









3 Less than 0.5 percent.









Personnel Assistants (Employment)																											
Level II.....	76	39.7	438	-	-	-	-	-	-	-	3	-	7	9	7	22	8	24	16	4	-	1	-	-	-	-	
Private industry.....	64	40.0	430	-	-	-	-	-	-	-	3	-	8	8	8	25	6	28	11	2	-	2	-	-	-	-	
Service-producing industries..	52	40.0	424	-	-	-	-	-	-	-	4	-	10	10	10	15	8	33	12	-	-	-	-	-	-	-	
State and local government.....	12	38.1	483	-	-	-	-	-	-	-	-	-	17	-	8	17	-	42	17	-	-	-	-	-	-	-	
Level III.....	57	39.7	510	-	-	-	-	-	-	-	-	-	4	5	11	9	30	14	7	5	9	7	-	-	-	-	
State and local government.....	19	39.1	602	641	493	-	665	-	-	-	-	-	-	-	-	11	16	-	11	16	26	21	-	-	-	-	
Secretaries																											
Level I.....	886	40.0	511	544	429	-	570	-	-	(3)	-	(3)	1	4	9	10	7	12	9	40	4	6	(3)	-	-	-	-
Private industry.....	512	40.0	479	458	403	-	537	-	-	(3)	-	(3)	1	6	14	16	10	19	10	6	7	10	(3)	-	-	-	-
Goods-producing industries....	200	40.0	521	511	444	-	602	-	-	(3)	-	-	1	-	5	11	8	21	14	13	12	13	(3)	-	-	-	-
Manufacturing.....	200	40.0	521	511	444	-	602	-	-	(3)	-	-	1	-	5	11	8	21	14	13	12	13	(3)	-	-	-	-
Service-producing industries..	312	40.0	452	427	392	-	481	-	-	-	-	1	1	10	20	18	11	18	7	2	3	8	-	-	-	-	
State and local government.....	374	40.0	556	570	569	-	570	-	-	-	-	-	-	2	1	2	2	7	86	-	-	-	-	-	-	-	
Level II.....	1,246	39.7	499	492	436	-	557	-	-	-	-	(3)	2	6	11	13	21	20	6	18	2	1	-	-	-	-	
Private industry.....	913	40.0	477	474	430	-	508	-	-	-	-	(3)	2	7	13	14	26	26	7	2	2	-	-	-	-	-	
Service-producing industries..	902	40.0	477	473	430	-	508	-	-	-	-	(3)	2	7	14	14	26	26	7	2	2	-	-	-	-	-	
State and local government.....	333	39.0	561	609	492	-	610	-	-	-	-	-	2	5	5	10	9	3	3	62	-	3	-	-	-	-	
Level III.....	2,559	39.7	613	604	516	-	719	-	-	-	-	(3)	1	3	4	11	15	15	13	9	16	6	7	(3)	-	-	
Private industry.....	2,194	39.9	619	608	519	-	734	-	-	-	-	(3)	1	2	4	12	15	13	11	9	18	7	8	(3)	-	-	
Goods-producing industries....	1,389	40.0	667	694	581	-	737	-	-	-	-	(3)	(3)	1	1	8	9	10	11	13	27	9	12	(3)	-	-	
Manufacturing.....	1,389	40.0	667	694	581	-	737	-	-	-	-	(3)	(3)	1	1	8	9	10	11	13	27	9	12	(3)	-	-	
