8	3	2	7	1	-	-	-	-	-	-		
Private industry .....	74	39.8	359	351	329 - 388	-	1	7	8	3	30	16	18	8	-	4	1	3	1	-	-	-	-	-	-		
State and local government .....	30	39.8	405	373	345 - 435	-	-	-	-	7	33	10	3	-	27	-	3	17	-	-	-	-	-	-	-		
Level 3 .....	140	39.9	456	460	389 - 501	-	-	-	-	-	7	6	14	11	4	18	11	16	11	1	-	-	-	-	-		
Private industry .....	66	40.0	435	440	375 - 480	-	-	-	-	-	15	9	11	11	9	18	6	17	3	2	-	-	-	-	-		
State and local government .....	74	39.9	475	475	415 - 521	-	-	-	-	-	4	16	12	-	18	16	15	19	-	-	-	-	-	-	-		
Level 4 .....	32	40.0	647	605	605 - 673	-	-	-	-	-	-	-	-	-	-	-	6	6	56	9	-	22	-	-	-		
Clerks, General .....	188	39.8	448	430	360 - 509	1	4	3	1	6	5	15	6	6	7	12	3	10	11	2	-	-	7	-	-		
Private industry .....	78	39.9	437	380	321 - 458	3	10	5	3	8	10	10	5	6	5	12	-	5	-	-	-	18	-	-	-		
State and local government .....	110	39.8	457	460	370 - 533	-	-	1	-	5	2	18	7	6	9	12	5	13	19	3	-	-	-	-	-		
Level 2 .....	96	39.9	368	363	321 - 418	2	8	5	-	13	10	23	8	7	2	10	2	6	2	-	-	-	-	-	-		
Private industry .....	45	40.0	337	332	252 - 400	4	18	9	-	13	18	4	4	9	-	20	-	-	-	-	-	-	-	-	-		
State and local government .....	51	39.8	395	368	355 - 426	-	-	2	-	12	4	39	12	6	4	2	4	12	4	-	-	-	-	-	-		
Level 3 .....	68	39.6	482	474	445 - 577	-	-	-	3	-	-	9	6	4	12	18	4	18	26	-	-	-	-	-	-		
Private industry .....	15	39.3	396	370	350 - 500	-	-	-	13	-	-	40	13	7	-	-	27	-	-	-	-	-	-	-	-		
State and local government .....	53	39.7	506	497	462 - 577	-	-	-	-	-	-	-	4	4	15	23	6	15	34	-	-	-	-	-	-		
<b>Clerks, Order:</b>																											
Level 1 .....	20	40.0	377	373	346 - 415	-	-	-	-	5	25	25	15	30	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	20	40.0	377	373	346 - 415	-	-	-	-	5	25	25	15	30	-	-	-	-	-	-	-	-	-	-	-		
<b>Key Entry Operators</b>																											
State and local government .....	19	39.9	417	402	367 - 466	-	-	5	-	-	11	26	5	16	11	11	-	-	16	-	-	-	-	-	-		
Level 2 .....	17	39.9	431	408	367 - 466	-	-	-	-	-	6	29	6	18	12	12	-	-	18	-	-	-	-	-	-		
State and local government .....	11	39.8	462	-	-	-	-	-	-	-	9	-	9	18	18	18	-	-	27	-	-	-	-	-	-		

See footnotes at end of table.

