

| PROFESSIONAL OCCUPATIONS |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Engineers |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Level III.......................... | 17 | 40.0 | \$760 | \$718 | \$668 | - | \$872 | - | - | - | - | - | - | - | - | - | - | - | - | 6 | - | 41 | 12 | - | 29 | 12 | - | - |
| Private industry............... | 17 | 40.0 | 760 | 718 | 668 | - | 872 | - | - | - | - | - | - | - | - | - | - | - | - | 6 | - | 41 | 12 | - | 29 | 12 | - | - |
| Level IV.......................... | 11 | 40.0 | 1,015 |  |  |  | - | - |  |  | - |  |  |  | - |  | - |  | - | - | - | - | - | - | 18 | 36 | 9 | 36 |
| Private industry.............. | 10 | 40.0 | 1,030 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 10 | 40 | 10 | 40 |
| administrative occupations |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Buyers/Contracting Specialists |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Level II.. | 10 | 40.0 | 644 | - | - | - | - | - | - | - | - | - | - | - | - | - | 30 | - | - | - | - | 30 | - | 20 | 20 | - | - | - |
| Private industry............... | 10 | 40.0 | 644 |  |  | - | - | - |  |  |  |  |  |  |  |  | 30 |  | - | - | - | 30 | - | 20 | 20 | - | - | - |
| Personnel Specialists |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Level II... | 9 | 40.0 | 542 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 22 | 44 | 11 | 22 | - | - | - | - | - | - | - |
| Private industry.............. | 8 | 40.0 | 550 | - |  | - | - | - | - | - | - |  |  |  | - | - | - | 13 | 50 | 13 | 25 | - | - | - | - | - | - | - |
| Level III.......................... | 7 | 40.0 | 676 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 14 | 29 | 29 | - | - | - | 29 | - | - | - |
| Private industry............... | 6 | 40.0 | 684 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 17 | 33 | 17 | - | - | - | 33 | - | - | - |
| technical occupations |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Licensed Practical Nurses |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Level II........................... | 13 | 40.0 | 419 | - | - | - | - | - | - | - | - | - |  | - | - | 23 | 46 | 23 | 8 | - | - | - | - | - | - | - | - | - |
| Private industry.............. | 12 | 40.0 | 424 | - | - | - | - | - | - | - | - | - | - | - | - | 17 | 50 | 25 | 8 | - | - | - | - | - | - | - | - | - |
| Nursing Assistants |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Level II........................... | 58 | 40.0 | 257 | 240 | 240 | - | 292 | 2 | - | 16 | 40 | 12 | 14 | 16 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Private industry............... | 58 | 40.0 | 257 | 240 | 240 | - | 292 |  | - | 16 | 40 | 12 | 14 | 16 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| protective service occupations |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Police Officers |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| State and local government..... | 35 | 40.0 | 581 | 542 | 467 | - | 801 | - | - | - | - | - | - | - | - | 3 | 14 | 14 | 31 | 6 | - | 6 | - | - | 26 | - | - | - |
| clerical occupations |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Clerks, Accounting ${ }^{\text {c }}$ |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Level II........................... | 22 | 40.0 | \$327 | \$299 | \$278 | - | \$366 | - | - | 5 | - | 5 | 41 | 14 | 5 | 14 | 9 | 9 | - | - | - | - | - | - | - | - | - |  |
| Secretaries |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| State and local government..... | 9 | 40.0 | 440 | - |  | - | - | - | - | - | - |  | 11 |  | - | 11 | 33 | 44 | - | - | - | - | - | - | - | - | - | - |
| Level III.......................... | 17 | 40.0 | 516 | 518 | 489 | - | 576 | - | - | - | - | - | - | - | - | 12 | 12 | 18 | 29 | 12 | 12 | 6 | - | - | - | - | - | - |
| Private industry.............. | 8 | 40.0 | 513 | - | - | - | - | - | - | - | - | - | - | - | - | 13 | 13 | 25 | 25 | - | 25 | - | - | - | - | - | - | - |
| State and local government..... | 9 | 40.0 | 519 | - |  | - | - | - | - | - | - |  |  |  | - | 11 | 11 | 11 | 33 | 22 | - | 11 | - | - | - | - | - | - |
| Switchboard-Operator-Receptionists.. | 7 | 40.0 | 314 | - | - | - | - | - | - | - | 29 | - | 14 | 29 | 14 | - | - | 14 | - | - | - | - | - | - | - | - | - | - |

 weekly hours.