Service-producing industries..	805	39.9	537	525	473	-	582	-	-	-	-	(3)	1	6	10	18	26	19	10	2	3	3	1	-	-	-	
State and local government.....	365	38.4	573	581	509	-	608	-	-	-	-	-	2	4	3	8	16	23	30	10	-	4	-	-	-	-	
Level IV.....	752	39.7	626	631	571	-	679	-	-	-	-	-	-	-	1	5	12	16	28	21	11	4	1	(3)	(3)	-	
Private industry.....	573	39.9	619	631	561	-	676	-	-	-	-	-	-	-	1	7	12	20	25	21	7	5	1	(3)	-	-	
Goods-producing industries....	72	39.7	674	-	-	-	-	-	-	-	-	-	-	-	-	-	10	6	11	50	11	7	4	1	-	-	
Manufacturing.....	72	39.7	674	-	-	-	-	-	-	-	-	-	-	-	-	-	10	6	11	50	11	7	4	1	-	-	
Service-producing industries..	501	39.9	611	618	556	-	661	-	-	-	-	-	-	-	2	8	13	22	27	17	7	5	1	-	-		
State and local government.....	179	39.2	648	648	618	-	683	-	-	-	-	-	-	-	1	-	9	7	39	22	21	1	-	-	1	-	
Level V.....	417	40.0	\$826	\$835	\$727	-	\$920	-	-	-	-	-	-	-	-	-	(3)	7	6	7	9	10	16	15	14	17	
Private industry.....	397	40.0	836	844	742	-	923	-	-	-	-	-	-	-	-	-	-	4	6	8	9	10	16	16	15	(4)18	
Service-producing industries..	95	39.9	782	808	706	-	827	-	-	-	-	-	-	-	-	-	-	3	9	9	14	12	33	12	4	4	
State and local government.....	20	39.6	630	580	580	-	679	-	-	-	-	-	-	-	-	-	5	70	-	-	5	-	15	5	-	-	
Switchboard Operator-Receptionists..																											
Private industry.....	181	40.0	357	360	325	-	390	1	2	3	6	13	20	23	17	2	1	1	-	-	-	-	-	-	-	-	
Goods-producing industries....	54	40.0	384	-	-	-	-	-	2	-	2	4	26	35	24	6	-	2	-	-	-	-	-	-	-	-	
Manufacturing.....	54	40.0	384	-	-	-	-	-	2	-	2	4	26	35	24	6	-	2	-	-	-	-	-	-	-	-	
Service-producing industries..	127	40.0	346	350	320	-	390	2	2	3	9	18	16	17	18	13	1	1	-	-	-	-	-	-	-	-	
State and local government.....	49	39.1	491	490	472	-	494	-	-	-	-	-	2	-	-	16	59	14	8	-	-	-	-	-	-	-	
Word Processors																											
Level I.....	51	39.8	370	-	-	-	-	-	-	-	4	10	22	20	6	29	10	-	-	-	-	-	-	-	-	-	
Level II.....	180	40.0	518	538	471	-	544	-	-	-	-	-	4	6	4	5	16	43	8	9	4	1	-	-	-	-	
Private industry.....	118	40.0	517	516	462	-	583	-	-	-	-	-	6	8	3	5	18	25	12	14	7	1	-	-	-	-	
Service-producing industries..	75	39.9	465	-	-	-	-	-	-	-	-	-	9	13	5	8	27	32	5	-	-	-	-	-	-	-	

