

# **Occupational Compensation Survey: Pay Only**

**Minneapolis—St. Paul,  
Minnesota—Wisconsin,  
Metropolitan Area, February 1996**



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3085-13

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## Preface

This bulletin provides results of February 1996 survey of occupational pay in the Minneapolis—St. Paul, MN—WI Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in Chicago, under the direction of Ronald H. Pritzlaff, Assistant Regional Commissioner for Operations.

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.

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

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# Occupational Compensation Survey: Pay Only

# Minneapolis—St. Paul, Minnesota—Wisconsin, Metropolitan Area, February 1996



U.S. Department of Labor  
Robert B. Reich, Secretary

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

July 1996

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# Introduction

This survey of occupational pay in the Minneapolis—St. Paul, MN—WI Metropolitan Statistical Area (Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington and Wright Counties, MN; and Pierce and St. Croix Counties, WI) was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. The survey is one of a number conducted annually in metropolitan areas throughout the United States. (See listing of reports for other surveys at the end of this bulletin.)

A major objective of the Occupational Compensation Survey Program is to describe the level and distribution of occupational pay in a variety of the Nation's local labor markets, using a consistent survey approach. Another Program objective is to provide information on the incidence of employee benefits among and within local labor markets. However, no benefits data were collected for this survey.

The Program develops information that is used for a variety of purposes, including wage and salary administration, collective bargaining, and assistance in determining business or plant location. Survey results also are used by the U.S. Department of Labor in making wage determinations under the Service Contract Act, and by the President's Pay Agent (the Secretary of Labor and Directors of the U.S. Office of Personnel Management and the U.S. Office of Management and Budget) in determining local pay adjustments under the Federal Employee Pay Comparability Act of 1990. This latter requirement resulted in: (1) Expanding the survey's industrial coverage to include all private nonfarm establishments (except households) employing 50 workers or more and to State and local governments and

(2) adding more professional, administrative, technical, and protective service occupations to the surveys.

## Pay

The A-series tables provide estimates of straight-time weekly or hourly pay by occupation. Tables A-1 through A-5 provide data for selected white- and blue-collar occupations common to a variety of industries. Tables A-6 through A-10 include similar information, but are limited to establishments employing 500 workers or more.

Occupational pay information is presented for all industries covered by the survey and, where possible, for private industry (e.g., for goods- and service-producing industries) and for State and local governments. Within private industry, more detailed information is presented to the extent that the survey establishment sample can support such detail.

## Appendixes

Appendix A describes the concepts, methods, and coverage used in the Occupational Compensation Survey Program. It also includes information on the area's industrial composition and the reliability of occupational pay estimates.

Appendix B includes the descriptions used by Bureau field economists to classify workers in the survey occupations.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Minneapolis-St. Paul, MN-WI, February 1996**

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	400 and under 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over		
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b>																												
Level I .....	690	39.8	\$536	\$512	\$485 - \$571	29	54	15	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	581	39.7	525	505	484 - 551	32	56	9	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	137	40.0	578	571	511 - 637	16	47	28	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	122	40.0	590	587	525 - 654	14	45	32	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	444	39.6	509	501	481 - 527	37	59	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	109	40.0	595	594	546 - 671	11	41	47	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	1,478	39.9	609	609	540 - 660	8	36	41	12	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,170	39.9	590	598	538 - 635	10	41	42	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	326	39.8	619	609	549 - 635	2	29	54	11	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	316	39.8	616	609	549 - 635	3	30	54	10	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	844	39.9	579	577	529 - 629	12	45	38	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	308	40.0	681	681	616 - 737	2	18	35	34	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	1,283	39.8	812	809	740 - 878	-	2	16	23	38	20	2	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	985	39.7	803	809	731 - 865	-	1	17	24	41	14	2	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	434	39.8	830	842	761 - 899	-	2	16	14	44	20	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	433	39.8	830	843	762 - 899	-	2	16	13	44	20	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	551	39.7	782	792	721 - 827	-	1	17	32	39	9	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	298	40.0	841	858	772 - 928	-	2	12	20	26	39	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	853	39.9	1,006	990	894 - 1,088	-	-	( <sup>3</sup> )	1	25	27	27	14	4	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	710	39.9	996	962	894 - 1,058	-	-	( <sup>3</sup> )	1	28	30	21	12	4	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	299	40.0	1,017	990	925 - 1,087	-	-	-	1	20	32	24	14	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	255	40.0	1,018	1,012	901 - 1,116	-	-	-	1	24	24	17	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	411	39.9	981	958	894 - 1,038	-	-	1	2	35	28	19	10	2	1	3	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	143	40.0	1,056	1,088	1,037 - 1,098	-	-	-	1	6	12	57	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level V .....	171	39.9	1,346	1,350	1,231 - 1,500	-	-	-	-	2	4	10	6	18	20	13	17	6	4	1	-	1	-	-	-	-	-	
Private industry .....	149	39.9	1,367	1,381	1,258 - 1,510	-	-	-	-	2	5	6	7	13	22	14	19	7	4	1	-	1	-	-	-	-	-	
Goods-producing industries .....	64	39.9	1,395	-	-	-	-	-	-	-	-	2	2	16	31	30	17	3	-	-	-	-	-	-	-	-	-	
Manufacturing .....	64	39.9	1,395	-	-	-	-	-	-	-	-	2	2	16	31	30	17	3	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	85	39.9	1,347	1,365	1,129 - 1,538	-	-	-	-	4	8	9	11	11	15	2	21	9	7	1	-	1	-	-	-	-	-	
State and local government .....	22	40.0	1,202	1,252	1,073 - 1,285	-	-	-	-	-	-	36	5	50	5	5	-	-	-	-	-	-	-	-	-	-	-	
<b>Attorneys</b>																												
Level II .....	74	39.9	978	-	- - -	-	-	-	3	26	27	28	9	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	55	40.0	978	930	893 - 1,057	-	-	-	4	27	25	25	13	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	180	39.2	1,338	1,305	1,221 - 1,452	-	-	-	-	-	1	3	16	29	20	13	11	2	4	2	-	-	-	-	-	-	-	
Private industry .....	159	39.1	1,345	1,308	1,221 - 1,479	-	-	-	-	-	1	2	16	30	18	15	11	2	4	2	-	-	-	-	-	-	-	
Service-producing industries .....	111	38.9	1,274	1,231	1,154 - 1,385	-	-	-	-	-	1	3	23	41	13	14	6	-	-	-	-	-	-	-	-	-	-	
Level IV .....	151	40.0	1,714	1,677	1,553 - 1,863	-	-	-	-	-	-	-	-	3	5	12	13	21	16	12	3	11	5	-	-	-	-	
Private industry .....	132	40.0	1,723	1,721	1,504 - 1,885	-	-	-	-	-	-	-	-	3	5	14	11	15	15	14	4	13	6	-	-	-	-	
Service-producing industries .....	83	40.0	1,639	1,608	1,465 - 1,744	-	-	-	-	-	-	-	-	5	5	19	14	14	24	11	-	5	2	-	-	-	-	
Level V .....	58	39.8	2,211	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	5	26	7	3	16	12	7	3	21		
Private industry .....	58	39.8	2,211	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	5	26	7	3	16	12	7	3	21		

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	400 and under 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over			
<b>Engineers</b>																													
Level I .....	441	40.0	\$696	\$692	\$654 - \$739	-	4	47	41	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	417	40.0	699	702	654 - 741	-	4	46	43	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	376	40.0	702	710	654 - 742	-	4	41	47	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	376	40.0	702	710	654 - 742	-	4	41	47	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	24	40.0	649	624	601 - 692	-	13	71	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,202	39.9	804	796	749 - 865	-	-	13	41	31	14	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,102	39.9	807	796	750 - 865	-	-	12	42	32	14	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	891	39.9	800	796	750 - 846	-	-	8	50	32	10	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	891	39.9	800	796	750 - 846	-	-	8	50	32	10	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	100	40.0	770	752	698 - 863	-	-	29	37	17	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	3,572	40.0	946	939	868 - 1,005	-	-	-	8	27	37	20	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	3,285	39.9	947	938	866 - 1,004	-	-	-	8	28	37	19	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	2,700	39.9	934	929	865 - 989	-	-	-	6	32	38	18	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	2,700	39.9	934	929	865 - 989	-	-	-	6	32	38	18	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	585	40.0	1,006	1,000	923 - 1,121	-	-	-	13	8	28	25	11	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	287	40.0	944	941	873 - 1,016	-	-	-	9	17	39	28	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	4,300	40.0	1,141	1,144	1,060 - 1,228	-	-	-	1	1	10	22	33	23	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	4,039	40.0	1,139	1,145	1,059 - 1,227	-	-	-	1	1	10	23	33	22	7	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	3,427	39.9	1,133	1,138	1,048 - 1,223	-	-	-	2	1	11	25	31	22	6	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	3,427	39.9	1,133	1,138	1,048 - 1,223	-	-	-	2	1	11	25	31	22	6	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	612	40.0	1,172	1,163	1,111 - 1,261	-	-	-	1	2	5	10	42	23	14	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	261	40.0	1,169	1,135	1,135 - 1,258	-	-	-	-	1	6	16	37	30	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level V .....	1,870	39.9	1,350	1,354	1,264 - 1,440	-	-	-	-	-	( <sup>3</sup> )	2	10	20	28	29	7	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	1,804	39.9	1,348	1,350	1,260 - 1,437	-	-	-	-	-	( <sup>3</sup> )	2	10	21	28	30	7	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	1,654	39.9	1,349	1,349	1,264 - 1,433	-	-	-	-	-	( <sup>3</sup> )	1	11	21	29	29	6	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Manufacturing .....	1,654	39.9	1,349	1,349	1,264 - 1,433	-	-	-	-	-	( <sup>3</sup> )	1	11	21	29	29	6	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	150	40.0	1,339	1,398	1,212 - 1,454	-	-	-	-	-	-	14	9	13	14	38	9	3	-	-	-	-	-	-	-	-	-	-	
State and local government .....	66	40.0	1,418	1,361	1,361 - 1,505	-	-	-	-	-	-	-	2	11	42	17	26	3	-	-	-	-	-	-	-	-	-	-	
Level VI .....	754	39.9	1,606	1,561	1,512 - 1,706	-	-	-	-	-	-	-	-	3	4	16	34	17	14	7	3	2	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	748	39.9	1,606	1,560	1,512 - 1,709	-	-	-	-	-	-	-	-	3	4	16	34	17	14	7	3	2	( <sup>3</sup> )	-	-	-	-	-	
Goods-producing industries .....	744	39.9	1,606	1,560	1,512 - 1,709	-	-	-	-	-	-	-	-	3	4	15	34	17	14	7	3	2	( <sup>3</sup> )	-	-	-	-	-	
Manufacturing .....	744	39.9	1,606	1,560	1,512 - 1,709	-	-	-	-	-	-	-	-	3	4	15	34	17	14	7	3	2	( <sup>3</sup> )	-	-	-	-	-	
Level VII .....	144	39.8	1,897	1,851	1,577 - 2,074	-	-	-	-	-	-	-	-	-	10	16	3	13	18	15	7	6	10	3	1	-	-		
Private industry .....	144	39.8	1,897	1,851	1,577 - 2,074	-	-	-	-	-	-	-	-	-	10	16	3	13	18	15	7	6	10	3	1	-	-		
Goods-producing industries .....	144	39.8	1,897	1,851	1,577 - 2,074	-	-	-	-	-	-	-	-	-	10	16	3	13	18	15	7	6	10	3	1	-	-		
Manufacturing .....	144	39.8	1,897	1,851	1,577 - 2,074	-	-	-	-	-	-	-	-	-	10	16	3	13	18	15	7	6	10	3	1	-	-		
<b>ADMINISTRATIVE OCCUPATIONS</b>																													
<b>Budget Analysts</b>																													
Level III:																													
State and local government .....	6	40.0	749	-	- - -	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV:																													
State and local government .....	20	40.0	970	952	857 - 1,075	-	-	-	-	40	15	45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	400 and under 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over		
<b>Buyers/Contracting Specialists</b>																												
Level I .....	150	40.0	\$519	\$485	\$480 - \$577	55	28	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	127	40.0	510	481	480 - 577	61	24	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	96	40.0	502	481	480 - 500	67	25	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	96	40.0	502	481	480 - 500	67	25	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	23	40.0	569	573	522 - 614	17	48	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	485	39.7	656	645	603 - 683	1	15	65	16	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	435	39.6	653	645	603 - 683	1	15	65	16	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	342	39.8	646	645	603 - 673	-	14	73	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	342	39.8	646	645	603 - 673	-	14	73	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	93	39.1	680	644	611 - 722	4	16	38	29	11	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	50	40.0	683	677	643 - 685	-	14	62	16	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	503	39.8	816	808	760 - 870	-	-	11	33	36	13	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	497	39.8	813	808	760 - 864	-	-	11	34	36	13	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	473	39.8	808	808	760 - 850	-	-	12	36	35	14	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	472	39.8	807	808	759 - 850	-	-	12	36	35	14	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	134	39.8	1,026	1,015	967 - 1,088	-	-	-	-	10	22	51	12	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	133	39.8	1,026	1,015	967 - 1,085	-	-	-	-	10	23	51	11	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	126	39.7	1,018	1,015	958 - 1,062	-	-	-	-	10	24	50	12	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	126	39.7	1,018	1,015	958 - 1,062	-	-	-	-	10	24	50	12	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Computer Programmers</b>																												
Level I .....	152	39.4	589	577	557 - 631	3	62	34	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	124	39.3	597	581	560 - 635	1	60	38	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	55	39.7	621	-	-	-	36	62	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	69	39.0	578	-	-	1	80	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	28	40.0	551	-	-	11	68	18	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	746	40.0	652	654	609 - 692	2	18	57	21	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	671	40.0	649	646	609 - 692	1	18	60	19	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	444	40.0	631	616	602 - 673	2	22	63	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	75	40.0	671	681	594 - 764	8	17	35	39	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	935	40.0	754	736	704 - 808	-	1	22	51	21	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	700	40.0	740	731	699 - 769	-	( <sup>3</sup> )	26	57	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	147	40.0	735	731	686 - 769	-	-	35	52	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	147	40.0	735	731	686 - 769	-	-	35	52	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	553	40.0	741	731	712 - 769	-	( <sup>3</sup> )	23	59	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	235	40.0	798	811	730 - 872	-	6	10	33	32	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	670	38.7	905	900	849 - 962	-	-	( <sup>3</sup> )	12	37	34	14	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	654	38.7	903	894	848 - 962	-	-	( <sup>3</sup> )	12	38	33	14	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	615	38.6	900	894	848 - 960	-	-	( <sup>3</sup> )	12	38	34	13	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	400 and under 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over		
<b>Computer Systems Analysts</b>																												
Level I .....	1,024	39.5	\$795	\$802	\$704 - \$885	-	2	21	26	35	14	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	950	39.5	794	801	700 - 875	-	2	21	26	34	15	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	251	39.7	835	822	783 - 880	-	-	4	32	45	13	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	251	39.7	835	822	783 - 880	-	-	4	32	45	13	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	699	39.4	779	787	686 - 872	-	2	28	24	30	15	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	74	40.0	807	852	736 - 885	-	3	14	26	54	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	1,839	39.6	958	962	875 - 1,021	-	-	( <sup>3</sup> )	7	23	35	23	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,594	39.6	960	962	869 - 1,038	-	-	( <sup>3</sup> )	7	24	33	23	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	561	39.6	947	929	882 - 1,005	-	-	-	5	29	40	19	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	556	39.6	948	933	881 - 1,005	-	-	-	5	28	40	19	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	1,033	39.5	968	971	860 - 1,077	-	-	( <sup>3</sup> )	9	21	29	25	14	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	245	40.0	941	987	900 - 1,001	-	-	2	5	17	50	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	859	39.7	1,087	1,060	992 - 1,178	-	-	-	-	5	21	33	19	15	4	2	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	816	39.7	1,090	1,061	993 - 1,185	-	-	-	-	5	22	32	19	16	4	2	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	348	40.0	1,089	1,058	1,006 - 1,154	-	-	-	-	-	19	42	24	12	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	347	40.0	1,088	1,058	1,006 - 1,154	-	-	-	-	-	19	42	24	12	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	468	39.5	1,091	1,066	979 - 1,219	-	-	-	-	8	24	25	16	19	7	2	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	43	40.0	1,030	1,036	968 - 1,114	-	-	-	-	14	14	47	23	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Computer Systems Analyst Supervisors/Managers</b>																												
Level I .....	212	39.4	1,157	1,131	1,065 - 1,224	-	-	-	-	( <sup>3</sup> )	11	25	33	14	8	2	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	150	39.2	1,175	1,152	1,044 - 1,247	-	-	-	-	-	13	17	33	16	9	3	7	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	111	38.9	1,135	1,131	1,010 - 1,222	-	-	-	-	-	14	23	36	11	13	2	2	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	62	40.0	1,114	1,096	1,072 - 1,112	-	-	-	-	2	8	42	34	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	276	39.4	1,364	1,332	1,217 - 1,461	-	-	-	-	-	( <sup>3</sup> )	8	13	17	24	21	4	4	1	1	4	2	-	-	-	-	-	
Private industry .....	245	39.4	1,380	1,365	1,231 - 1,464	-	-	-	-	-	-	9	11	15	23	23	4	5	1	1	4	2	-	-	-	-	-	
Goods-producing industries .....	64	40.0	1,559	-	-	-	-	-	-	-	-	-	2	19	25	13	2	9	3	3	17	8	-	-	-	-	-	
Manufacturing .....	64	40.0	1,559	-	-	-	-	-	-	-	-	-	2	19	25	13	2	9	3	3	17	8	-	-	-	-	-	
Service-producing industries .....	181	39.1	1,317	1,327	1,140 - 1,442	-	-	-	-	-	-	13	15	13	23	27	6	3	1	-	-	-	-	-	-	-	-	
State and local government .....	31	40.0	1,238	-	-	-	-	-	-	-	3	-	26	39	32	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Personnel Specialists</b>																												
Level I .....	162	40.0	532	512	500 - 577	22	62	14	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	136	40.0	517	505	471 - 550	26	63	8	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	95	40.0	487	500	440 - 505	28	68	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	671	39.8	634	630	573 - 698	3	39	33	21	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	571	39.8	617	612	545 - 646	3	46	33	16	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	133	39.5	685	706	638 - 706	-	22	26	39	8	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	133	39.5	685	706	638 - 706	-	22	26	39	8	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	438	39.9	597	596	529 - 635	4	53	34	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	100	40.0	728	730	698 - 789	-	3	38	49	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.