**Table 1. All establishments: Weekly hours and pay of professional, administrative, technical, and clerical occupations, Upper Peninsula, MI, June 1997 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100
<b>Secretaries</b> .....	297	40.0	\$518	\$529	\$448 - \$605	-	-	-	3	2	1	1	5	7	14	4	6	9	11	35	1	( <sup>3</sup> )	-	-	-	-
Private industry .....	118	40.0	449	450	404 - 494	-	-	-	7	-	3	1	11	15	27	4	9	8	9	4	-	-	-	-	-	-
State and local government .....	179	39.9	563	605	516 - 605	-	-	-	-	3	-	2	2	2	6	4	3	9	12	55	2	1	-	-	-	-
<b>Level 1</b> .....	106	40.0	538	605	514 - 605	-	-	-	8	5	4	1	1	2	1	3	-	3	10	63	-	-	-	-	-	-
Private industry .....	16	40.0	327	303	280 - 359	-	-	-	50	-	25	6	6	-	6	6	-	-	-	-	-	-	-	-	-	-
State and local government .....	90	40.0	575	605	591 - 605	-	-	-	-	6	-	-	-	2	-	2	-	3	12	74	-	-	-	-	-	-
<b>Level 2</b> .....	126	39.9	495	458	426 - 556	-	-	-	-	-	-	2	12	10	25	3	10	9	6	22	-	-	-	-	-	-
State and local government .....	61	39.8	557	557	492 - 646	-	-	-	-	-	-	5	5	2	2	7	10	13	11	46	-	-	-	-	-	-
<b>Level 3</b> .....	51	40.0	507	510	427 - 560	-	-	-	-	-	-	-	-	12	18	12	8	22	18	10	2	-	-	-	-	-
Private industry .....	27	40.0	502	483	470 - 560	-	-	-	-	-	-	-	-	22	-	15	15	22	19	7	-	-	-	-	-	-
State and local government .....	24	40.0	512	529	427 - 588	-	-	-	-	-	-	-	-	-	38	8	-	21	17	13	4	-	-	-	-	-
<b>Level 4</b> .....	13	40.0	603	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	8	46	23	23	-	-	-	-	-
<b>Switchboard-Operator-Receptionists</b> .....	57	39.9	353	340	294 - 382	-	-	5	21	7	28	12	7	9	4	-	-	-	7	-	-	-	-	-	-	-
Private industry .....	40	39.9	326	328	280 - 361	-	-	7	30	10	25	13	2	7	5	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	17	39.9	415	382	345 - 417	-	-	-	-	-	35	12	18	12	-	-	-	-	24	-	-	-	-	-	-	-
<b>Word Processors</b> .....	67	40.0	546	577	521 - 577	-	-	-	-	1	1	1	-	1	1	-	12	10	70	-	-	-	-	-	-	-
State and local government .....	67	40.0	546	577	521 - 577	-	-	-	-	1	1	1	-	1	1	-	12	10	70	-	-	-	-	-	-	-

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Scope and Method of Survey for definitions and

methods used to compute means, medians, and middle ranges.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