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

3 Less than 0.5 percent.

4 Workers were distributed as follows: 10 percent at \$950 and under \$1,000; 3 percent at \$1,000 and under \$1,050; 2 percent at \$1,050 and under \$1,100; 2 percent at \$1,100 and under \$1,150; 1 percent at \$1,200 and under \$1,250; and 1 percent at \$1,250 and under \$1,300.

Table A-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, Detroit, MI, February 1995

Occupation and level	Number of workers	Hourly pay (in dollars)(1)			Percent of workers receiving straight-time hourly pay (in dollars) of 0																						
		Mean	Median	Middle range	Under	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	
					8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00	
24.00 and over																											
General Maintenance Workers.....	387	\$12.65	\$12.72	\$11.00 - \$13.80	5	1	2	3	6	7	9	4	4	16	10	11	11	1	7	-	3	-	-	-	-	-	
Private industry.....	220	11.57	11.11	10.39 - 12.74	9	2	3	5	10	13	14	6	5	11	10	5	(2)	-	-	-	5	-	-	-	-	-	
Service-producing industries..	220	11.57	11.11	10.39 - 12.74	9	2	3	5	10	13	14	6	5	11	10	5	(2)	-	-	-	5	-	-	-	-	-	
State and local government.....	167	14.06	13.80	12.72 - 14.90	-	-	-	-	-	-	3	2	2	23	9	17	25	2	17	-	-	-	-	-	-	-	
Maintenance Electricians.....	3,844	21.05	21.53	21.10 - 21.57	-	-	-	-	-	-	-	-	-	-	(2)	(2)	(2)	1	1	1	3	4	3	84	1	1	
(2) Private industry.....	3,588	21.13	21.53	21.10 - 21.57	-	-	-	-	-	-	-	-	-	-	(2)	(2)	(2)	1	1	1	3	2	2	90	(2)	(2)	
(2) Goods-producing industries....	3,385	21.26	21.53	21.10 - 21.57	-	-	-	-	-	-	-	-	-	-	(2)	-	(2)	(2)	(2)	1	2	2	2	94	-	-	
Manufacturing.....	3,385	21.26	21.53	21.10 - 21.57	-	-	-	-	-	-	-	-	-	-	(2)	-	(2)	(2)	(2)	1	2	2	2	94	-	-	
Service-producing industries..	203	19.03	18.65	16.27 - 21.61	-	-	-	-	-	-	-	-	-	-	-	(2)	3	8	19	9	12	2	6	36	3	(2)	
(2) State and local government.....	256	19.88	19.69	18.87 - 20.68	-	-	-	-	-	-	-	-	-	-	-	-	1	9	2	-	13	32	20	1	9	14	
Maintenance Electronics Technicians																											
Level II.....	618	16.88	16.47	15.74 - 17.85	-	-	-	-	-	-	-	-	-	(2)	1	2	8	20	31	14	15	5	2	1	(2)	1	
(2) Private industry.....	557	16.86	16.47	15.74 - 17.71	-	-	-	-	-	-	-	-	-	-	1	2	7	20	33	15	13	3	2	1	1	1	
(2) Service-producing industries..	519	16.75	16.47	15.74 - 17.63	-	-	-	-	-	-	-	-	-	-	1	2	8	21	36	13	11	3	2	1	(2)	1	
(2) State and local government.....	61	17.04	18.09	15.23 - 18.82	-	-	-	-	-	-	-	-	-	2	-	3	13	20	8	2	33	18	2	-	-	-	
Level III.....	119	19.57	19.17	17.54 - 20.68	-	-	-	-	-	-	-	-	-	-	-	-	1	3	10	18	18	17	13	6	4	3	