**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	400 and under 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over		
Level III .....	998	39.7	\$768	\$769	\$688 - \$839	-	11	17	37	24	7	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	851	39.7	753	755	677 - 822	-	12	19	39	21	5	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	191	40.0	796	809	739 - 880	-	15	1	31	37	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	191	40.0	796	809	739 - 880	-	15	1	31	37	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	660	39.6	741	750	650 - 788	-	11	25	41	17	3	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	147	40.0	851	861	772 - 922	-	2	4	28	37	16	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	622	40.0	1,020	992	923 - 1,122	-	-	( <sup>3</sup> )	3	12	36	18	23	4	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	547	40.0	1,011	981	923 - 1,118	-	-	( <sup>3</sup> )	2	12	39	16	24	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	133	39.9	1,055	1,017	927 - 1,154	-	-	-	2	-	38	26	20	10	3	2	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	128	39.9	1,057	1,030	927 - 1,158	-	-	-	2	-	39	23	20	10	3	2	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	414	40.0	997	948	923 - 1,106	-	-	( <sup>3</sup> )	2	16	39	13	26	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	75	40.0	1,089	1,037	964 - 1,225	-	-	-	7	5	20	29	8	7	24	-	-	-	-	-	-	-	-	-	-	-	-	-
Level V .....	179	39.8	1,244	1,240	1,110 - 1,346	-	-	-	-	1	3	20	15	27	15	15	1	3	1	-	-	-	-	-	-	-	-	-
Private industry .....	163	39.8	1,254	1,240	1,126 - 1,349	-	-	-	-	-	2	19	15	27	15	16	1	3	1	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	65	39.7	1,318	-	-	-	-	-	-	-	-	11	12	17	31	20	2	5	3	-	-	-	-	-	-	-	-	-
Manufacturing .....	65	39.7	1,318	-	-	-	-	-	-	-	-	11	12	17	31	20	2	5	3	-	-	-	-	-	-	-	-	-
Service-producing industries .....	98	39.8	1,212	1,214	1,081 - 1,250	-	-	-	-	-	4	24	17	34	4	13	1	2	-	-	-	-	-	-	-	-	-	-
State and local government .....	16	40.0	1,138	1,105	1,012 - 1,295	-	-	-	-	6	13	31	6	25	19	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b>																												
Level II .....	103	40.0	1,461	1,481	1,341 - 1,586	-	-	-	-	-	-	3	9	11	17	21	16	8	11	5	-	-	-	-	-	-	-	-
Private industry .....	90	40.0	1,490	1,481	1,347 - 1,602	-	-	-	-	-	-	2	7	6	20	21	18	9	12	6	-	-	-	-	-	-	-	-
Service-producing industries .....	61	40.0	1,441	-	-	-	-	-	-	-	-	3	10	7	23	26	15	5	8	3	-	-	-	-	-	-	-	-
Level III .....	68	40.0	1,899	-	-	-	-	-	-	-	-	-	-	-	-	1	15	3	9	18	15	32	7	-	-	-	-	-
Private industry .....	66	40.0	1,910	-	-	-	-	-	-	-	-	-	-	-	-	14	3	9	18	15	33	8	-	-	-	-	-	-
<b>Tax Collectors</b>																												
Level I .....	27	40.0	571	556	538 - 594	-	85	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	27	40.0	571	556	538 - 594	-	85	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	35	40.0	650	635	594 - 681	-	31	46	20	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	35	40.0	650	635	594 - 681	-	31	46	20	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	36	40.0	753	749	704 - 811	-	-	22	44	25	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	36	40.0	753	749	704 - 811	-	-	22	44	25	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<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 Appendix A for definitions and methods used to compute means, medians, and middle ranges.

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

<sup>4</sup> Workers were distributed as follows: 12 percent at \$2,800 and under \$3,000 and 9 percent at \$3,000 and under \$3,200.

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 A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Minneapolis-St. Paul, MN-WI, February 1996**

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	325 and under 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 and over			
<b>TECHNICAL OCCUPATIONS</b>																													
<b>Computer Operators</b>																													
Level I .....	67	39.4	\$419	-	- - -	13	22	9	12	13	10	3	6	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	26	40.0	476	-	- - -	4	4	12	-	12	19	8	15	19	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II:																													
Private industry:																													
Goods-producing industries .....	113	39.4	462	\$471	\$420 - \$483	-	-	-	29	11	33	8	12	4	-	1	3	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	108	39.4	462	471	406 - 495	-	-	-	31	11	30	8	12	5	-	1	3	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	72	40.0	524	538	489 - 578	-	-	6	7	4	3	8	18	14	8	28	1	3	-	-	-	-	-	-	-	-	-	-	
Level III .....																													
Private industry .....																													
Goods-producing industries .....	150	39.8	569	566	533 - 602	-	( <sup>3</sup> )	-	( <sup>3</sup> )	5	5	5	15	16	10	11	20	10	1	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	150	39.8	569	566	533 - 602	-	( <sup>3</sup> )	-	( <sup>3</sup> )	5	5	6	18	19	10	13	13	9	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	185	40.0	537	528	500 - 575	-	1	-	1	9	8	7	22	21	6	9	6	10	1	-	-	-	-	-	-	-	-	-	-
State and local government .....	85	40.0	599	613	567 - 645	-	-	-	-	6	1	2	5	6	6	6	48	18	2	-	-	-	-	-	-	-	-	-	
Level IV .....																													
Private industry .....																													
Goods-producing industries .....	101	40.0	682	680	632 - 730	-	-	-	-	-	-	-	-	-	4	5	3	28	22	23	12	1	-	3	-	-	-	-	
Manufacturing .....	101	40.0	682	680	632 - 730	-	-	-	-	-	-	-	-	-	4	5	3	28	22	23	12	1	-	3	-	-	-	-	
<b>Drafters</b>																													
Level II .....	737	40.0	538	538	490 - 582	-	-	-	-	4	10	15	15	13	14	14	14	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....																													
Goods-producing industries .....	218	40.0	508	501	490 - 523	-	-	-	-	2	8	36	30	10	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	218	40.0	508	501	490 - 523	-	-	-	-	2	8	36	30	10	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	8	40.0	645	-	- - -	-	-	-	-	-	-	-	-	-	-	-	63	25	13	-	-	-	-	-	-	-	-		
Level III:																													
Private industry:																													
Goods-producing industries .....	296	39.8	595	577	552 - 636	-	-	-	-	-	1	-	1	3	35	20	19	18	2	1	-	-	-	-	-	-	-	-	
Manufacturing .....	296	39.8	595	577	552 - 636	-	-	-	-	1	-	1	3	35	20	19	18	2	1	-	-	-	-	-	-	-	-	-	
State and local government .....	21	40.0	778	806	761 - 806	-	-	-	-	-	-	-	-	-	-	-	10	5	29	57	-	-	-	-	-	-	-		
Level IV .....																													
Private industry .....																													
Goods-producing industries .....	293	39.9	732	742	667 - 779	-	-	-	-	-	-	-	-	-	2	2	3	32	29	16	9	7	2	-	-	-	-		
Manufacturing .....	293	39.9	732	742	667 - 779	-	-	-	-	-	-	-	-	-	2	2	3	29	30	16	9	7	2	-	-	-	-		
<b>Engineering Technicians</b>																													
Level II .....	527	40.0	507	503	462 - 540	-	( <sup>3</sup> )	-	2	7	27	10	14	22	8	8	2	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....																													
Goods-producing industries .....	520	40.0	508	504	462 - 542	-	( <sup>3</sup> )	-	2	7	27	10	14	22	8	8	2	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	520	40.0	508	504	462 - 542	-	( <sup>3</sup> )	-	2	7	27	10	14	22	8	8	2	-	-	-	-	-	-	-	-	-	-		
Level III .....																													
Private industry .....																													
Goods-producing industries .....	1,078	40.0	624	616	577 - 669	-	-	-	-	-	( <sup>3</sup> )	3	9	10	19	24	24	7	3	( <sup>3</sup> )	-	-	-	-	-	-	-		
Manufacturing .....	1,078	40.0	624	616	577 - 669	-	-	-	-	-	( <sup>3</sup> )	4	9	8	20	24	23	8	4	( <sup>3</sup> )	-	-	-	-	-	-	-		

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	325 and under 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 and over	
Level IV .....	897	39.9	\$757	\$747	\$689 - \$815	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	9	19	21	21	13	6	3	6	( <sup>3</sup> )	-	
Private industry .....	897	39.9	757	747	689 - 815	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	9	19	21	21	13	6	3	6	( <sup>3</sup> )	-	
Goods-producing industries .....	797	39.9	750	738	689 - 789	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	10	21	23	23	8	5	2	6	-	-	
Manufacturing .....	797	39.9	750	738	689 - 789	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	10	21	23	23	8	5	2	6	-	-	
Service-producing industries .....	100	40.0	819	817	817 - 864	-	-	-	-	-	-	-	-	-	2	1	2	4	3	6	54	19	4	3	2	-	
Level V .....	662	39.8	844	834	782 - 892	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	11	17	25	21	9	7	2	4		
Private industry .....	662	39.8	844	834	782 - 892	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	11	17	25	21	9	7	2	4		
Goods-producing industries .....	601	39.8	837	834	775 - 887	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	12	18	22	23	9	6	2	2		
Manufacturing .....	601	39.8	837	834	775 - 887	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	12	18	22	23	9	6	2	2		
<b>Engineering Technicians, Civil</b>																											
Level I .....	16	40.0	494	473	472 - 542	-	-	-	-	19	38	6	6	19	13	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	16	40.0	494	473	472 - 542	-	-	-	-	19	38	6	6	19	13	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	316	40.0	603	613	567 - 631	-	-	-	-	2	-	10	6	7	12	56	3	2	2	-	-	-	-	-	-	-	
State and local government .....	316	40.0	603	613	567 - 631	-	-	-	-	2	-	10	6	7	12	56	3	2	2	-	-	-	-	-	-	-	
Level III .....	653	40.0	705	713	673 - 726	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	4	22	66	4	2	-	-	-	-		
State and local government .....	653	40.0	705	713	673 - 726	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	4	22	66	4	2	-	-	-	-		
Level IV .....	460	40.0	805	811	745 - 866	-	-	-	-	-	-	-	-	-	-	-	3	12	15	17	25	6	12	8	1	-	
State and local government .....	356	40.0	830	832	750 - 907	-	-	-	-	-	-	-	-	-	-	-	6	19	10	30	7	15	11	2	-		
Level V .....	114	40.0	916	923	863 - 946	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	36	46	8	-	4		
State and local government .....	74	40.0	917	941	863 - 946	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	34	49	1	-	7		
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																											
<b>Corrections Officers:</b>																											
State and local government .....	1,034	40.0	616	606	556 - 660	-	-	-	-	1	( <sup>3</sup> )	3	( <sup>3</sup> )	18	18	8	22	11	11	3	1	3	-	-	-	-	
<b>Firefighters</b>	573	53.0	763	825	674 - 832	-	-	-	-	-	-	-	-	5	4	3	7	14	1	6	39	19	2	-	-	-	
State and local government .....	573	53.0	763	825	674 - 832	-	-	-	-	-	-	-	-	5	4	3	7	14	1	6	39	19	2	-	-	-	
<b>Police Officers</b>																											
Level I .....	3,782	40.0	775	817	719 - 847	-	-	-	-	-	-	-	-	1	2	5	4	11	7	14	42	14	-	-	-	-	
State and local government .....	3,782	40.0	775	817	719 - 847	-	-	-	-	-	-	-	-	1	2	5	4	11	7	14	42	14	-	-	-	-	
Level II .....	346	40.0	885	894	832 - 942	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	25	28	29	12	-	-	
State and local government .....	346	40.0	885	894	832 - 942	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	25	28	29	12	-	-	