**Table 2. All establishments: Hourly pay of maintenance, toolroom, material movement, and custodial occupations, Upper Peninsula, MI, June 1997**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	4.75 and under 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00			
<b>MAINTENANCE AND TOOLROOM OCCUPATIONS</b>																											
<b>General Maintenance Workers</b> .....	243	\$10.17	\$10.17	\$8.40 - \$11.97	-	2	-	7	4	8	8	16	23	7	9	8	5	2	-	-	-	-	-	-	-	-	
Private industry .....	166	9.27	9.40	7.50 - 10.49	-	3	-	10	6	11	8	17	27	7	5	2	1	2	-	-	-	-	-	-	-	-	
State and local government .....	77	12.10	12.40	10.70 - 13.62	-	-	-	-	-	-	8	13	14	9	19	19	16	1	-	-	-	-	-	-	-	-	
Level 1 .....	212	9.85	9.80	8.00 - 11.28	-	2	-	8	5	9	9	18	20	8	8	8	4	-	-	-	-	-	-	-	-	-	
Private industry .....	147	8.95	9.23	7.00 - 10.49	-	3	-	12	7	13	9	20	22	7	5	1	1	-	-	-	-	-	-	-	-	-	
State and local government .....	65	11.87	11.83	10.46 - 13.29	-	-	-	-	-	-	9	15	15	11	15	23	11	-	-	-	-	-	15	-	-	-	
Level 2 .....	31	12.38	12.30	10.15 - 14.46	-	-	-	-	-	-	-	-	42	-	19	6	16	16	-	-	-	-	-	-	-	-	
Private industry .....	19	11.76	10.15	10.15 - 13.73	-	-	-	-	-	-	-	-	63	-	5	11	-	21	-	-	-	-	-	-	-	-	
State and local government .....	12	13.35	-	-	-	-	-	-	-	-	-	-	8	-	42	-	42	8	-	-	-	-	-	-	-	-	
<b>Maintenance Electricians</b> .....	144	18.28	19.04	16.87 - 19.04	-	-	-	-	-	-	-	-	-	-	-	2	6	3	15	8	8	49	-	9	-	9	
Private industry .....	139	18.35	19.04	16.87 - 19.04	-	-	-	-	-	-	-	-	-	-	-	2	6	1	16	8	7	50	-	-	-	9	
<b>Maintenance Electronics Technicians</b> .....	74	18.43	19.54	17.51 - 19.54	-	-	-	-	-	-	-	-	3	3	-	5	-	5	3	7	3	64	-	-	-	8	
<b>Maintenance Machinists</b> .....	25	17.90	16.87	16.87 - 21.59	-	-	-	-	-	-	-	-	-	8	-	-	-	4	40	12	8	-	-	-	-	28	
Private industry .....	25	17.90	16.87	16.87 - 21.59	-	-	-	-	-	-	-	-	-	8	-	-	-	4	40	12	8	-	-	-	-	28	
<b>Maintenance Mechanics, Motor Vehicle</b> .....	204	16.42	18.54	14.00 - 18.54	-	-	-	-	-	-	-	( <sup>2</sup> )	4	4	13	-	13	( <sup>2</sup> )	6	3	53	3	-	-	-	-	
State and local government .....	65	14.00	14.00	12.63 - 14.00	-	-	-	-	-	-	-	-	-	-	40	-	40	2	18	-	-	-	-	-	-	-	
<b>MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS</b>																											
<b>Janitors</b> .....	643	10.04	10.25	7.44 - 12.16	-	( <sup>2</sup> )	4	11	7	3	9	12	11	15	8	12	8	-	-	-	-	-	-	-	-	-	-
Private industry .....	358	8.55	8.16	6.25 - 10.39	-	1	8	20	12	6	16	9	10	8	-	4	6	-	-	-	-	-	-	-	-	-	
State and local government .....	285	11.92	11.96	10.49 - 13.20	-	-	-	-	1	-	( <sup>2</sup> )	15	11	24	17	20	11	-	-	-	-	-	-	-	-	-	
<b>Material Movement and Storage Workers</b> .....	467	10.99	9.84	8.31 - 14.22	-	-	1	1	2	13	22	14	7	3	3	5	8	12	6	1	-	1	-	-	-	-	
Private industry .....	414	10.54	9.50	8.26 - 13.10	-	-	1	1	2	15	25	15	8	4	3	6	6	6	7	1	-	1	-	-	-	-	
Level 1 .....	74	7.71	7.80	7.60 - 7.85	-	-	8	8	8	53	19	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	74	7.71	7.80	7.60 - 7.85	-	-	8	8	8	53	19	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	368	11.51	10.28	8.68 - 14.80	-	-	-	-	1	6	24	16	8	2	3	6	11	15	7	1	-	-	-	-	-	-	
Private industry .....	315	11.01	9.75	8.50 - 14.22	-	-	-	-	1	7	28	19	9	3	3	4	8	8	8	2	-	-	-	-	-	-	
Forklift Operators .....	136	11.59	10.28	8.95 - 14.79	-	-	-	-	1	12	13	13	13	-	6	6	18	18	-	-	-	-	-	-	-	-	
Private industry .....	136	11.59	10.28	8.95 - 14.79	-	-	-	-	1	12	13	13	13	-	6	6	18	18	-	-	-	-	-	-	-	-	
Shipping/Receiving Clerks .....	20	11.52	10.00	9.74 - 13.10	-	-	-	-	-	-	-	40	15	-	-	30	5	10	-	-	-	-	-	-	-	-	
Private industry .....	20	11.52	10.00	9.74 - 13.10	-	-	-	-	-	-	-	40	15	-	-	30	5	10	-	-	-	-	-	-	-	-	
Level 3 .....	25	13.00	11.50	10.19 - 16.40	-	-	-	-	-	-	-	20	20	32	-	-	-	-	4	-	-	-	24	-	-	-	
Private industry .....	25	13.00	11.50	10.19 - 16.40	-	-	-	-	-	-	-	20	20	32	-	-	-	-	4	-	-	-	24	-	-	-	

See footnotes at end of table.