8 Private industry.....	112	19.74	19.43	17.87 - 20.82	-	-	-	-	-	-	-	-	-	-	-	-	1	2	9	15	20	18	13	6	4	3	
9 Service-producing industries..	107	19.52	19.23	17.65 - 20.67	-	-	-	-	-	-	-	-	-	-	-	-	1	2	9	16	20	19	14	7	5	3	
6																											
Maintenance Machinists.....	205	19.28	21.10	17.11 - 21.40	-	-	-	-	-	-	-	-	-	-	-	-	-	10	7	25	2	2	1	52	-	-	
Private industry.....	191	19.46	21.20	17.11 - 21.40	-	-	-	-	-	-	-	-	-	-	-	-	-	10	2	27	-	3	2	56	-	-	
Goods-producing industries....	144	18.98	18.83	17.11 - 21.40	-	-	-	-	-	-	-	-	-	-	-	-	-	14	-	36	-	-	2	48	-	-	
Manufacturing.....	144	18.98	18.83	17.11 - 21.40	-	-	-	-	-	-	-	-	-	-	-	-	-	14	-	36	-	-	2	48	-	-	
State and local government.....	14	16.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	71	-	29	-	-	-	-	-	
Maintenance Mechanics, Machinery....	2,268	\$20.71	\$21.10	\$20.89 - \$21.53	-	-	-	-	-	-	-	1	-	(2)	(2)	(2)	(2)	3	1	3	3	2	17	70	-	-	
Private industry.....	2,162	20.96	21.10	20.89 - 21.53	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	2	3	18	74	-	-		
Goods-producing industries....	2,072	21.04	21.10	21.10 - 21.53	-	-	-	-	-	-	-	-	-	-	-	-	(2)	(2)	2	2	1	19	76	-	-		
Manufacturing.....	2,072	21.04	21.10	21.10 - 21.53	-	-	-	-	-	-	-	-	-	-	-	-	(2)	(2)	2	2	1	19	76	-	-		
Service-producing industries..	90	19.10	19.27	17.63 - 21.51	-	-	-	-	-	-	-	-	-	-	-	-	3	12	16	4	37	-	28	-	-		
State and local government.....	106	15.67	15.89	15.19 - 15.89	-	-	-	-	-	-	12	-	1	1	1	6	58	2	3	17	-	-	-	-	-		
Maintenance Mechanics, Motor Vehicle																											
Private industry.....	1,047	20.14	20.80	19.27 - 21.28	-	-	-	-	-	-	-	-	-	-	-	-	(2)	4	4	2	6	13	25	44	-	-	
Goods-producing industries....	665	20.42	20.80	20.80 - 21.28	-	-	-	-	-	-	-	-	-	-	-	-	1	7	4	6	-	39	43	-	-		
Manufacturing.....	665	20.42	20.80	20.80 - 21.28	-	-	-	-	-	-	-	-	-	-	-	-	1	7	4	6	-	39	43	-	-		
Service-producing industries..	382	19.67	19.72	19.27 - 21.03	-	-	-	-	-	-	-	-	-	-	-	-	1	10	-	(2)	7	37	1	44	-		
State and local government.....	976	15.20	14.83	14.78 - 15.00	-	-	-	-	-	-	-	-	-	(2)	-	2	73	11	7	2	5	-	-	-	-		
Maintenance Pipefitters.....	1,678	20.97	21.28	20.80 - 21.28	-	-	-	-	-	-	-	-	-	-	-	-	(2)	(2)	1	1	3	1	33	61	-		
Private industry.....	1,654	21.01	21.28	20.80 - 21.28	-	-	-	-	-	-	-	-	-	-	-	-	(2)	(2)	1	1	2	1	33	62	-		
Goods-producing industries....	1,629	21.01	21.28	20.80 - 21.28	-	-	-	-	-	-	-	-	-	-	-	-	(2)	(2)	1	1	2	1	34	61	-		
Manufacturing.....	1,629	21.01	21.28	20.80 - 21.28	-	-	-	-	-	-	-	-	-	-	-	-	(2)	(2)	1	1	2	1	34	61	-		
State and local government.....	24	18.47	18.20	17.42 - 18.20	-	-	-	-	-	-	-	-	-	-	-	-	-	4	25	50	-	21	-	-	-		