<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 Appendix A 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 A-3. All establishments: Weekly hours and pay of clerical occupations, Minneapolis-St. Paul, MN-WI, February 1996**

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	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950
<b>Clerks, Accounting</b>																										
Level I .....	98	40.0	\$331	\$340	\$337 - \$340	15	4	4	63	3	9	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	2,002	39.9	402	389	348 - 442	-	2	5	19	12	20	13	7	7	5	4	3	1	1	1	1	-	-	-	-	-
Private industry .....	1,738	39.8	388	384	344 - 418	-	2	6	21	14	22	15	7	6	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	-	-	-	-	-
Goods-producing industries .....	448	39.9	405	384	360 - 441	-	-	-	15	24	21	13	3	7	13	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	-	-	-	-	-
Manufacturing .....	441	39.9	404	383	360 - 445	-	-	-	15	24	22	11	3	7	13	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	-	-	-	-	-
Service-producing industries .....	1,290	39.8	382	384	340 - 415	-	3	8	23	11	23	16	8	6	1	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
State and local government .....	264	40.0	497	522	457 - 538	-	-	-	7	2	2	3	10	8	8	22	18	6	9	3	-	-	-	-	-	-
Level III .....	2,667	40.0	461	448	400 - 508	-	-	1	4	4	13	17	12	12	8	10	6	6	1	3	2	1	-	-	-	-
Private industry .....	2,103	40.0	444	439	400 - 489	-	-	2	5	4	14	20	13	13	9	11	5	1	1	2	1	1	-	-	-	-
Goods-producing industries .....	630	40.0	465	468	416 - 503	-	-	-	-	( <sup>3</sup> )	16	17	12	11	13	16	7	2	2	4	1	-	-	-	-	-
Manufacturing .....	625	40.0	465	468	416 - 503	-	-	-	-	( <sup>3</sup> )	16	17	12	11	13	16	7	2	2	4	1	-	-	-	-	-
Service-producing industries .....	1,473	40.0	436	432	385 - 471	-	-	2	7	6	13	21	14	14	7	8	4	1	( <sup>3</sup> )	1	1	1	-	-	-	-
State and local government .....	564	40.0	521	538	455 - 572	-	-	-	-	2	10	7	6	8	6	7	12	22	3	10	7	( <sup>3</sup> )	-	-	-	-
Level IV .....	1,629	40.0	513	500	450 - 571	-	-	-	3	5	9	8	15	10	6	8	8	12	8	11	4	2	( <sup>3</sup> )	-	-	-
Private industry .....	1,248	40.0	493	477	436 - 555	-	-	-	4	6	12	11	16	11	6	8	12	6	5	2	2	( <sup>3</sup> )	-	-	-	-
Goods-producing industries .....	321	40.0	559	558	537 - 576	-	-	-	-	-	-	-	2	4	10	5	17	36	9	11	4	1	1	-	-	-
Manufacturing .....	287	40.0	559	568	530 - 586	-	-	-	-	-	-	-	2	4	11	6	19	29	10	13	5	1	1	-	-	-
State and local government .....	381	40.0	579	596	529 - 631	-	-	-	-	-	-	-	-	11	8	6	7	10	14	32	10	2	-	-	-	-
<b>Clerks, General</b>																										
Level I .....	575	39.2	356	337	309 - 398	6	17	22	14	10	7	3	4	16	2	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	341	38.6	311	309	290 - 327	9	28	35	20	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	234	40.0	421	431	372 - 472	1	1	4	4	19	9	6	9	40	5	-	-	-	-	-	-	-	-	-	-	-
Level II .....	1,526	39.6	401	387	345 - 469	1	5	6	18	15	10	6	8	9	20	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	755	39.3	351	345	329 - 368	2	10	12	32	24	9	3	8	1	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	682	39.2	347	345	327 - 364	2	11	12	34	25	9	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	771	40.0	451	462	408 - 496	( <sup>3</sup> )	-	-	4	6	11	8	8	16	39	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Level III .....	3,124	39.6	439	425	385 - 485	-	1	4	4	10	17	12	6	9	16	8	7	2	2	1	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	1,921	39.4	408	399	372 - 438	-	1	6	6	15	24	18	9	10	2	6	3	( <sup>3</sup> )	-	1	1	-	-	-	-	-
Goods-producing industries .....	233	40.0	427	405	399 - 456	-	-	-	1	11	27	23	6	13	5	1	12	-	-	-	-	-	-	-	-	-
Manufacturing .....	232	40.0	427	405	399 - 456	-	-	-	1	11	27	23	6	13	5	1	13	-	-	-	-	-	-	-	-	-
Service-producing industries .....	1,688	39.3	406	394	372 - 425	-	1	6	7	15	23	17	9	10	1	7	2	( <sup>3</sup> )	-	1	1	-	-	-	-	-
State and local government .....	1,203	40.0	489	481	478 - 530	-	-	2	1	2	6	3	2	7	39	10	14	5	6	3	-	-	-	-	-	-
Level IV .....	2,418	40.0	497	507	444 - 532	-	( <sup>3</sup> )	-	1	3	6	6	10	10	10	14	22	9	6	( <sup>3</sup> )	3	-	-	1	-	-
Private industry .....	683	39.9	462	450	414 - 510	-	( <sup>3</sup> )	-	5	6	11	9	19	4	7	20	16	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	2	-	-
Goods-producing industries .....	299	40.0	482	500	428 - 525	-	-	-	-	1	1	5	30	2	1	28	31	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Manufacturing .....	265	40.0	478	500	428 - 525	-	-	-	-	1	1	6	34	2	2	19	35	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Service-producing industries .....	384	39.7	446	428	386 - 488	-	( <sup>3</sup> )	-	8	9	18	13	11	5	11	14	4	1	1	( <sup>3</sup> )	-	-	-	3	-	-
State and local government .....	1,735	40.0	511	517	467 - 544	-	-	-	-	2	4	4	7	13	11	11	25	12	8	( <sup>3</sup> )	4	-	-	-	-	-

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950		
<b>Clerks, Order</b>																												
Level I .....	445	40.0	\$387	\$393	\$350 - \$399	-	-	1	23	22	33	9	6	2	1	5	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	445	40.0	387	393	350 - 399	-	-	1	23	22	33	9	6	2	1	5	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	266	40.0	399	393	350 - 416	-	-	1	16	15	35	10	9	3	2	8	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	266	40.0	399	393	350 - 416	-	-	1	16	15	35	10	9	3	2	8	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	248	39.7	527	515	438 - 572	-	-	-	-	-	-	20	10	2	1	17	4	26	3	6	-	10	-	-	-	-	-	
Private industry .....	248	39.7	527	515	438 - 572	-	-	-	-	-	-	20	10	2	1	17	4	26	3	6	-	10	-	-	-	-	-	
Goods-producing industries .....	174	39.6	486	507	412 - 535	-	-	-	-	-	-	29	14	3	2	24	5	9	4	9	-	-	-	-	-	-	-	
Manufacturing .....	174	39.6	486	507	412 - 535	-	-	-	-	-	-	29	14	3	2	24	5	9	4	9	-	-	-	-	-	-	-	
<b>Key Entry Operators</b>																												
Level I .....	692	40.0	354	337	316 - 381	4	14	26	12	19	3	9	5	3	3	1	2	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	564	40.0	340	322	310 - 360	5	18	30	13	21	2	6	1	1	1	2	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	158	40.0	351	360	280 - 424	16	20	5	5	23	-	22	3	-	1	-	6	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	158	40.0	351	360	280 - 424	16	20	5	5	23	-	22	3	-	1	-	6	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	406	40.0	335	320	314 - 350	-	17	40	17	19	3	-	-	1	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	
State and local government .....	128	40.0	419	423	381 - 456	-	-	4	5	10	8	23	24	13	13	-	1	-	-	-	-	-	-	-	-	-	-	
Level II .....	796	39.8	410	393	370 - 437	-	2	4	6	15	23	22	7	4	2	11	1	1	1	1	( <sup>3</sup> )	-	-	-	-	-	-	
Private industry .....	671	39.8	394	385	369 - 423	-	3	5	7	17	26	25	8	4	1	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
Goods-producing industries .....	121	40.0	414	422	370 - 448	-	-	-	7	40	1	2	36	6	1	2	-	2	1	2	-	-	-	-	-	-	-	
Manufacturing .....	120	40.0	414	414	370 - 448	-	-	-	7	41	1	2	36	5	1	2	-	2	1	2	-	-	-	-	-	-	-	
Service-producing industries .....	550	39.7	389	385	363 - 419	-	3	6	7	12	32	30	2	3	1	2	( <sup>3</sup> )	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	125	40.0	501	510	496 - 510	-	-	-	-	-	4	7	3	4	9	62	2	2	2	3	-	-	-	-	-	-	-	
<b>Personnel Assistants (Employment)</b>																												
Level I .....	56	39.8	438	-	- - -	-	-	-	9	14	-	5	30	34	-	2	2	-	-	4	-	-	-	-	-	-	-	
Private industry .....	55	39.8	439	-	- - -	-	-	-	9	15	-	4	31	35	-	2	2	-	-	4	-	-	-	-	-	-	-	
Service-producing industries .....	50	39.8	437	-	- - -	-	-	-	10	16	-	-	34	32	-	2	2	-	-	4	-	-	-	-	-	-	-	
Level III .....	155	39.5	517	498	440 - 585	-	-	-	-	-	6	7	14	14	10	10	5	6	6	8	14	-	-	-	-	-	-	
Private industry .....	108	39.3	477	462	440 - 510	-	-	-	-	-	8	10	19	20	13	9	5	4	4	7	-	-	-	-	-	-	-	
Service-producing industries .....	91	39.2	470	451	440 - 480	-	-	-	-	-	10	12	23	22	15	3	-	1	4	9	-	-	-	-	-	-	-	
State and local government .....	47	40.0	607	613	572 - 665	-	-	-	-	-	-	-	-	-	2	13	6	11	13	9	47	-	-	-	-	-	-	
Level IV .....	80	39.1	608	613	563 - 642	-	-	-	-	-	-	-	-	1	-	9	13	9	14	34	11	5	2	-	2	-	-	
State and local government .....	43	40.0	650	631	613 - 672	-	-	-	-	-	-	-	-	-	-	5	-	9	47	21	9	5	-	5	-	5	-	
<b>Secretaries</b>																												
Level I:																												
Private industry:																												
Goods-producing industries .....	126	40.0	433	440	411 - 448	-	-	-	3	4	10	21	40	9	7	4	2	-	-	1	-	-	-	-	-	-	-	
Manufacturing .....	116	40.0	433	440	410 - 448	-	-	-	3	4	11	18	39	9	8	4	2	-	-	1	-	-	-	-	-	-	-	
Level II .....	2,216	39.6	475	470	411 - 529	-	-	( <sup>3</sup> )	3	4	13	11	8	12	17	6	4	7	7	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Private industry .....	1,551	39.4	463	462	412 - 496	-	-	( <sup>3</sup> )	1	3	14	13	10	15	19	8	5	7	2	2	( <sup>3</sup> )	-	-	-	-	-	-	
Goods-producing industries .....	580	39.9	488	483	450 - 528	-	-	-	-	2	7	4	7	24	16	13	10	9	4	4	-	-	-	-	-	-	-	
Manufacturing .....	539	39.9	486	483	450 - 527	-	-	-	-	2	8	4	6	25	16	13	11	10	4	2	-	-	-	-	-	-	-	
Service-producing industries .....	971	39.1	447	443	400 - 479	-	-	( <sup>3</sup> )	2	4	18	18	12	10	22	5	2	5	1	1	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	665	40.0	502	480	398 - 593	-	-	-	9	7	10	8	3	3	11	1	1	8	18	16	3	1	2	-	-	-	-	

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950
Level III .....	4,075	39.7	\$535	\$528	\$484 - \$578	-	-	-	-	( <sup>3</sup> )	3	4	7	7	12	17	15	10	7	11	3	3	2	-	-	( <sup>3</sup> )
Private industry .....	3,327	39.7	534	527	490 - 567	-	-	-	-	1	3	1	5	6	13	19	17	11	8	9	3	2	2	-	-	( <sup>3</sup> )
Goods-producing industries .....	1,576	39.9	535	538	503 - 564	-	-	-	-	( <sup>3</sup> )	2	1	5	5	10	20	20	17	7	11	2	( <sup>3</sup> )	-	-	-	-
Manufacturing .....	1,576	39.9	535	538	503 - 564	-	-	-	-	( <sup>3</sup> )	2	1	5	5	10	20	20	17	7	11	2	( <sup>3</sup> )	-	-	-	-
Service-producing industries .....	1,751	39.4	533	516	481 - 577	-	-	-	-	1	5	2	6	7	16	18	15	6	9	7	3	4	3	-	-	( <sup>3</sup> )
State and local government .....	748	40.0	541	534	447 - 609	-	-	-	-	-	-	15	13	8	7	6	7	4	3	23	4	4	6	-	-	-
Level IV .....	1,413	39.7	619	614	570 - 663	-	-	-	-	-	-	-	( <sup>3</sup> )	2	2	3	6	13	15	31	13	10	4	1	( <sup>3</sup> )	-
Private industry .....	1,070	39.6	619	612	575 - 649	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	6	14	17	35	11	10	2	1	( <sup>3</sup> )	-
Service-producing industries .....	411	39.1	633	624	564 - 697	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	1	7	18	13	23	13	14	5	4	1	-
State and local government .....	343	40.0	617	621	546 - 682	-	-	-	-	-	-	-	( <sup>3</sup> )	8	5	7	8	8	8	20	19	7	11	-	-	-
Level V .....	119	40.0	768	753	704 - 821	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	15	29	15	19	9	8
Private industry .....	119	40.0	768	753	704 - 821	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	15	29	15	19	9	8
<b>Switchboard Operator-Receptionists</b> .....	1,727	39.8	382	371	344 - 402	( <sup>3</sup> )	2	4	20	31	15	10	3	3	4	5	( <sup>3</sup> )	( <sup>3</sup> )	-	1	-	-	-	-	-	-
Private industry .....	1,684	39.8	381	371	341 - 400	( <sup>3</sup> )	3	4	21	30	16	10	4	2	4	4	( <sup>3</sup> )	( <sup>3</sup> )	-	1	-	-	-	-	-	-
Goods-producing industries .....	526	40.0	385	380	340 - 432	1	7	1	25	15	10	15	10	5	10	1	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	-	-	-	-	-
Manufacturing .....	473	40.0	386	380	337 - 440	1	8	1	20	16	11	15	9	5	10	1	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	-	-	-	-	-
Service-producing industries .....	1,158	39.7	379	371	341 - 385	-	1	6	19	37	18	8	1	1	2	6	( <sup>3</sup> )	( <sup>3</sup> )	-	1	-	-	-	-	-	-
State and local government .....	43	40.0	426	463	364 - 463	-	-	-	-	44	-	-	-	40	-	16	-	-	-	-	-	-	-	-	-	-
<b>Word Processors</b>																										
Level I .....	97	39.8	451	456	372 - 481	-	-	4	13	10	9	4	4	7	27	1	6	-	-	13	-	-	-	-	-	-
Private industry .....	80	39.8	464	481	381 - 508	-	-	-	13	10	10	4	2	5	31	1	7	-	-	16	-	-	-	-	-	-
Service-producing industries .....	63	39.7	482	-	- - -	-	-	-	8	10	6	3	3	2	40	2	6	-	-	21	-	-	-	-	-	-
Level II:																										
Private industry:																										
Goods-producing industries .....	57	40.0	452	-	- - -	-	-	-	-	46	2	5	12	11	11	5	7	2	-	-	-	-	-	-	-	-
Manufacturing .....	57	40.0	452	-	- - -	-	-	-	-	46	2	5	12	11	11	5	7	2	-	-	-	-	-	-	-	-