Table 2. Hourly pay of maintenance, toolroom, material movement, and custodial occupations, Apache County, AZ, November 1994

Hourly pay
Hourly pay
(in dollars)(1)
Occupations and level

Percent of workers receiving straight-time hourly pay (in dollars) off
$\begin{array}{lllllllllllllllllllllllllllll}4.25 & 4.50 & 4.75 & 5.00 & 5.25 & 5.50 & 6.00 & 6.50 & 7.00 & 7.50 & 8.00 & 8.50 & 9.00 & 9.50 & 10.00 & 10.50 & 11.00 & 12.00 & 13.00 & 14.00 & 15.00\end{array}$
 4.50

MAintenance and toolroom

## occupations

| General Maintenance Workers.. | 28 | \$9.21 | \$9.20 | \$6.91 | - \$12.17 |  |  |  |  | 7 |  | 4 | 18 | 7 | - | 4 | 4 | 25 | - | - | 4 | - | 21 | 7 | - |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Private industry...... | 16 | 8.35 | 6.97 | 6.50 | 11.41 | - |  |  | - | 13 |  | 6 | 31 | 13 | - | 6 | 6 | - | - | - | - | - | 13 | 13 | - | - |
| State and local government.. | 12 | 10.36 | - | - | - - | - | - | - | - | - | - | - | - | - | - | - | - | 58 | - | - | 8 | - | 33 | - | - | - |
| material movement and CUSTODIAL OCCUPATIONS |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Guards |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Level I. | 29 | 8.37 | 9.42 | 7.30 | 9.66 |  | 3 |  | 7 | 3 | 10 |  | - | 7 | 3 | 14 | - | 3 | 31 | - | 17 | - | - | - | - | - |
| State and local government.. | 24 | 9.03 | 9.51 | 8.08 | 9.88 | - | - | - | - | - | 8 | - | - | 8 | 4 | 17 | - | 4 | 38 | - | 21 | - | - | - | - | - |
| Janitors.. | 153 | 7.42 | 7.27 | 5.94 | 8.25 | 1 | - | 1 | 7 | 10 | 9 | 7 | 13 | 9 | 16 | 4 | 4 | 5 | 4 | 4 | 5 | - | - | - | 2 | - |
| Private industry............ | 111 | 7.17 | 6.93 | 5.71 | 7.97 | 1 |  | 2 | 8 | 13 | 13 | 8 | 16 | 5 | 11 | 1 | 4 | 5 | 5 | 4 | 2 | - |  | - | 3 |  |
| Warehouse Specialists. | 24 | 14.63 | 16.42 | 12.33 | - 17.39 | - | - | - | - |  | - | - | - | - | 8 | 8 | - | - | 4 | - | - | 4 | - | 8 | - | 67 |
| Private industry....... | 23 | 14.85 | 17.39 | 13.81 | 17.39 |  |  |  |  | - |  | - | - | - | 9 | 9 | - | - | - | - | - | 4 | - | 9 | - | (2) 70 |

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

2 Workers were distributed as follows: 17 percent at $\$ 15.00$ and under $\$ 16.00$ and 52 percent at $\$ 17.00$ and under $\$ 18.00$.

Table 3. Health Services: Weekly hours and pay of professional, administrative, technical, protective service, and clerical occupations, Apache County, AZ, November 1994

technical occupations

| Licensed Practical Nurses |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Level II..... | 12 | 40.0 | \$424 | - | - | - | - |  |  | - | - | - | - | - | - | 17 | - | 50 | - | 8 | 17 |
| Private industry. | 12 | 40.0 | 424 |  | - | - |  |  |  |  |  |  | - | - | - | 17 | - | 50 |  | 8 | 17 |
| Nursing Assistants |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Level II....... | 58 | 40.0 | 257 | \$240 | \$240 | - | \$292 | 2 | - | 16 | 40 | 12 | 14 | 16 | 2 | - | - | - | - | - | - |
| Private industry. | 58 | 40.0 | 257 | 240 | 240 | - | 292 | 2 |  | 16 | 40 | 12 | 14 | 16 | 2 | - | - | - | - | - |  |

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

Table 4. Health Services: Hourly pay of maintenance, toolroom, material movement, and custodial occupations, Apache County, AZ, November 1994

## Hourly pay <br> (in dollars)(1)

## Number of

workers Mean Median Middle range

Percent of workers receiving
straight-time hourly pay (in dollars) ofも
$\begin{array}{lllll}4.25 & 4.50 & 5.00 & 5.50 & 6.00\end{array}$ $\begin{array}{lllll}\text { under } & 5.00 & 5.50 & 6.00 & 6.50\end{array}$ 4.50

MATERIAL MOVEMENT AND
CUSTODIAL OCCUPATIONS

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