Tool and Die Makers.....	3,350	21.36	21.59	21.10	-	21.62	-	-	-	-	-	-	-	-	-	-	(2)	-	(2)	(2)	3	1	2	94	(2)	-	-
Private industry.....	3,349	21.36	21.61	21.10	-	21.62	-	-	-	-	-	-	-	-	-	-	(2)	-	(2)	(2)	3	1	2	94	(2)	-	-
Goods-producing industries....	3,349	21.36	21.61	21.10	-	21.62	-	-	-	-	-	-	-	-	-	-	(2)	-	(2)	(2)	3	1	2	94	(2)	-	-
Manufacturing.....	3,349	21.36	21.61	21.10	-	21.62	-	-	-	-	-	-	-	-	-	-	(2)	-	(2)	(2)	3	1	2	94	(2)	-	-

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

2 Less than 0.5 percent.

Table A-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Detroit, MI, February 1995

Occupation and level	Number of workers	Hourly pay (in dollars)(1)			Percent of workers receiving straight-time hourly pay (in dollars) of 0																							
		Mean	Median	Middle range	4.25	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		
					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	
20.00 and over					4.50																							
Forklift Operators.....	4,059	\$17.59	\$18.29	\$18.10	- \$18.44	-	-	(2)	(2)	(2)	(2)	-	(2)	(2)	1	(2)	1	1	-	1	1	1	9	(2)	(2)	85	(2)	-
Private industry.....	4,059	17.59	18.29	18.10	- 18.44	-	-	(2)	(2)	(2)	(2)	-	(2)	(2)	1	(2)	1	1	-	1	1	1	9	(2)	(2)	85	(2)	-
Goods-producing industries....	2,795	17.73	18.29	18.10	- 18.29	-	-	-	-	-	-	-	(2)	(2)	1	(2)	1	1	-	1	(2)	1	4	(2)	1	89	(2)	-
Manufacturing.....	2,795	17.73	18.29	18.10	- 18.29	-	-	-	-	-	-	-	(2)	(2)	1	(2)	1	1	-	1	(2)	1	4	(2)	1	89	(2)	-
Service-producing industries..	1,264	17.28	18.44	15.06	- 18.44	-	-	(2)	(2)	1	(2)	-	1	(2)	(2)	-	(2)	(2)	-	1	3	1	18	-	-	75	-	-
Guards																												
Level I.....	3,598	6.89	6.00	5.25	- 7.00	1	5	19	20	18	7	6	3	2	1	1	1	4	4	2	3	(2)	1	-	(2)	-	-	-
Private industry.....	3,403	6.64	6.00	5.25	- 7.00	1	6	20	21	19	7	7	3	2	1	1	1	2	1	2	3	(2)	1	-	(2)	-	-	-
Goods-producing industries....	142	13.91	13.69	13.69	- 15.90	-	-	-	-	-	-	-	-	-	1	1	3	4	8	3	49	4	28	-	-	-	-	-
Manufacturing.....	142	13.91	13.69	13.69	- 15.90	-	-	-	-	-	-	-	-	-	1	1	3	4	8	3	49	4	28	-	-	-	-	-
Service-producing industries..	3,261	6.33	5.75	5.25	- 6.50	1	6	21	22	20	8	7	3	2	1	1	1	2	1	2	1	(2)	-	-	(2)	-	-	-
State and local government.....	195	11.30	11.21	10.72	- 11.21	-	-	-	-	-	-	-	-	-	-	2	1	34	47	13	2	-	2	-	-	-	-	-
Level II.....	852	12.82	13.45	10.98	- 14.05	-	-	-	-	-	-	-	-	(2)	2	2	4	17	14	8	27	7	8	10	-	-	-	-
Private industry.....	592	12.92	12.79	11.00	- 15.01	-	-	-	-	-	-	-	-	(2)	2	4	6	13	16	11	11	11	12	14	-	-	-	-
Service-producing industries..	543	13.06	13.08	11.10	- 15.01	-	-	-	-	-	-	-	-	(2)	2	2	4	12	17	12	13	12	11	16	-	-	-	-
State and local government.....	260	12.61	13.65	10.60	- 13.73	-	-	-	-	-	-	-	-	-	-	-	(2)	27	9	2	62	-	-	-	-	-	-	-