<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 Appendix A 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 A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Minneapolis-St. Paul, MN-WI, February 1996**

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	7.50	8.00	8.50	9.00	9.50	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00	25.00	26.00
					-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>General Maintenance Workers</b> .....	843	\$11.30	\$11.30	\$8.50 – \$12.78	7	12	7	1	1	14	26	8	12	1	9	1	2	–	–	–	–	–	–	–	–	–
Private industry .....	754	11.01	11.00	8.50 – 12.24	8	13	8	1	1	15	29	4	11	1	7	–	2	–	–	–	–	–	–	–	–	–
Goods-producing industries .....	242	12.40	11.50	10.69 – 15.17	–	( <sup>2</sup> )	–	–	( <sup>2</sup> )	38	25	5	4	2	20	–	6	–	–	–	–	–	–	–	–	–
Manufacturing .....	242	12.40	11.50	10.69 – 15.17	–	( <sup>2</sup> )	–	–	( <sup>2</sup> )	38	25	5	4	2	20	–	6	–	–	–	–	–	–	–	–	–
Service-producing industries .....	512	10.35	11.00	8.34 – 11.79	12	19	12	1	1	4	31	3	15	–	1	–	1	–	–	–	–	–	–	–	–	–
State and local government .....	89	13.77	13.42	12.72 – 15.02	–	–	–	–	–	3	2	42	13	3	25	11	–	–	–	–	–	–	–	–	–	–
<b>Maintenance Electricians</b> .....	824	20.92	21.98	19.15 – 22.75	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	7	6	2	3	12	10	27	20	9	2	2	( <sup>2</sup> )
Private industry .....	565	20.41	21.64	19.15 – 21.98	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	10	5	2	3	15	15	38	4	7	2	–	–
Goods-producing industries .....	524	20.25	20.68	19.14 – 21.98	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	11	5	2	3	15	16	39	2	4	2	–	–
Manufacturing .....	524	20.25	20.68	19.14 – 21.98	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	11	5	2	3	15	16	39	2	4	2	–	–
State and local government .....	259	22.04	22.75	22.75 – 22.88	–	–	–	–	–	–	–	–	–	–	–	10	2	3	5	–	3	54	16	–	7	1
<b>Maintenance Electronics Technicians</b>																										
Level I .....	317	12.03	12.30	10.00 – 13.60	–	–	–	3	5	28	8	18	21	16	( <sup>2</sup> )	–	–	–	–	–	–	–	–	–	–	–
Private industry .....	309	12.02	12.30	10.00 – 13.60	–	–	–	3	5	28	8	18	21	17	–	–	–	–	–	–	–	–	–	–	–	–
Level II:																										
State and local government .....	106	16.99	16.95	16.64 – 17.46	–	–	–	–	–	–	–	5	4	4	5	56	4	6	14	4	–	–	–	–	–	–
Level III .....	115	19.38	19.20	17.19 – 20.97	–	–	–	–	–	–	–	2	–	5	5	2	23	7	11	22	5	7	–	10	–	–
State and local government .....	82	18.36	17.78	17.19 – 20.45	–	–	–	–	–	–	–	2	–	7	7	2	33	10	9	20	–	10	–	–	–	–
<b>Maintenance Machinists</b> .....	495	18.50	18.87	17.26 – 20.28	–	–	–	–	–	–	–	–	–	7	3	5	28	9	17	29	1	2	–	–	–	–
Private industry .....	472	18.53	19.13	17.26 – 20.28	–	–	–	–	–	–	–	–	–	7	3	4	27	8	18	30	1	2	–	–	–	–
Goods-producing industries .....	461	18.43	18.88	17.26 – 20.28	–	–	–	–	–	–	–	–	–	7	3	4	28	8	18	31	1	–	–	–	–	–
Manufacturing .....	461	18.43	18.88	17.26 – 20.28	–	–	–	–	–	–	–	–	–	7	3	4	28	8	18	31	1	–	–	–	–	–
State and local government .....	23	17.87	17.91	17.33 – 18.18	–	–	–	–	–	–	–	–	–	–	–	17	39	39	–	4	–	–	–	–	–	–

See footnotes at end of table.

**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	7.50	8.00	8.50	9.00	9.50	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00	25.00	26.00	
					-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Maintenance Mechanics, Machinery</b> .....	1,586	\$16.50	\$16.20	\$14.78 — \$18.27	-	-	-	-	-	-	1	4	8	15	21	16	7	10	9	8	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	
Private industry .....	1,565	16.50	16.20	14.78 — 18.30	-	-	-	-	-	-	1	4	8	15	22	16	7	10	9	8	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	
Goods-producing industries .....	1,424	16.63	16.30	15.57 — 18.44	-	-	-	-	-	-	1	4	9	7	24	17	8	11	9	9	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	
Manufacturing .....	1,424	16.63	16.30	15.57 — 18.44	-	-	-	-	-	-	1	4	9	7	24	17	8	11	9	9	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	
<b>Maintenance Mechanics, Motor Vehicle ...</b>	1,875	16.77	17.31	15.00 — 18.32	-	-	-	-	-	-	-	2	7	14	16	10	6	38	3	1	3	-	-	-	-	-	
Private industry .....	1,060	16.21	15.35	14.85 — 18.08	-	-	-	-	-	-	-	-	12	21	28	4	6	18	4	1	5	-	-	-	-	-	
Goods-producing industries .....	138	17.39	16.90	15.44 — 20.85	-	-	-	-	-	-	-	-	25	-	20	14	1	3	7	8	22	-	-	-	-	-	
Manufacturing .....	104	18.55	18.75	15.44 — 21.68	-	-	-	-	-	-	-	-	-	-	27	19	2	4	9	11	29	-	-	-	-	-	
Service-producing industries .....	922	16.03	15.05	14.85 — 18.08	-	-	-	-	-	-	-	-	10	24	29	3	7	20	4	-	3	-	-	-	-	-	
State and local government .....	815	17.50	18.32	16.87 — 18.32	-	-	-	-	-	-	-	5	-	5	1	18	6	65	2	-	-	-	-	-	-	-	
<b>Maintenance Pipefitters</b> .....	230	20.84	20.86	19.65 — 21.68	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	-	2	27	46	10	10	1	4	-	-	
Private industry .....	128	20.57	20.63	19.65 — 20.86	-	-	-	-	-	-	-	-	-	-	-	-	-	3	33	41	19	-	-	5	-	-	
Goods-producing industries .....	90	20.50	20.63	19.65 — 21.68	-	-	-	-	-	-	-	-	-	-	-	-	-	4	22	47	27	-	-	-	-	-	
Manufacturing .....	90	20.50	20.63	19.65 — 21.68	-	-	-	-	-	-	-	-	-	-	-	-	-	4	22	47	27	-	-	-	-	-	
State and local government .....	102	21.18	20.86	20.86 — 22.50	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	19	52	-	22	3	4	-	-
<b>Tool and Die Makers</b> .....	768	18.16	17.91	17.80 — 19.47	-	-	-	-	-	-	-	-	7	2	7	2	39	14	17	3	9	1	-	-	-	-	
Private industry .....	767	18.16	17.91	17.80 — 19.47	-	-	-	-	-	-	-	-	7	2	7	2	39	14	17	3	9	1	-	-	-	-	
Goods-producing industries .....	767	18.16	17.91	17.80 — 19.47	-	-	-	-	-	-	-	-	7	2	7	2	39	14	17	3	9	1	-	-	-	-	
Manufacturing .....	767	18.16	17.91	17.80 — 19.47	-	-	-	-	-	-	-	-	7	2	7	2	39	14	17	3	9	1	-	-	-	-	

<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 Appendix A 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 A-5. All establishments: Hourly pay of material movement and custodial occupations, Minneapolis-St. Paul, MN-WI, February 1996**

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	4.50 and under 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 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
<b>Forklift Operators</b> .....	1,673	\$13.20	\$13.54	\$12.13 - \$14.79	-	-	-	-	-	1	( <sup>2</sup> )	( <sup>2</sup> )	2	2	6	1	10	26	19	23	( <sup>2</sup> )	3	-	7	-	-
Private industry .....	1,673	13.20	13.54	12.13 - 14.79	-	-	-	-	-	1	( <sup>2</sup> )	( <sup>2</sup> )	2	2	6	1	10	26	19	23	( <sup>2</sup> )	3	-	7	-	-
Goods-producing industries .....	1,606	13.23	13.54	12.13 - 14.79	-	-	-	-	-	-	-	-	2	2	6	1	10	27	19	24	( <sup>2</sup> )	1	-	7	-	-
Manufacturing .....	1,606	13.23	13.54	12.13 - 14.79	-	-	-	-	-	-	-	-	2	2	6	1	10	27	19	24	( <sup>2</sup> )	1	-	7	-	-
<b>Guards</b>																										
Level I .....	3,436	7.60	7.00	6.00 - 8.25	2	2	14	13	8	17	9	12	4	7	2	5	1	2	2	1	1	( <sup>2</sup> )	-	-	-	-
Private industry .....	3,360	7.51	7.00	6.00 - 8.20	2	2	14	13	8	17	9	12	4	8	1	4	1	1	1	1	1	( <sup>2</sup> )	-	-	-	-
Goods-producing industries .....	188	13.13	13.34	11.70 - 14.84	-	-	-	-	-	-	-	2	1	1	1	10	15	15	24	10	16	5	-	-	-	-
Manufacturing .....	188	13.13	13.34	11.70 - 14.84	-	-	-	-	-	-	-	2	1	1	1	10	15	15	24	10	16	5	-	-	-	-
Service-producing industries .....	3,172	7.17	7.00	6.00 - 8.00	2	2	15	14	9	18	10	13	4	8	1	4	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-
State and local government .....	76	11.78	12.11	10.65 - 12.41	-	-	-	-	-	-	-	1	-	3	7	26	8	37	8	11	-	-	-	-	-	-
Level II .....	751	10.63	9.30	8.44 - 12.21	-	-	-	-	-	5	5	19	11	13	2	11	6	6	5	1	7	2	7	-	-	-
Private industry .....	672	10.32	9.13	8.21 - 11.20	-	-	-	-	-	6	5	21	13	14	2	11	5	4	4	-	7	-	7	-	-	-
Service-producing industries .....	664	10.28	9.13	8.19 - 11.15	-	-	-	-	-	6	5	22	13	14	2	11	5	4	3	-	7	-	8	-	-	-
State and local government .....	79	13.19	12.96	11.46 - 15.78	-	-	-	-	-	-	-	-	-	-	5	13	19	20	9	5	9	20	-	-	-	-
<b>Janitors</b> .....	9,938	8.34	7.25	6.50 - 9.49	-	( <sup>2</sup> )	( <sup>2</sup> )	7	39	7	4	6	6	6	3	6	5	5	3	2	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	-
Private industry .....	8,632	7.81	6.80	6.50 - 8.65	-	( <sup>2</sup> )	( <sup>2</sup> )	8	45	8	4	7	7	5	2	6	3	1	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	-
Goods-producing industries .....	878	11.20	11.18	9.06 - 12.70	-	-	-	-	-	( <sup>2</sup> )	6	1	14	7	5	13	24	9	11	4	2	-	-	3	-	-
Manufacturing .....	878	11.20	11.18	9.06 - 12.70	-	-	-	-	-	( <sup>2</sup> )	6	1	14	7	5	13	24	9	11	4	2	-	-	3	-	-
Service-producing industries .....	7,754	7.43	6.80	6.50 - 8.01	-	( <sup>2</sup> )	( <sup>2</sup> )	9	51	9	4	7	6	5	2	5	1	( <sup>2</sup> )	1	-	( <sup>2</sup> )	-	-	-	-	-
State and local government .....	1,306	11.84	12.36	10.71 - 13.09	-	-	-	-	-	4	( <sup>2</sup> )	2	1	9	4	9	15	30	13	14	-	-	-	-	-	-
<b>Material Handling Laborers:</b>																										
State and local government .....	42	12.71	13.11	12.28 - 13.77	-	-	-	-	-	-	-	-	7	5	-	7	2	29	40	-	2	5	2	-	-	-
<b>Order Fillers</b> .....	469	11.10	11.90	8.25 - 12.35	-	-	-	-	-	5	13	9	-	4	14	2	15	13	-	20	4	-	-	-	-	-
Private industry .....	469	11.10	11.90	8.25 - 12.35	-	-	-	-	-	5	13	9	-	4	14	2	15	13	-	20	4	-	-	-	-	-
<b>Shipping/Receiving Clerks:</b>																										
Private industry:																										
Goods-producing industries .....	1,008	12.13	11.40	9.34 - 14.08	-	-	-	-	-	-	-	3	7	15	8	8	16	10	4	11	( <sup>2</sup> )	10	1	-	7	-
Manufacturing .....	1,008	12.13	11.40	9.34 - 14.08	-	-	-	-	-	-	-	3	7	15	8	8	16	10	4	11	( <sup>2</sup> )	10	1	-	7	-

See footnotes at end of table.