**Table 2. All establishments: Hourly pay of maintenance, toolroom, material movement, and custodial occupations, Upper Peninsula, MI, June 1997 — Continued**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																			
		Mean	Median	Middle range	4.75 and under 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00
<b>Truckdrivers</b> .....	326	\$14.20	\$13.00	\$11.05 - \$18.04	2	-	-	-	-	-	2	2	7	33	3	6	1	-	2	-	39	3	-	-
Private industry .....	241	15.29	18.04	11.90 - 18.04	2	-	-	-	-	-	2	3	8	14	2	8	1	-	3	-	53	4	-	-
State and local government .....	85	11.10	11.05	11.05 - 11.05	-	-	-	-	-	-	-	-	4	89	7	-	-	-	-	-	-	-	-	-
<b>Heavy Truck</b> .....	247	14.89	18.04	11.05 - 18.04	-	-	-	-	-	-	-	-	1	40	3	4	-	-	-	-	52	-	-	-
State and local government .....	85	11.10	11.05	11.05 - 11.05	-	-	-	-	-	-	-	-	4	89	7	-	-	-	-	-	-	-	-	-
<b>Tractor Trailer</b> .....	43	13.04	11.91	10.00 - 14.65	-	-	-	-	-	-	-	5	35	14	5	16	5	-	-	-	-	21	-	-
Private industry .....	43	13.04	11.91	10.00 - 14.65	-	-	-	-	-	-	-	5	35	14	5	16	5	-	-	-	-	21	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Scope and Method of Survey for definitions and methods used to compute means, medians, and middle ranges.

<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

**Table 3. Establishments and workers within scope of survey and number studied, Upper Peninsula, MI<sup>1</sup>, June 1997**

Industry division <sup>2</sup>	Number of establishments		Workers in establishments		
	Within scope of survey <sup>3</sup>	Studied	Within scope of survey <sup>4</sup>		Studied
			Number	Percent	
All divisions .....	361	139	55,807	100	29,963
Private industry .....	279	103	37,239	67	17,955
Manufacturing .....	59	22	9,181	16	4,583
Service producing <sup>5</sup> .....	203	70	24,637	44	11,361
State and local government .....	82	36	18,568	33	12,008

<sup>1</sup> The Upper Peninsula area consists of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Marquette, Mackinac, Menominee, Ontonagon, and Schoolcraft Counties. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey.

<sup>2</sup> The *Standard Industrial Classification Manual* was used in classifying establishments by industry.

<sup>3</sup> Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan

county) of service producing companies are considered as one establishment when located within the same industry division.

<sup>4</sup> Includes all workers in all establishments with total employment (within an area) at or above the minimum limitations.

<sup>5</sup> Includes transportation, communications, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; health services; membership organizations (excluding religious organizations); and miscellaneous services.

Note: Overall industries may include data for industry divisions not shown separately.

# Scope and Method of Survey

## Sampling procedures

The survey was conducted on a sample basis, using a listing of establishments (sampling frame) which fell within the designated scope of the survey. The sampling frame was developed using data from unemployment insurance reports and checked for accuracy and completeness. Establishments known to be missing were added; out-of-business and out-of-scope establishments were removed; some units were combined or split to meet the establishment/collection unit definitions; and, for some, address, employment, type of industry, or other information was corrected.

A sample of establishments was selected after a detailed stratification by industry and number of employees of all establishments within the scope of the survey. From this stratified universe, a probability sample was selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments was selected. When data were combined, each establishment was weighted according to its probability of selection so that unbiased estimates were generated. If data were not available for an establishment originally selected, the weights of other similar establishments were increased to account for the missing unit.

Data for the survey were obtained primarily by personal visits of Bureau field economists. Collection of the survey was from May 1997 through July 1997 and reflects an average payroll reference of June 1997. Data obtained for a payroll period prior to the end of May 1997 were updated to include general wage changes, if granted, scheduled to be effective through that date.

## Occupations and pay

Occupational employment and pay data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Pay data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living allowance clauses, and incentive payments, however, are included. Weekly hours in table 1 refer to the standard workweek (rounded to the nearest tenth of an hour) for which employees receive regular straight-time pay. Average weekly pay are rounded to the nearest dollar. Tables 1 and 2 provide distributions of workers by pay.

The *mean* is computed for each job by totaling the pay of all workers and dividing by the number of workers. The *median* designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The *middle range* is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Medians and middle ranges are not provided when they do not meet reliability criteria.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually studied, and are intended as a general guide to the size and composition of the labor force rather than as precise measures of employment. Each group of establishments of a certain size, however, is given its proper weight in the combined data.