Janitors.....	10,723	10.36	9.47	7.00	- 13.92	2	2	14	4	2	2	3	4	6	5	8	8	7	2	2	8	7	1	2	14	(2)	-	-
Private industry.....	7,576	9.51	8.39	5.50	- 10.26	3	2	19	6	3	2	4	5	8	7	11	5	2	1	2	(2)	1	(2)	(2)	20	(2)	-	-
Goods-producing industries....	1,641	16.69	17.92	17.69	- 17.92	-	-	(2)	-	(2)	-	-	2	(2)	(2)	1	(2)	4	(2)	8	1	-	(2)	(2)	81	1	-	-
Manufacturing.....	1,641	16.69	17.92	17.69	- 17.92	-	-	(2)	-	(2)	-	-	2	(2)	(2)	1	(2)	4	(2)	8	1	-	(2)	(2)	81	1	-	-
Service-producing industries..	5,935	7.52	7.54	5.25	- 9.07	4	3	24	7	3	3	5	5	10	8	14	6	1	1	(2)	(2)	1	(2)	(2)	2	(2)	-	-
State and local government.....	3,147	12.42	13.18	10.36	- 14.32	-	-	-	-	-	1	1	1	1	1	1	17	20	3	1	28	21	2	5	-	-	-	-
Material Handling Laborers.....	1,199	13.71	18.00	6.25	- 18.11	-	(2)	(2)	21	4	2	(2)	1	2	3	1	1	(2)	-	2	1	-	2	3	4	52	-	-
Private industry.....	1,199	13.71	18.00	6.25	- 18.11	-	(2)	(2)	21	4	2	(2)	1	2	3	1	1	(2)	-	2	1	-	2	3	4	52	-	-
Order Fillers.....	1,690	14.54	17.81	12.70	- 18.29	-	-	3	6	1	3	1	1	2	1	(2)	6	(2)	-	2	10	8	4	-	(2)	50	-	-
Private industry.....	1,690	14.54	17.81	12.70	- 18.29	-	-	3	6	1	3	1	1	2	1	(2)	6	(2)	-	2	10	8	4	-	(2)	50	-	-
Service-producing industries..	1,674	14.59	18.16	12.70	- 18.29	-	-	3	6	1	3	1	1	2	1	(2)	6	(2)	-	2	11	8	4	-	(2)	50	-	-
Shipping/Receiving Clerks.....	761	\$15.34	\$18.04	\$11.58	- \$18.65	-	-	-	1	1	(2)	2	5	2	1	2	1	7	2	4	3	-	9	1	-	58	-	-
Private industry.....	750	15.38	18.04	11.90	- 18.65	-	-	-	1	1	(2)	2	5	2	1	2	1	7	2	4	3	-	8	1	-	59	-	-
Service-producing industries..	453	14.40	15.49	10.00	- 18.65	-	-	-	2	2	1	3	9	4	1	2	2	9	4	2	-	-	13	-	-	48	-	-
Truckdrivers																												
Light Truck.....	227	11.66	11.58	10.85	- 12.05	-	-	-	-	(2)	-	(2)	2	6	1	4	5	7	42	12	(2)	5	11	2	(2)	-	-	-
Private industry.....	180	11.71	11.73	10.47	- 12.12	-	-	-	-	1	-	1	3	4	2	5	6	8	37	15	1	3	12	2	1	-	-	-
Service-producing industries..	176	11.65	11.71	10.25	- 12.05	-	-	-	-	1	-	1	3	5	2	5	6	8	38	15	-	2	13	2	1	-	-	-
State and local government.....	47	11.46	11.12	11.12	- 11.12	-	-	-	-	-	-	-	-	-	13	-	-	2	6	60	-	-	11	9	-	-	-	-
Tractor Trailer.....	1,184	16.59	15.94	15.40	- 19.05	-	-	-	-	-	-	-	-	(2)	1	(2)	-	3	(2)	1	5	12	30	7	3	3	34	-
Private industry.....	1,183	16.59	15.94	15.40	- 19.05	-	-	-	-	-	-	-	-	(2)	1	(2)	-	3	(2)	1	5	12	30	7	3	3	34	-
Goods-producing industries....	314	18.22	19.14	19.14	- 19.58	-	-	-	-	-	-	-	-	-	-	1	-	3	1	(2)	1	9	-	3	4	1	75	-
Manufacturing.....	314	18.22	19.14	19.14	- 19.58	-	-	-	-	-	-	-	-	-	-	1	-	3	1	(2)	1	9	-	3	4	1	75	-
Service-producing industries..	869	16.00	15.41	15.40	- 17.33	-	-	-	-	-	-	-	-	(2)	1	-	-	2	-	1	6	13	41	8	3	4	20	-