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	
					and under 5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	
<b>Truckdrivers</b>																											
Light Truck:																											
State and local government .....	56	\$12.83	\$13.10	\$12.61 – \$13.43	–	–	–	–	–	–	–	–	–	–	4	2	5	30	59	–	–	–	–	–	–	–	–
Medium Truck .....	1,667	14.12	12.58	10.00 – 19.40	–	–	–	–	–	–	4	2	10	7	1	9	( <sup>2</sup> )	16	1	6	2	5	1	–	–	35	–
Private industry .....	1,595	14.08	12.37	9.88 – 19.40	–	–	–	–	–	–	4	2	11	8	1	10	1	17	1	5	( <sup>2</sup> )	4	1	–	–	36	–
Service-producing industries .....	1,587	14.09	12.37	9.88 – 19.40	–	–	–	–	–	–	4	2	11	8	1	10	–	17	1	5	( <sup>2</sup> )	4	1	–	–	36	–
State and local government .....	72	15.03	15.43	14.46 – 15.43	–	–	–	–	–	–	–	–	–	–	–	1	–	3	3	36	40	17	–	–	–	–	–
Heavy Truck .....	1,340	13.72	13.29	10.50 – 15.72	–	–	–	–	–	–	–	–	4	–	–	–	21	5	19	16	4	8	3	12	–	–	7
Private industry .....	1,340	13.72	13.29	10.50 – 15.72	–	–	–	–	–	–	–	–	4	–	–	–	21	5	19	16	4	8	3	12	–	–	7
Goods-producing industries .....	466	14.93	15.14	13.67 – 16.90	–	–	–	–	–	–	–	–	11	–	–	–	6	6	( <sup>2</sup> )	14	12	23	9	–	–	–	19
Manufacturing .....	466	14.93	15.14	13.67 – 16.90	–	–	–	–	–	–	–	–	11	–	–	–	6	6	( <sup>2</sup> )	14	12	23	9	–	–	–	19
Tractor Trailer .....	4,098	15.23	15.17	13.40 – 17.70	–	–	–	–	–	–	–	–	–	–	3	–	5	3	6	24	4	11	2	39	( <sup>2</sup> )	5	–
Private industry .....	4,098	15.23	15.17	13.40 – 17.70	–	–	–	–	–	–	–	–	–	–	3	–	5	3	6	24	4	11	2	39	( <sup>2</sup> )	5	–
Goods-producing industries .....	203	14.68	14.30	14.30 – 15.96	–	–	–	–	–	–	–	–	–	–	–	–	–	–	7	7	57	29	–	–	1	–	–
Manufacturing .....	203	14.68	14.30	14.30 – 15.96	–	–	–	–	–	–	–	–	–	–	–	–	–	–	7	7	57	29	–	–	1	–	–
Service-producing industries .....	3,895	15.26	15.17	13.40 – 17.70	–	–	–	–	–	–	–	–	–	–	3	–	5	3	6	25	1	10	2	41	–	–	5
<b>Warehouse Specialists</b> .....	2,693	15.69	17.20	14.39 – 17.71	–	–	–	–	–	–	–	4	–	–	1	3	5	5	6	9	8	1	49	9	–	–	–
Private industry .....	2,440	15.78	17.20	14.79 – 17.71	–	–	–	–	–	–	–	4	–	–	1	3	4	4	6	9	7	1	51	10	–	–	–
Goods-producing industries .....	779	13.22	14.08	12.02 – 14.87	–	–	–	–	–	–	–	8	–	–	3	7	6	12	12	29	20	3	–	–	–	–	–
Manufacturing .....	717	13.67	14.39	12.50 – 14.87	–	–	–	–	–	–	–	–	–	–	3	8	6	13	13	32	21	3	–	–	–	–	–
Service-producing industries .....	1,661	16.98	17.41	17.20 – 17.71	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government .....	253	14.82	15.84	12.41 – 17.31	–	–	–	–	–	–	–	–	–	–	–	4	16	19	1	4	–	5	36	–	–	–	–

<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 Appendix A 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 A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Minneapolis-St. Paul, MN-WI, February 1996**

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	400 and under 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over		
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b>																												
Level I .....	605	39.7	\$543	\$523	\$500 - \$586	21	59	18	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	496	39.7	532	510	500 - 552	24	62	11	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	116	40.0	593	589	519 - 654	13	44	34	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	101	40.0	608	596	545 - 655	10	41	39	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	380	39.6	513	505	490 - 529	27	68	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	109	40.0	595	594	546 - 671	11	41	47	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	894	39.9	639	635	570 - 701	5	30	39	20	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	586	39.9	616	612	558 - 673	7	37	41	12	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	101	39.9	690	697	635 - 742	-	8	46	37	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	91	39.9	690	697	635 - 742	-	9	45	35	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	485	39.9	601	596	534 - 663	8	43	40	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	308	40.0	681	681	616 - 737	2	18	35	34	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	765	39.8	812	808	726 - 899	-	2	16	28	29	21	4	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	520	39.6	805	801	721 - 878	-	1	17	30	32	15	5	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	193	39.9	859	864	785 - 927	-	-	9	19	36	24	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	193	39.9	859	864	785 - 927	-	-	9	19	36	24	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	327	39.5	772	769	711 - 829	-	2	21	36	29	9	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	245	40.0	829	830	741 - 934	-	2	15	24	24	33	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	436	39.9	1,023	1,029	925 - 1,115	-	-	1	3	18	22	27	22	6	2	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	346	39.8	1,019	1,013	910 - 1,111	-	-	1	3	20	23	26	18	8	3	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	214	40.0	1,040	1,038	952 - 1,120	-	-	-	1	16	21	32	17	10	3	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	204	40.0	1,039	1,036	933 - 1,131	-	-	-	1	17	23	28	18	10	3	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	132	39.6	986	962	871 - 1,100	-	-	2	5	26	25	16	20	4	2	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	90	40.0	1,037	1,037	978 - 1,143	-	-	-	2	10	19	32	37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level V .....	143	39.9	1,307	1,322	1,159 - 1,434	-	-	-	-	2	5	12	7	21	22	15	9	4	1	1	-	1	-	-	-	-	-	
Private industry .....	121	39.9	1,327	1,346	1,222 - 1,448	-	-	-	-	2	6	7	7	16	25	17	11	5	2	1	-	1	-	-	-	-	-	
Goods-producing industries .....	63	39.9	1,396	-	-	-	-	-	-	-	-	2	2	16	30	30	17	3	-	-	-	-	-	-	-	-	-	
Manufacturing .....	63	39.9	1,396	-	-	-	-	-	-	-	-	2	2	16	30	30	17	3	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	58	39.9	1,251	-	-	-	-	-	5	12	14	14	16	19	3	3	7	3	2	-	2	-	-	-	-	-	-	
State and local government .....	22	40.0	1,202	1,252	1,073 - 1,285	-	-	-	-	-	-	36	5	50	5	5	-	-	-	-	-	-	-	-	-	-	-	
<b>Attorneys</b>																												
Level II .....	70	39.9	984	-	-	-	-	-	3	21	29	30	10	6	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	55	40.0	978	930	893 - 1,057	-	-	-	4	27	25	25	13	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	167	39.1	1,352	1,341	1,224 - 1,479	-	-	-	-	-	1	4	9	32	22	14	11	2	4	2	-	-	-	-	-	-	-	
Private industry .....	146	39.0	1,362	1,345	1,224 - 1,479	-	-	-	-	-	1	2	9	32	19	16	12	2	5	2	-	-	-	-	-	-	-	
Service-producing industries .....	98	38.7	1,290	1,234	1,221 - 1,385	-	-	-	-	-	1	3	13	46	14	15	7	-	-	-	-	-	-	-	-	-	-	
Level IV .....	143	40.0	1,710	1,640	1,510 - 1,869	-	-	-	-	-	-	-	-	3	5	13	13	22	14	10	3	12	6	-	-	-	-	
Private industry .....	124	40.0	1,719	1,686	1,500 - 1,893	-	-	-	-	-	-	-	-	3	6	15	12	16	13	11	4	14	6	-	-	-	-	
Service-producing industries .....	75	40.0	1,623	-	-	-	-	-	-	-	-	-	-	5	5	21	16	16	21	7	-	5	3	-	-	-	-	

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	400 and under 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800
Level V .....	54	39.8	\$2,208	-	- - -	-	-	-	-	-	-	-	-	-	-	-	6	28	7	4	17	6	7	4	22
Private industry .....	54	39.8	2,208	-	- - -	-	-	-	-	-	-	-	-	-	-	-	6	28	7	4	17	6	7	4	22
<b>Engineers</b>																									
Level I .....	367	40.0	705	\$711	\$654 - \$742	-	3	41	47	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	343	40.0	708	712	654 - 743	-	2	39	50	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	342	40.0	708	712	654 - 742	-	2	39	50	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	342	40.0	708	712	654 - 742	-	2	39	50	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	24	40.0	649	624	601 - 692	-	13	71	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	840	39.9	808	808	750 - 864	-	-	9	38	38	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	740	39.9	813	815	758 - 865	-	-	7	39	41	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	695	39.9	810	808	752 - 863	-	-	7	40	40	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	695	39.9	810	808	752 - 863	-	-	7	40	40	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	100	40.0	770	752	698 - 863	-	-	29	37	17	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	2,300	40.0	947	941	882 - 1,003	-	-	-	5	27	41	21	4	2	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	2,074	40.0	947	940	884 - 1,000	-	-	-	4	27	43	20	4	2	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	1,956	40.0	946	938	882 - 1,000	-	-	-	4	28	43	19	4	2	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	1,956	40.0	946	938	882 - 1,000	-	-	-	4	28	43	19	4	2	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	226	40.0	948	941	873 - 1,016	-	-	-	12	21	23	35	7	3	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	3,134	40.0	1,156	1,154	1,075 - 1,232	-	-	-	-	1	7	23	35	26	7	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	2,926	40.0	1,156	1,156	1,075 - 1,232	-	-	-	-	( <sup>3</sup> )	7	24	34	27	6	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Goods-producing industries .....	2,743	40.0	1,155	1,154	1,072 - 1,233	-	-	-	-	1	8	24	33	26	6	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Manufacturing .....	2,743	40.0	1,155	1,154	1,072 - 1,233	-	-	-	-	1	8	24	33	26	6	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-
State and local government .....	208	40.0	1,151	1,135	1,064 - 1,209	-	-	-	-	1	7	20	47	13	13	-	-	-	-	-	-	-	-	-	-
Level V .....	1,495	40.0	1,354	1,355	1,271 - 1,438	-	-	-	-	-	( <sup>3</sup> )	2	8	22	31	26	7	3	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	1,429	40.0	1,351	1,350	1,269 - 1,435	-	-	-	-	-	( <sup>3</sup> )	2	8	23	31	27	7	3	( <sup>3</sup> )	-	-	-	-	-	-
Goods-producing industries .....	1,389	40.0	1,349	1,350	1,268 - 1,435	-	-	-	-	-	( <sup>3</sup> )	2	9	23	31	27	6	2	( <sup>3</sup> )	-	-	-	-	-	-
Manufacturing .....	1,389	40.0	1,349	1,350	1,268 - 1,435	-	-	-	-	-	( <sup>3</sup> )	2	9	23	31	27	6	2	( <sup>3</sup> )	-	-	-	-	-	-
State and local government .....	66	40.0	1,418	1,361	1,361 - 1,505	-	-	-	-	-	1	2	11	42	17	26	3	-	-	-	-	-	-	-	-
Level VI .....	582	39.9	1,620	1,599	1,494 - 1,727	-	-	-	-	-	-	-	-	2	5	19	24	20	14	9	4	3	( <sup>3</sup> )	-	-
Private industry .....	576	39.9	1,620	1,597	1,494 - 1,728	-	-	-	-	-	-	-	-	2	5	19	24	20	14	9	4	3	( <sup>3</sup> )	-	-
Goods-producing industries .....	574	39.9	1,620	1,595	1,494 - 1,727	-	-	-	-	-	-	-	-	2	5	19	24	20	14	9	4	3	( <sup>3</sup> )	-	-
Manufacturing .....	574	39.9	1,620	1,595	1,494 - 1,727	-	-	-	-	-	-	-	-	2	5	19	24	20	14	9	4	3	( <sup>3</sup> )	-	-
Level VII .....	141	39.8	1,897	1,849	1,577 - 2,080	-	-	-	-	-	-	-	-	-	10	16	3	13	18	13	7	6	10	3	1
Private industry .....	141	39.8	1,897	1,849	1,577 - 2,080	-	-	-	-	-	-	-	-	-	10	16	3	13	18	13	7	6	10	3	1
Goods-producing industries .....	141	39.8	1,897	1,849	1,577 - 2,080	-	-	-	-	-	-	-	-	-	10	16	3	13	18	13	7	6	10	3	1
Manufacturing .....	141	39.8	1,897	1,849	1,577 - 2,080	-	-	-	-	-	-	-	-	-	10	16	3	13	18	13	7	6	10	3	1

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	400 and under 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over		
<b>ADMINISTRATIVE OCCUPATIONS</b>																												
<b>Budget Analysts</b>																												
Level III:																												
State and local government .....	6	40.0	\$749	-	- - -	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV:																												
State and local government .....	20	40.0	970	\$952	\$857 - \$1,075	-	-	-	-	40	15	45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Buyers/Contracting Specialists</b>																												
Level I .....																												
Private industry .....	52	40.0	531	-	- - -	48	17	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	23	40.0	569	573	522 - 614	17	48	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....																												
Private industry .....	176	39.6	679	677	614 - 728	2	20	38	32	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	85	39.4	678	680	611 - 738	2	22	31	36	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	85	39.8	676	689	584 - 738	-	27	25	44	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	91	39.0	679	644	611 - 722	4	16	36	30	11	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	50	40.0	683	677	643 - 685	-	14	62	16	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....																												
Private industry .....	256	39.9	832	817	761 - 876	-	-	9	31	41	10	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	250	39.9	827	814	761 - 873	-	-	9	32	42	10	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	241	39.9	818	811	758 - 870	-	-	9	33	43	10	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	241	39.9	818	811	758 - 870	-	-	9	33	43	10	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....																												
Private industry .....	109	39.7	1,022	1,015	951 - 1,079	-	-	-	-	12	27	40	15	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	108	39.7	1,021	1,015	949 - 1,076	-	-	-	-	12	27	41	14	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	106	39.7	1,015	1,014	948 - 1,069	-	-	-	-	12	27	42	14	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	106	39.7	1,015	1,014	948 - 1,069	-	-	-	-	12	27	42	14	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Computer Programmers</b>																												
Level I .....																												
Private industry .....	125	39.3	595	588	556 - 635	3	54	42	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	97	39.1	608	596	577 - 635	1	49	48	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	55	38.7	584	-	- - -	2	75	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	28	40.0	551	-	- - -	11	68	18	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....																												
Private industry .....	417	39.9	666	669	615 - 715	2	14	52	29	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	342	39.9	664	664	615 - 710	1	13	56	27	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	128	40.0	616	609	569 - 639	2	31	55	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	75	40.0	671	681	594 - 764	8	17	35	39	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....																												
Private industry .....	504	40.0	762	757	694 - 827	-	3	25	38	25	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	269	40.0	730	721	682 - 769	-	( <sup>3</sup> )	38	43	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	97	40.0	732	731	697 - 769	-	-	27	64	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	97	40.0	732	731	697 - 769	-	-	27	64	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	172	40.0	729	717	667 - 790	-	1	44	31	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	235	40.0	798	811	730 - 872	-	6	10	33	32	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	400 and under 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over	
Level IV .....	579	38.5	\$888	\$880	\$844 - \$946	-	-	1	13	43	33	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	563	38.4	886	874	840 - 942	-	-	1	14	44	32	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	525	38.3	882	871	838 - 940	-	-	1	14	45	33	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Computer Systems Analysts</b>																											
Level I .....	578	39.2	790	790	717 - 865	-	3	18	33	34	8	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	504	39.1	787	786	715 - 860	-	3	18	34	31	9	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	236	39.7	843	829	785 - 884	-	-	( <sup>3</sup> )	31	47	14	7	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	236	39.7	843	829	785 - 884	-	-	( <sup>3</sup> )	31	47	14	7	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	268	38.5	738	722	677 - 800	-	6	34	36	17	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	74	40.0	807	852	736 - 885	-	3	14	26	54	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level II .....	1,247	39.4	933	935	860 - 1,001	-	-	( <sup>3</sup> )	9	28	37	20	5	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,002	39.3	931	926	852 - 1,000	-	-	( <sup>3</sup> )	10	31	34	18	6	1	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	528	39.6	950	946	882 - 1,007	-	-	-	4	30	37	20	8	1	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing .....	523	39.6	951	947	881 - 1,007	-	-	-	4	30	38	20	8	1	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	474	38.9	909	903	817 - 979	-	-	( <sup>3</sup> )	16	31	31	16	4	1	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	245	40.0	941	987	900 - 1,001	-	-	2	5	17	50	26	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	632	39.6	1,076	1,064	988 - 1,161	-	-	-	7	23	29	25	12	3	1	-	-	-	-	-	-	-	-	-	-		
Private industry .....	589	39.6	1,079	1,067	988 - 1,165	-	-	-	6	24	28	25	13	3	1	-	-	-	-	-	-	-	-	-	-		
Goods-producing industries .....	293	40.0	1,097	1,087	1,006 - 1,165	-	-	-	-	23	32	28	14	2	2	-	-	-	-	-	-	-	-	-	-		
Manufacturing .....	293	40.0	1,097	1,087	1,006 - 1,165	-	-	-	-	23	32	28	14	2	2	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	296	39.2	1,062	1,058	967 - 1,159	-	-	-	13	25	24	22	12	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-		
State and local government .....	43	40.0	1,030	1,036	968 - 1,114	-	-	-	14	14	47	23	2	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Computer Systems Analyst Supervisors/Managers</b>																											
Level I .....	175	39.3	1,162	1,131	1,072 - 1,224	-	-	-	1	14	22	32	17	6	3	6	1	-	-	-	-	-	-	-	-		
Private industry .....	113	38.9	1,189	1,179	1,094 - 1,252	-	-	-	-	17	11	31	21	5	4	10	1	-	-	-	-	-	-	-	-		
State and local government .....	62	40.0	1,114	1,096	1,072 - 1,112	-	-	-	2	8	42	34	8	6	-	-	-	-	-	-	-	-	-	-	-		
Level II .....	258	39.4	1,365	1,332	1,215 - 1,462	-	-	-	-	( <sup>3</sup> )	9	14	19	22	19	4	5	1	1	4	2	-	-	-	-		
Private industry .....	227	39.3	1,382	1,365	1,215 - 1,490	-	-	-	-	-	10	12	16	21	21	5	5	1	1	5	2	-	-	-	-		
Goods-producing industries .....	64	40.0	1,559	-	-	-	-	-	-	-	-	2	19	25	13	2	9	3	3	17	8	-	-	-	-		
Manufacturing .....	64	40.0	1,559	-	-	-	-	-	-	-	-	2	19	25	13	2	9	3	3	17	8	-	-	-	-		
Service-producing industries .....	163	39.0	1,313	1,327	1,140 - 1,460	-	-	-	-	-	14	17	15	20	25	6	4	1	-	-	-	-	-	-	-		
State and local government .....	31	40.0	1,238	-	-	-	-	-	-	3	-	26	39	32	-	-	-	-	-	-	-	-	-	-	-		
<b>Personnel Specialists</b>																											
Level I .....	109	40.0	537	520	458 - 599	26	51	19	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	83	40.0	513	505	440 - 538	34	51	11	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	65	40.0	479	-	-	42	55	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level II .....	310	39.8	669	658	612 - 739	1	22	44	24	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	210	39.8	640	635	577 - 687	1	31	47	12	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	171	39.7	612	623	531 - 648	2	36	53	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	100	40.0	728	730	698 - 789	-	3	38	49	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	400 and under 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over	
Level III .....	575	39.8	\$813	\$808	\$733 - \$881	-	1	18	29	32	12	7	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	428	39.8	800	785	712 - 871	-	1	23	30	30	10	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	111	39.9	844	844	770 - 904	-	3	2	35	34	19	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	111	39.9	844	844	770 - 904	-	3	2	35	34	19	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	317	39.7	784	769	692 - 848	-	-	31	28	29	7	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	147	40.0	851	861	772 - 922	-	2	4	28	37	16	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	379	40.0	1,022	1,012	904 - 1,108	-	-	1	4	19	22	28	12	6	6	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	304	40.0	1,006	1,000	894 - 1,088	-	-	1	4	22	23	28	13	6	2	1	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	97	39.9	1,099	1,085	1,005 - 1,192	-	-	-	3	-	16	34	26	13	4	3	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	92	39.9	1,104	1,088	1,008 - 1,195	-	-	-	3	-	17	30	27	14	4	3	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	207	40.0	963	945	885 - 1,019	-	-	1	4	33	26	26	8	2	1	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	75	40.0	1,089	1,037	964 - 1,225	-	-	-	7	5	20	29	8	7	24	-	-	-	-	-	-	-	-	-	-	-	-
Level V .....	162	39.8	1,249	1,240	1,126 - 1,346	-	-	-	-	1	4	17	16	27	17	14	1	3	1	-	-	-	-	-	-	-	-
Private industry .....	146	39.7	1,261	1,240	1,167 - 1,349	-	-	-	-	1	3	16	17	27	16	15	1	3	1	-	-	-	-	-	-	-	-
Goods-producing industries .....	65	39.7	1,318	-	-	-	-	-	-	-	-	11	12	17	31	20	2	5	3	-	-	-	-	-	-	-	-
Manufacturing .....	65	39.7	1,318	-	-	-	-	-	-	-	-	11	12	17	31	20	2	5	3	-	-	-	-	-	-	-	-
Service-producing industries .....	81	39.8	1,216	1,212	1,108 - 1,250	-	-	-	-	-	5	20	21	35	5	11	1	2	-	-	-	-	-	-	-	-	-
State and local government .....	16	40.0	1,138	1,105	1,012 - 1,295	-	-	-	-	6	13	31	6	25	19	-	-	-	-	-	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b>																											
Level II .....	94	40.0	1,459	1,443	1,307 - 1,602	-	-	-	-	-	3	10	12	19	14	17	9	12	5	-	-	-	-	-	-	-	-
Private industry .....	81	40.0	1,491	1,493	1,346 - 1,632	-	-	-	-	-	2	7	6	22	12	20	10	14	6	-	-	-	-	-	-	-	-
Service-producing industries .....	52	40.0	1,434	-	-	-	-	-	-	-	4	12	8	27	13	17	6	10	4	-	-	-	-	-	-	-	-
Level III .....	64	40.0	1,891	-	-	-	-	-	-	-	-	-	-	-	2	16	3	9	19	16	28	8	-	-	-	-	-
Private industry .....	62	40.0	1,903	-	-	-	-	-	-	-	-	-	-	-	15	3	10	19	16	29	8	-	-	-	-	-	-
<b>Tax Collectors</b>																											
Level I .....	26	40.0	573	556	538 - 594	-	85	12	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	26	40.0	573	556	538 - 594	-	85	12	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	35	40.0	650	635	594 - 681	-	31	46	20	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	35	40.0	650	635	594 - 681	-	31	46	20	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	34	40.0	760	757	704 - 811	-	-	18	47	26	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	34	40.0	760	757	704 - 811	-	-	18	47	26	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<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 Appendix A for definitions and methods used to compute means, medians, and middle ranges.

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

<sup>4</sup> Workers were distributed as follows: 13 percent at \$2,800 and under \$3,000 and 9 percent at \$3,000 and under \$3,200.

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 A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, Minneapolis-St. Paul, MN-WI, February 1996**

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	325 and under 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 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150				
<b>TECHNICAL OCCUPATIONS</b>																													
<b>Computer Operators</b>																													
Level I .....	67	39.4	\$419	-	-	-	13	22	9	12	13	10	3	13	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	26	40.0	476	-	-	-	4	4	12	-	12	19	8	35	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	362	39.4	466	\$455	\$420	-	( <sup>3</sup> )	17	10	21	12	12	15	11	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	290	39.3	452	433	416	-	( <sup>3</sup> )	19	11	25	14	13	11	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	61	40.0	482	-	-	-	-	-	-	11	20	18	15	30	2	5	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	56	40.0	485	-	-	-	-	-	-	13	21	11	16	32	2	5	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	229	39.1	444	431	410	-	( <sup>3</sup> )	24	11	26	13	13	7	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	72	40.0	524	538	489	-	578	-	-	6	7	4	3	8	32	36	1	3	-	-	-	-	-	-	-	-	-	-	
Level III .....	308	39.9	573	576	528	-	613	-	( <sup>3</sup> )	-	( <sup>3</sup> )	3	2	3	28	26	27	9	2	-	-	-	-	-	-	-	-	-	
Private industry .....	223	39.8	563	562	523	-	601	-	( <sup>3</sup> )	-	( <sup>3</sup> )	1	2	4	35	31	19	6	1	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	150	39.8	569	566	533	-	602	-	-	-	-	3	5	31	33	20	7	1	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	150	39.8	569	566	533	-	602	-	-	-	-	3	5	31	33	20	7	1	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	73	39.9	551	-	-	-	-	1	-	1	4	-	-	44	27	16	4	1	-	-	-	-	-	-	-	-	-	-	
State and local government .....	85	40.0	599	613	567	-	645	-	-	-	6	1	2	11	12	48	18	2	-	-	-	-	-	-	-	-	-	-	
Level IV .....	145	39.9	681	674	624	-	730	-	-	-	-	-	-	6	10	26	20	21	11	5	-	2	1	-	-	-	-	-	
Private industry .....	124	39.9	675	669	624	-	730	-	-	-	-	-	-	6	10	26	23	20	10	2	-	2	1	-	-	-	-	-	
Goods-producing industries .....	101	40.0	682	680	632	-	730	-	-	-	-	-	-	4	8	28	22	23	12	1	-	3	-	-	-	-	-	-	
Manufacturing .....	101	40.0	682	680	632	-	730	-	-	-	-	-	-	4	8	28	22	23	12	1	-	3	-	-	-	-	-	-	
<b>Drafters</b>																													
Level II .....	141	40.0	530	523	500	-	553	-	-	-	3	3	21	43	23	5	2	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	133	40.0	523	518	499	-	553	-	-	-	3	3	22	46	24	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	130	40.0	520	518	499	-	550	-	-	-	3	3	22	47	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	130	40.0	520	518	499	-	550	-	-	-	3	3	22	47	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	8	40.0	645	-	-	-	-	-	-	-	-	-	-	-	-	63	25	13	-	-	-	-	-	-	-	-	-	-	
Level III .....	103	40.0	668	658	615	-	719	-	-	-	-	2	1	5	9	23	31	8	10	12	-	-	-	-	-	-	-	-	
Private industry .....	82	40.0	640	648	609	-	688	-	-	-	-	2	1	6	11	29	37	9	5	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	74	40.0	641	-	-	-	-	-	-	-	3	-	7	11	30	36	8	5	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	74	40.0	641	-	-	-	-	-	-	-	3	-	7	11	30	36	8	5	-	-	-	-	-	-	-	-	-	-	
State and local government .....	21	40.0	778	806	761	-	806	-	-	-	-	-	-	-	-	10	5	29	57	-	-	-	-	-	-	-	-	-	
<b>Engineering Technicians</b>																													
Level II .....	374	40.0	521	529	490	-	547	-	-	-	3	19	10	45	21	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	374	40.0	521	529	490	-	547	-	-	-	3	19	10	45	21	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	374	40.0	521	529	490	-	547	-	-	-	3	19	10	45	21	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	374	40.0	521	529	490	-	547	-	-	-	3	19	10	45	21	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	664	40.0	638	639	590	-	675	-	-	-	-	( <sup>3</sup> )	6	27	24	28	9	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	664	40.0	638	639	590	-	675	-	-	-	-	( <sup>3</sup> )	6	27	24	28	9	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	660	40.0	638	638	590	-	674	-	-	-	-	( <sup>3</sup> )	6	27	24	28	9	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	660	40.0	638	638	590	-	674	-	-	-	-	( <sup>3</sup> )	6	27	24	28	9	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	325 and under 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 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150		
Level IV .....	663	40.0	\$759	\$754	\$703 - \$806	-	-	-	-	-	-	-	-	( <sup>3</sup> )	4	19	25	25	15	7	3	1	( <sup>3</sup> )	-	-		
Private industry .....	663	40.0	759	754	703 - 806	-	-	-	-	-	-	-	-	( <sup>3</sup> )	4	19	25	25	15	7	3	1	( <sup>3</sup> )	-	-		
Goods-producing industries .....	598	40.0	749	746	697 - 789	-	-	-	-	-	-	-	-	1	5	21	27	27	10	6	3	( <sup>3</sup> )	-	-	-		
Manufacturing .....	598	40.0	749	746	697 - 789	-	-	-	-	-	-	-	-	1	5	21	27	27	10	6	3	( <sup>3</sup> )	-	-	-		
Level V .....	533	39.9	845	841	783 - 896	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	12	16	22	24	11	8	3	2	1			
Private industry .....	533	39.9	845	841	783 - 896	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	12	16	22	24	11	8	3	2	1			
Goods-producing industries .....	522	39.9	843	840	782 - 892	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	12	16	22	24	9	7	3	2	1			
Manufacturing .....	522	39.9	843	840	782 - 892	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	12	16	22	24	9	7	3	2	1			
<b>Engineering Technicians, Civil</b>																											
Level I .....	16	40.0	494	473	472 - 542	-	-	-	19	38	6	25	13	-	-	-	-	-	-	-	-	-	-	-			
State and local government .....	16	40.0	494	473	472 - 542	-	-	-	19	38	6	25	13	-	-	-	-	-	-	-	-	-	-	-			
Level II .....	266	40.0	612	631	591 - 631	-	-	-	-	2	-	10	23	57	4	3	2	-	-	-	-	-	-	-			
State and local government .....	266	40.0	612	631	591 - 631	-	-	-	-	2	-	10	23	57	4	3	2	-	-	-	-	-	-	-			
Level III .....	459	40.0	709	726	673 - 726	-	-	-	-	-	-	( <sup>3</sup> )	2	6	21	62	6	3	-	-	-	-	-	-			
State and local government .....	459	40.0	709	726	673 - 726	-	-	-	-	-	-	( <sup>3</sup> )	2	6	21	62	6	3	-	-	-	-	-	-			
Level IV .....	247	40.0	855	865	782 - 907	-	-	-	-	-	-	-	-	-	2	10	15	23	11	21	16	2	-	-			
State and local government .....	247	40.0	855	865	782 - 907	-	-	-	-	-	-	-	-	-	2	10	15	23	11	21	16	2	-	-			
Level V .....	57	40.0	909	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	12	44	33	2	-	2	7			
State and local government .....	57	40.0	909	863	863 - 941	-	-	-	-	-	-	-	-	-	-	-	-	12	44	33	2	-	2	7			
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																											
<b>Corrections Officers:</b>																											
State and local government .....	1,016	40.0	618	606	556 - 660	-	-	-	-	1	-	3	18	26	23	11	11	3	1	3	-	-	-	-	-		
<b>Firefighters</b> .....	573	53.0	763	825	674 - 832	-	-	-	-	-	-	5	7	7	7	14	1	6	39	19	2	-	-	-	-		
State and local government .....	573	53.0	763	825	674 - 832	-	-	-	-	-	-	5	7	7	7	14	1	6	39	19	2	-	-	-	-		
<b>Police Officers</b>																											
Level I .....	1,920	40.0	772	820	711 - 847	-	-	-	-	-	-	3	6	7	9	7	16	36	16	-	-	-	-	-			
State and local government .....	1,920	40.0	772	820	711 - 847	-	-	-	-	-	-	3	6	7	9	7	16	36	16	-	-	-	-	-			
Level II .....	261	40.0	871	867	826 - 914	-	-	-	-	-	-	-	-	-	-	1	7	34	30	12	16	-	-	-			
State and local government .....	261	40.0	871	867	826 - 914	-	-	-	-	-	-	-	-	-	-	1	7	34	30	12	16	-	-	-			