Warehouse Specialists.....	1,606	15.51	18.29	12.35	-	18.43	-	-	-	-	-	1	(2)	1	1	(2)	4	4	7	15	5	7	(2)	1	(2)	53	(2)	-
Private industry.....	1,491	15.76	18.29	12.35	-	18.43	-	-	-	-	-	1	1	1	1	(2)	1	4	7	15	4	5	(2)	1	(2)	57	(2)	-
Goods-producing industries....	185	15.18	16.85	11.75	-	18.29	-	-	-	-	-	-	-	-	-	-	-	-	34	8	2	2	3	9	-	42	1	-
Manufacturing.....	185	15.18	16.85	11.75	-	18.29	-	-	-	-	-	-	-	-	-	-	-	-	34	8	2	2	3	9	-	42	1	-
Service-producing industries..	1,306	15.85	18.29	12.35	-	18.43	-	-	-	-	-	1	1	1	1	(2)	2	5	3	16	5	6	-	(2)	1	59	-	-
State and local government.....	115	12.28	12.96	9.88	-	14.19	-	-	-	-	-	-	-	-	-	-	36	-	5	11	20	26	2	-	-	-	-	-

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

2 Less than 0.5 percent.









Key Entry Operators																										
Level I.....	54	40.0	351	340	322	-	360	-	-	54	31	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	54	40.0	351	340	322	-	360	-	-	54	31	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals.....	26	40.0	367	356	340	-	400	-	-	31	38	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	26	40.0	367	356	340	-	400	-	-	31	38	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II.....	23	40.0	460	483	398	-	490	-	-	9	17	9	43	22	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	17	40.0	435	483	394	-	483	-	-	12	24	12	53	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals.....	9	40.0	392	-	-	-	-	-	-	22	44	22	11	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	9	40.0	392	-	-	-	-	-	-	22	44	22	11	-	-	-	-	-	-	-	-	-	-	-	-	-
Personnel Assistants (Employment)																										
Level II.....	34	40.0	437	454	402	-	472	-	-	3	18	26	47	6	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	34	40.0	437	454	402	-	472	-	-	3	18	26	47	6	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals.....	34	40.0	437	454	402	-	472	-	-	3	18	26	47	6	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	34	40.0	437	454	402	-	472	-	-	3	18	26	47	6	-	-	-	-	-	-	-	-	-	-	-	-
Level III.....	13	40.0	454	-	-	-	-	-	-	23	23	31	23	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	13	40.0	454	-	-	-	-	-	-	23	23	31	23	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals.....	13	40.0	454	-	-	-	-	-	-	23	23	31	23	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	13	40.0	454	-	-	-	-	-	-	23	23	31	23	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries																										
Level I.....	102	40.0	\$472	\$468	\$403	-	\$569	-	-	23	21	24	5	28	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	71	40.0	430	427	392	-	474	-	-	32	30	34	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals.....	71	40.0	430	427	392	-	474	-	-	32	30	34	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	71	40.0	430	427	392	-	474	-	-	32	30	34	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II.....	577	40.0	475	478	430	-	508	-	-	8	28	23	33	5	3	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	561	40.0	471	474	430	-	508	-	-	8	29	23	34	5	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals.....	532	40.0	472	474	430	-	508	-	-	8	28	24	34	5	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	532	40.0	472	474	430	-	508	-	-	8	28	24	34	5	-	-	-	-	-	-	-	-	-	-	-	-
Level III.....	246	39.9	508	510	456	-	543	-	-	-	24	20	31	15	6	3	-	-	-	-	-	-	-	-	-	-
Private industry.....	244	39.9	508	509	454	-	543	-	-	-	24	20	32	16	5	3	-	-	-	-	-	-	-	-	-	-
Hospitals.....	209	40.0	508	510	458	-	543	-	-	-	22	22	32	17	6	1	-	-	-	-	-	-	-	-	-	-
Private industry.....	209	40.0	508	510	458	-	543	-	-	-	22	22	32	17	6	1	-	-	-	-	-	-	-	-	-	-
Level IV.....	184	40.0	586	613	545	-	631	-	-	-	4	9	14	21	46	5	2	-	-	-	-	-	-	-	-	-
Private industry.....	184	40.0	586	613	545	-	631	-	-	-	4	9	14	21	46	5	2	-	-	-	-	-	-	-	-	-
Hospitals.....	183	40.0	586	613	545	-	631	-	-	-	4	9	14	21	46	4	2	-	-	-	-	-	-	-	-	-
Private industry.....	183	40.0	586	613	545	-	631	-	-	-	4	9	14	21	46	4	2	-	-	-	-	-	-	-	-	-
Switchboard Operator-Receptionists..																										
Private industry.....	117	39.7	339	329	301	-	386	-	6	60	22	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals.....	116	39.7	339	329	301	-	385	-	6	60	22	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	59	40.0	368	384	336	-	390	-	-	37	39	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	59	40.0	368	384	336	-	390	-	-	37	39	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

3 Less than 0.5 percent.

4 Workers were distributed as follows: 2 percent at \$1,500 and under \$1,600; 5 percent at \$1,600 and under \$1,700; 88 percent at \$1,700 and under \$1,800; and 5 percent at \$1,800 and under \$1,900.

5 Workers were distributed as follows: 2 percent at \$1,500 and under \$1,600; 4 percent at \$1,600 and under \$1,700; 88 percent at \$1,700 and under \$1,800; and 5 percent at \$1,800 and under \$1,900.