<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 Appendix A 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 A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Minneapolis-St. Paul, MN-WI, February 1996**

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	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950		
<b>Clerks, Accounting</b>																											
Level II .....	599	40.0	\$433	\$424	\$361 - \$503	-	6	5	11	9	14	6	7	8	7	11	9	5	3	-	-	-	-	-	-	-	-
Private industry .....	368	39.9	397	380	346 - 452	-	10	8	13	13	21	7	4	7	6	7	1	2	3	-	-	-	-	-	-	-	-
Goods-producing industries .....	121	40.0	415	387	360 - 438	-	-	-	18	19	17	15	11	3	2	2	2	2	8	-	-	-	-	-	-	-	-
Manufacturing .....	121	40.0	415	387	360 - 438	-	-	-	18	19	17	15	11	3	2	2	2	2	8	-	-	-	-	-	-	-	-
Service-producing industries .....	247	39.9	388	380	321 - 470	-	15	11	10	10	23	4	-	8	8	9	1	2	-	-	-	-	-	-	-	-	
State and local government .....	231	40.0	489	508	450 - 538	-	-	-	8	2	3	12	10	10	18	21	10	4	-	-	-	-	-	-	-	-	
Level III .....	1,423	40.0	465	455	400 - 527	-	-	2	7	7	8	11	13	11	9	6	7	9	6	4	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	895	39.9	435	433	377 - 474	-	-	4	12	9	6	14	18	13	10	5	3	2	3	1	-	-	-	-	-	-	
Goods-producing industries .....	307	40.0	484	474	439 - 510	-	-	-	-	1	4	9	24	12	20	9	6	6	8	1	-	-	-	-	-	-	
Manufacturing .....	302	40.0	484	476	439 - 510	-	-	-	-	1	4	10	24	11	20	10	6	6	8	1	-	-	-	-	-	-	
Service-producing industries .....	588	39.9	409	406	352 - 447	-	-	6	18	14	8	16	15	13	4	2	1	1	1	1	-	-	-	-	-	-	
State and local government .....	528	40.0	517	531	446 - 571	-	-	-	-	3	10	7	6	9	6	7	13	20	11	8	( <sup>3</sup> )	-	-	-	-	-	
Level IV .....	1,380	40.0	505	486	442 - 571	-	-	-	-	3	6	11	9	15	11	7	7	14	12	4	1	( <sup>3</sup> )	-	-	-	-	
Private industry:																											
Goods-producing industries .....	193	40.0	564	566	517 - 602	-	-	-	-	-	-	-	3	6	10	8	14	32	19	7	2	1	-	-	-	-	
Manufacturing .....	193	40.0	564	566	517 - 602	-	-	-	-	-	-	-	3	6	10	8	14	32	19	7	2	1	-	-	-	-	
State and local government .....	364	40.0	579	598	521 - 631	-	-	-	-	-	-	-	-	12	8	6	8	21	34	10	2	-	-	-	-	-	
<b>Clerks, General</b>																											
Level I .....	443	38.9	378	358	318 - 436	2	1	26	18	13	9	3	5	21	3	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	234	40.0	421	431	372 - 472	1	1	4	4	19	9	6	9	40	5	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,065	39.5	410	405	347 - 481	1	3	4	17	9	15	8	8	9	21	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	404	38.6	352	347	335 - 379	3	8	10	36	12	17	6	5	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	661	40.0	446	462	396 - 496	-	-	-	5	7	13	10	10	14	34	7	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Level III .....	1,894	39.4	444	438	387 - 485	-	1	4	3	8	16	11	7	7	22	3	6	7	2	1	-	-	-	-	-	-	
Private industry .....	943	38.7	403	395	368 - 425	-	2	6	5	14	26	18	12	10	2	1	2	( <sup>3</sup> )	1	1	-	-	-	-	-	-	
Goods-producing industries .....	83	40.0	423	417	380 - 460	-	-	-	4	13	17	25	16	4	14	4	4	-	-	-	-	-	-	-	-	-	
Manufacturing .....	83	40.0	423	417	380 - 460	-	-	-	4	13	17	25	16	4	14	4	4	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	860	38.6	401	392	367 - 425	-	2	7	5	14	27	17	11	11	1	1	2	( <sup>3</sup> )	1	1	-	-	-	-	-		
State and local government .....	951	40.0	485	479	472 - 538	-	-	3	2	3	7	3	3	5	42	5	11	13	3	-	-	-	-	-	-	-	
Level IV .....	2,050	40.0	498	512	451 - 534	-	( <sup>3</sup> )	-	2	3	6	6	7	12	11	10	22	17	( <sup>3</sup> )	3	-	-	-	-	-	-	
State and local government .....	1,735	40.0	511	517	467 - 544	-	-	-	-	2	4	4	7	13	11	11	25	20	( <sup>3</sup> )	4	-	-	-	-	-	-	
<b>Clerks, Order</b>																											
Level II .....	107	40.0	565	572	565 - 572	-	-	-	-	-	-	-	-	6	3	2	8	66	15	-	-	-	-	-	-	-	
Private industry .....	107	40.0	565	572	565 - 572	-	-	-	-	-	-	-	-	6	3	2	8	66	15	-	-	-	-	-	-	-	
<b>Key Entry Operators</b>																											
Level I .....	286	40.0	379	368	308 - 436	-	24	14	6	7	5	11	12	7	7	2	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	
Private industry .....	158	40.0	348	310	294 - 354	-	44	23	7	4	2	2	3	3	3	3	6	1	1	-	-	-	-	-	-	-	
Service-producing industries .....	119	39.9	329	299	294 - 314	-	58	24	3	-	3	-	3	3	3	4	1	2	1	-	-	-	-	-	-	-	
State and local government .....	128	40.0	419	423	381 - 456	-	-	4	5	10	8	23	24	13	13	-	1	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950
Level II .....	305	39.5	\$438	\$426	\$369 - \$510	-	6	2	5	15	11	10	7	5	5	27	1	3	2	1	-	-	-	-	-
Private industry .....	180	39.1	394	380	358 - 424	-	10	4	8	25	17	12	9	5	3	3	1	2	2	1	-	-	-	-	-
Service-producing industries .....	152	39.0	381	369	348 - 418	-	12	5	9	27	19	13	8	2	3	1	1	-	1	1	-	-	-	-	-
State and local government .....	125	40.0	501	510	496 - 510	-	-	-	-	-	4	7	3	4	9	62	2	5	3	-	-	-	-	-	-
<b>Personnel Assistants (Employment)</b>																									
Level III .....	114	39.4	531	517	462 - 585	-	-	-	-	-	8	2	1	19	11	13	7	17	4	19	-	-	-	-	-
Private industry .....	67	38.9	477	-	- - -	-	-	-	-	-	13	3	1	33	16	13	7	12	-	-	-	-	-	-	-
Service-producing industries .....	51	38.6	464	-	- - -	-	-	-	-	-	18	4	2	39	22	6	-	10	-	-	-	-	-	-	-
State and local government .....	47	40.0	607	613	572 - 665	-	-	-	-	-	-	-	-	-	2	13	6	23	9	47	-	-	-	-	-
Level IV .....	80	39.1	608	613	563 - 642	-	-	-	-	-	-	-	1	-	9	13	22	34	11	5	2	-	2	-	
State and local government .....	43	40.0	650	631	613 - 672	-	-	-	-	-	-	-	-	-	-	5	9	47	21	9	5	-	5	-	
<b>Secretaries</b>																									
Level I .....	174	40.0	414	415	378 - 442	-	-	-	6	11	21	26	18	7	5	3	1	-	1	-	-	-	-	-	-
Private industry .....	174	40.0	414	415	378 - 442	-	-	-	6	11	21	26	18	7	5	3	1	-	1	-	-	-	-	-	-
Goods-producing industries .....	104	40.0	432	426	404 - 453	-	-	-	4	5	13	25	27	11	9	5	2	-	1	-	-	-	-	-	-
Manufacturing .....	94	40.0	432	426	403 - 458	-	-	-	4	5	14	22	24	12	10	5	2	-	1	-	-	-	-	-	-
Service-producing industries .....	70	40.0	389	-	- - -	-	-	-	9	21	34	27	6	3	-	-	-	-	-	-	-	-	-	-	-
Level II .....	1,750	39.5	459	459	400 - 492	-	-	( <sup>3</sup> )	4	6	12	14	9	13	19	7	5	7	2	1	( <sup>3</sup> )	1	-	-	-
Private industry .....	1,361	39.3	464	464	412 - 500	-	-	( <sup>3</sup> )	1	4	11	14	10	15	20	9	6	8	2	( <sup>3</sup> )	-	-	-	-	-
Goods-producing industries .....	523	39.9	488	484	455 - 528	-	-	-	-	2	8	4	7	21	16	14	11	12	4	-	-	-	-	-	-
Manufacturing .....	483	39.9	486	483	455 - 527	-	-	-	-	2	8	5	6	22	16	14	12	12	2	-	-	-	-	-	-
Service-producing industries .....	838	38.9	449	449	400 - 477	-	-	( <sup>3</sup> )	2	4	13	20	12	12	23	5	2	5	1	( <sup>3</sup> )	-	-	-	-	-
State and local government .....	389	40.0	442	406	368 - 477	-	-	-	15	13	17	14	5	5	15	1	1	6	-	4	2	3	-	-	-
Level III .....	2,777	39.7	519	511	467 - 565	-	-	-	-	1	3	6	10	10	14	15	13	15	9	2	1	2	-	( <sup>3</sup> )	-
Private industry .....	2,104	39.6	513	510	473 - 552	-	-	-	-	1	4	2	8	10	16	17	15	18	6	2	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )
Goods-producing industries .....	802	39.9	521	522	479 - 558	-	-	-	( <sup>3</sup> )	1	2	9	11	14	14	18	23	7	1	( <sup>3</sup> )	-	-	-	-	-
Manufacturing .....	802	39.9	521	522	479 - 558	-	-	-	( <sup>3</sup> )	1	2	9	11	14	14	18	23	7	1	( <sup>3</sup> )	-	-	-	-	-
Service-producing industries .....	1,302	39.3	509	504	471 - 546	-	-	-	-	1	6	2	8	10	17	19	14	14	6	2	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )
State and local government .....	673	40.0	536	513	445 - 606	-	-	-	-	-	-	16	14	9	8	7	4	8	18	5	4	6	-	-	-
Level IV .....	1,300	39.7	613	608	567 - 644	-	-	-	-	-	-	( <sup>3</sup> )	2	2	4	7	29	33	12	7	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Private industry .....	957	39.6	611	606	572 - 634	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	6	33	37	9	7	2	( <sup>3</sup> )	( <sup>3</sup> )	-	
Service-producing industries .....	364	39.0	623	615	561 - 692	-	-	-	-	-	-	-	1	( <sup>3</sup> )	2	2	7	35	22	10	15	5	1	1	-
State and local government .....	343	40.0	617	621	546 - 682	-	-	-	-	-	-	( <sup>3</sup> )	8	5	7	8	15	20	19	7	11	-	-	-	-
Level V .....	116	40.0	764	750	703 - 820	-	-	-	-	-	-	-	-	-	-	-	-	5	16	29	16	20	9	5	-
Private industry .....	116	40.0	764	750	703 - 820	-	-	-	-	-	-	-	-	-	-	-	-	5	16	29	16	20	9	5	-

See footnotes at end of table.

**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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		250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	
<b>Switchboard Operator-Receptionists</b> .....	208	39.9	\$402	\$385	\$364	—	\$432	—	3	4	10	22	17	15	11	5	2	8	2	1	1	—	—	—	—	—	—
Private industry .....	183	39.9	402	390	370	—	432	—	3	4	11	15	20	17	12	6	2	5	2	1	1	—	—	—	—	—	—
Goods-producing industries .....	80	40.0	422	419	379	—	452	—	—	—	15	4	16	17	22	13	—	7	2	—	2	—	—	—	—	—	—
Manufacturing .....	60	40.0	427	—	—	—	—	—	—	—	12	5	22	15	13	17	—	10	3	—	3	—	—	—	—	—	—
Service-producing industries .....	103	39.8	386	385	370	—	404	—	6	8	9	23	22	17	4	1	4	3	2	2	—	—	—	—	—	—	—
State and local government .....	25	40.0	403	364	364	—	503	—	—	—	—	72	—	—	—	—	—	28	—	—	—	—	—	—	—	—	—
<b>Word Processors</b>																											
Level I .....	60	39.7	402	—	—	—	—	—	—	7	22	17	15	7	7	12	3	2	10	—	—	—	—	—	—	—	—
Level II .....	174	40.0	501	504	460	—	538	—	—	—	—	—	—	7	6	9	7	20	7	24	14	5	—	—	—	—	—
Private industry .....	56	40.0	494	—	—	—	—	—	—	—	—	—	—	—	2	13	13	39	11	5	18	—	—	—	—	—	—

<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 Appendix A 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 A-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Minneapolis-St. Paul, MN-WI, February 1996**

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	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00
					and under 6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00
<b>Forklift Operators</b> .....	565	\$15.24	\$14.84	\$14.79 – \$16.39	–	–	2	1	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	–	1	2	–	–	( <sup>2</sup> )	9	53	( <sup>2</sup> )	9	–	20	–	–
Private industry .....	565	15.24	14.84	14.79 – 16.39	–	–	2	1	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	–	1	2	–	–	( <sup>2</sup> )	9	53	( <sup>2</sup> )	9	–	20	–	–
Goods-producing industries .....	498	15.61	14.84	14.79 – 16.25	–	–	–	–	–	–	–	–	–	1	2	–	–	( <sup>2</sup> )	10	61	( <sup>2</sup> )	4	–	23	–	–
Manufacturing .....	498	15.61	14.84	14.79 – 16.25	–	–	–	–	–	–	–	–	–	1	2	–	–	( <sup>2</sup> )	10	61	( <sup>2</sup> )	4	–	23	–	–
<b>Guards</b>																										
Level I .....	1,515	8.55	8.00	7.25 – 8.50	–	8	23	17	25	6	2	1	2	1	2	1	3	1	3	2	2	1	–	–	–	–
Private industry .....	1,439	8.38	7.75	7.02 – 8.25	–	8	24	18	27	6	2	1	2	( <sup>2</sup> )	1	1	1	1	3	1	2	1	–	–	–	–
Goods-producing industries .....	188	13.13	13.34	11.70 – 14.84	–	–	–	–	2	1	1	1	8	2	10	6	5	11	24	10	16	5	–	–	–	–
Manufacturing .....	188	13.13	13.34	11.70 – 14.84	–	–	–	–	2	1	1	1	8	2	10	6	5	11	24	10	16	5	–	–	–	–
Service-producing industries .....	1,251	7.67	7.50	7.00 – 8.00	–	10	28	21	30	7	3	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	–	( <sup>2</sup> )	( <sup>2</sup> )	–	–	–	–	–	–	–
State and local government .....	76	11.78	12.11	10.65 – 12.41	–	–	–	–	1	–	3	7	13	13	7	1	37	–	8	11	–	–	–	–	–	–
Level II .....	391	12.10	12.01	8.95 – 15.08	–	–	( <sup>2</sup> )	8	7	10	8	3	4	5	2	2	4	7	9	1	14	4	13	–	–	–
Private industry .....	312	11.83	10.85	8.60 – 15.08	–	–	( <sup>2</sup> )	10	9	13	11	3	2	6	–	–	2	6	9	–	15	–	16	–	–	–
State and local government .....	79	13.19	12.96	11.46 – 15.78	–	–	–	–	–	–	–	5	13	–	11	8	11	9	9	5	9	20	–	–	–	–
<b>Janitors</b> .....	5,037	9.20	8.57	6.85 – 10.81	2	24	6	5	11	9	5	3	3	7	5	4	5	4	2	4	1	–	–	1	–	–
Private industry .....	4,048	8.48	8.01	6.75 – 9.49	3	30	8	6	13	11	6	2	2	7	1	4	( <sup>2</sup> )	1	2	1	1	–	–	1	–	–
Goods-producing industries .....	534	11.84	11.77	10.55 – 12.75	–	–	( <sup>2</sup> )	1	2	8	4	5	4	6	10	29	3	5	9	6	3	–	–	5	–	–
Manufacturing .....	534	11.84	11.77	10.55 – 12.75	–	–	( <sup>2</sup> )	1	2	8	4	5	4	6	10	29	3	5	9	6	3	–	–	5	–	–
Service-producing industries .....	3,514	7.97	7.65	6.75 – 8.74	3	34	9	7	15	12	7	2	2	8	–	( <sup>2</sup> )	–	( <sup>2</sup> )	1	–	( <sup>2</sup> )	–	–	–	–	–
State and local government .....	989	12.15	12.36	11.25 – 12.69	–	–	–	–	2	1	2	5	4	6	18	2	22	18	3	19	–	–	–	–	–	–
<b>Material Handling Laborers</b> .....	191	12.05	12.70	10.46 – 14.06	1	2	9	2	3	3	2	3	2	12	8	–	2	7	19	15	1	4	2	4	–	–
Private industry .....	149	11.86	11.15	9.50 – 14.75	1	2	12	3	3	1	1	3	2	14	10	–	1	3	13	19	1	3	1	5	–	–
Goods-producing industries .....	99	12.81	12.98	10.55 – 14.84	–	–	–	–	–	–	1	5	3	21	15	–	–	5	19	23	1	–	–	6	–	–
Manufacturing .....	99	12.81	12.98	10.55 – 14.84	–	–	–	–	–	–	1	5	3	21	15	–	–	5	19	23	1	–	–	6	–	–
State and local government .....	42	12.71	13.11	12.28 – 13.77	–	–	–	–	–	7	5	–	2	5	2	–	7	21	40	–	2	5	2	–	–	–
<b>Order Fillers</b> .....	105	11.79	11.58	7.75 – 14.39	–	–	22	5	–	–	5	4	–	10	4	3	–	–	–	29	19	–	–	–	–	–
Private industry .....	105	11.79	11.58	7.75 – 14.39	–	–	22	5	–	–	5	4	–	10	4	3	–	–	–	29	19	–	–	–	–	–
<b>Shipping/Receiving Clerks</b> .....	312	14.95	16.39	11.93 – 16.97	–	–	( <sup>2</sup> )	–	–	3	5	3	4	3	5	3	1	3	4	12	1	30	2	–	21	–
Private industry .....	311	14.97	16.39	11.95 – 16.97	–	–	( <sup>2</sup> )	–	–	3	5	3	3	3	5	3	1	3	5	12	1	30	2	–	21	–
Goods-producing industries .....	264	15.41	16.97	13.06 – 18.59	–	–	–	–	–	2	1	2	3	3	6	3	2	3	5	14	2	27	2	–	25	–
Manufacturing .....	264	15.41	16.97	13.06 – 18.59	–	–	–	–	–	2	1	2	3	3	6	3	2	3	5	14	2	27	2	–	25	–

See footnotes at end of table.

**Table A-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Minneapolis-St. Paul, MN-WI, February 1996 — 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	6.00 and under 6.50	6.50 7.00	7.00 7.50	7.50 8.00	8.00 8.50	8.50 9.00	9.00 9.50	9.50 10.00	10.00 10.50	10.50 11.00	11.00 11.50	11.50 12.00	12.00 12.50	12.50 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	
<b>Truckdrivers</b>																											
Light Truck:																											
State and local government .....	56	\$12.83	\$13.10	\$12.61 – \$13.43	–	–	–	–	–	–	–	4	–	2	4	2	5	25	59	–	–	–	–	–	–	–	–
Medium Truck:																											
State and local government .....	72	15.03	15.43	14.46 – 15.43	–	–	–	–	–	–	–	–	–	1	–	–	–	3	3	36	40	17	–	–	–	–	–
Heavy Truck .....	302	18.16	17.71	17.71 – 20.85	–	–	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	–	–	14	1	–	55	–	–	–	29
Private industry .....	302	18.16	17.71	17.71 – 20.85	–	–	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	–	–	14	1	–	55	–	–	–	29
<b>Warehouse Specialists</b> .....	1,073	15.48	15.79	14.08 – 17.71	–	–	–	–	–	–	–	1	2	1	5	( <sup>2</sup> )	6	2	7	22	10	1	43	( <sup>2</sup> )	–	–	–
Private industry .....	820	15.68	15.25	14.79 – 17.71	–	–	–	–	–	–	–	1	2	( <sup>2</sup> )	2	–	5	–	8	28	8	–	46	( <sup>2</sup> )	–	–	–
Goods-producing industries .....	363	14.14	14.87	14.08 – 14.87	–	–	–	–	–	–	–	–	3	2	1	2	–	11	–	3	63	15	–	–	–	–	–
Manufacturing .....	363	14.14	14.87	14.08 – 14.87	–	–	–	–	–	–	–	–	3	2	1	2	–	11	–	3	63	15	–	–	–	–	–
State and local government .....	253	14.82	15.84	12.41 – 17.31	–	–	–	–	–	–	–	–	( <sup>2</sup> )	3	15	2	10	9	1	4	17	5	36	–	–	–	–

<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 Appendix A 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.

# Appendix A.

## Scope and Method of Survey

### Scope

This survey of the Minneapolis—St. Paul, MN—WI Metropolitan Statistical Area 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.<sup>1</sup> Private households, agriculture, the Federal Government, and the self-employed were excluded from the survey. Table 1 in this appendix shows the estimated number of establishments and workers within scope of the survey and the number actually included in the survey sample.

### Sampling frame

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the State unemployment insurance reports for the Minneapolis—St. Paul, MN—WI Metropolitan Statistical Area (January 1993). Establishments with 50 workers or more during the sampling frame's reference period were included in the survey sample even if they employed fewer than 50 workers at the time of the survey.

The sampling frame was reviewed for completeness and accuracy prior to the survey and, when necessary, corrections were made: 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.

### Survey design

The survey design includes classifying individual establishments into groups (strata) based on industry and employment size, determining the size of the sample for each group (stratum), and selecting an establishment sample from each stratum. The establishment sample size in a stratum was determined by expected number of employees to be found (based on previous occupational pay surveys) in professional, administrative, technical, protective service, and clerical occupations. In other

words, the larger the number of employees expected to be found in designated occupations, the larger the establishment sample in that stratum.

An upward adjustment to the establishment sample size also was made in strata expected to have relatively high sampling error for certain occupations, based on previous survey experiences. (See section on "Reliability of estimates" below for discussion of sampling error.)

### Data collection and payroll reference

Data for the survey were obtained primarily by personal visits of the Bureau's field economists to a sample of establishments within the Minneapolis—St. Paul, MN—WI Metropolitan Statistical Area. Collection for the survey was from November 1995 through May 1996 and reflects an average payroll reference month of February 1996. Data obtained for a payroll period prior to the end of February 1996 were updated to include general wage changes, if granted, scheduled to be effective through that date.

### Occupational pay

Occupational 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 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 in the pay data.

Unless otherwise indicated, the pay data following the job titles are for all industries combined. Pay data for some of the occupations for all industries combined (or for some industry divisions within the scope of the survey) are not presented in the A-series tables because either (1) data did not provide statistically reliable results, or (2) there was the possibility of disclosure of individual establishment data. Pay data not shown separately for industry divisions are included in data for all industries combined.



Average pay reflect areawide estimates. Industries and establishments differ in pay levels and job staffing, and thus contribute differently to the estimates for each job. Therefore, average pay may not reflect the pay differential among jobs within individual establishments. A-series tables provide distributions of workers by pay intervals

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.

Occupations surveyed are common to a variety of public and private industries, and were selected from the following employment groups: (1) Professional and administrative; (2) technical and protective service; (3) clerical; (4) maintenance and toolroom; and (5) material movement and custodial. Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B, along with corresponding occupational codes and titles from the 1980 edition of the *Standard Occupational Classification Manual*. Job descriptions used to classify employees in this survey usually are more generalized than those used in individual establishments to allow for minor differences among establishments in specific duties performed.

Average weekly hours for professional, administrative, technical, protective service, and clerical occupations refer to the standard workweek (rounded to the nearest tenth of an hour) for which employees receive regular straight-time pay. Average weekly pay for these occupations are rounded to the nearest dollar.

Occupational employment estimates 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 occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied.

### Survey nonresponse

Data were not available from 15.5 percent of the sample establishments (representing 138,409 employees covered by the survey). An additional 3.1 percent of the sample establishments (representing 43,580 employees) were either out of business or outside the scope of the survey.

If data were not provided by a sample member, the weights (based on the probability of selection in the sample) of responding sample establishments were adjusted to account for the missing data. The weights for establishments which were out of business or outside the scope of the survey were changed to zero.

Some sampled establishments had a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates for the survey as a result of these missing data which affected one of the occupational work levels published in this bulletin. The proportion of employees for whom pay data were not available was less than 5 percent.

### Reliability of estimates

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, not the entire population. The particular sample used in this survey is one of a number of all 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. For example, if the estimated average weekly salary of Secretaries Level IV is \$500 and the standard error is \$8, the RSE is 1.6 percent, or  $\$8/\$500 \times 100 = 1.6\%$ .

Estimates of relative standard errors for this survey vary among the occupational work levels depending on such factors as the frequency with which the job occurs, the dispersion of salaries for the job, and the survey design. The distribution of published work levels for one relative standard error was as follows:

<i>Relative standard error</i>	<i>Percent of published occupational work levels</i>
Less than 1 percent	7.1
1 and under 3 percent	71.9
3 and under 5 percent	16.3
5 percent and over	4.6

The standard error can be used to calculate a "confidence interval" around a sample estimate. For example, a 95 percent confidence interval is centered at the sample estimate and includes all values within 2 times the estimate's standard error. If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 95 percent of the time.

Using the RSE example above, there is 95 percent confidence that the true population value for Secretaries Level IV is between \$484 and \$516 (i.e., \$500 plus or minus 2 x \$8).

*Nonsampling errors* can stem from many sources, such as inability to obtain information from some establishments; difficulties with survey definitions; inability of respondents to provide correct information; mistakes in recording or coding the data obtained; and other errors of collection, response, coverage, and estimation of missing data. Although not specifically measured, the survey's nonsampling errors are expected to be minimal due to the high response rate, the extensive and continuous training of field economists who gather survey data by personal visit, careful screening of data at several levels of review, annual evaluation of the suitability of job definitions, and thorough field testing of new or revised job definitions.

To measure and better control nonsampling errors that occur during data collection, a quality control procedure was applied to the survey design. The procedure, job match validation (JMV), is designed to identify the frequency,

reasons for, and sources of incorrect decisions made by Bureau field economists in matching company jobs to survey occupations. Once identified, the problems are discussed promptly with the field economists while the data are still being collected. Subsequently, the JMV results are tallied, reported to BLS staff, and become the basis for remedial action for future surveys.

Approximately 4 percent of the 954 sampled job match decisions reviewed by the JMV reviewers and checked with the respondents were subsequently changed by the JMV reviewers. These results are from a similar survey conducted in 1995, see Occupational Compensation Survey: Pay Only Minneapolis—St. Paul, MN—WI, BLS Bulletin 3080-10.

<sup>1</sup> For this survey, an establishment is an economic unit which produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. In manufacturing industries, the establishment is usually at a single physical location. In service-producing industries, all locations of an individual company in a Metropolitan Statistical Area are usually considered an establishment. In government, an establishment is defined as all locations of a government entity.

**Appendix table 1. Establishments and workers within scope of survey and number studied, Minneapolis-St. Paul, MN-WI<sup>1</sup>, February 1996**

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	
<b>ALL ESTABLISHMENTS</b>					
All divisions .....	3,451	230	973,580	100	283,379
Private industry .....	3,268	205	796,128	82	179,562
Goods producing .....	925	67	224,650	23	69,501
Manufacturing .....	848	61	209,342	22	68,066
Construction <sup>5</sup> .....	76	5	15,240	2	1,367
Service producing .....	2,343	138	571,478	59	110,061
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	164	15	63,562	7	15,622
Wholesale trade <sup>6</sup> .....	295	13	35,622	4	3,059
Retail trade <sup>6</sup> .....	554	18	131,497	14	24,842
Finance, insurance, and real estate <sup>6</sup> .....	256	18	75,100	8	22,882
Services <sup>6</sup> .....	1,074	74	265,697	27	43,656
State and local government .....	183	25	177,452	18	103,817
<b>ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE</b>					
All divisions .....	353	95	554,136	100	259,138
Private industry .....	299	80	402,106	73	157,100
Goods producing .....	68	29	96,101	17	61,587
Manufacturing .....	63	28	93,141	17	60,995
Service producing .....	231	51	306,005	55	95,513
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	30	7	33,465	6	13,749
Retail trade <sup>6</sup> .....	45	6	78,773	14	23,555
Finance, insurance, and real estate <sup>6</sup> .....	28	10	48,088	9	21,546
Services <sup>6</sup> .....	127	27	144,761	26	35,745
State and local government .....	54	15	152,030	27	102,038

<sup>1</sup> The Minneapolis-St. Paul, MN-WI Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington and Wright Counties, MN; and Pierce and St. Croix Counties, WI. 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 at least 50 total employees. In goods producing, an establishment is defined as a single physical location where

industrial operations are performed. In service producing industries, an establishment is defined as all locations of a company in the area within the same industry division. In government, an establishment is generally defined as all locations of a government entity.

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

<sup>5</sup> Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "goods producing" estimates.

<sup>6</sup> Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "service producing" estimates.

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