

# Occupational Compensation Survey: Pay Only

Philadelphia, Pennsylvania–  
New Jersey, Metropolitan Area,  
November 1996



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3085-45

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## Preface

This bulletin provides results of a November 1996 survey of occupational pay in the Philadelphia, PA–NJ Primary 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 Philadelphia, under the direction of John W. Filemyr, 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 Philadelphia Regional Office at (215) 596-1154. You may also write to the Bureau of Labor Statistics at: Office of Compensation Levels and Trends, 2 Massachusetts Avenue, NE, Room 4175, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

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# Occupational Compensation Survey: Pay Only

# Philadelphia, Pennsylvania— New Jersey, Metropolitan Area, November 1996



U.S. Department of Labor

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

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# Introduction

This survey of occupational pay in the Philadelphia, PA–NJ Primary Metropolitan Statistical Area (Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, PA; and Burlington, Camden, and Gloucester Counties, NJ) 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, Philadelphia, PA-NJ, November 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	300 and under 400	400 - 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		
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b>																												
Level I .....	248	38.3	\$529	\$525	\$475 - \$577	2	31	54	13	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	230	38.4	531	525	481 - 577	2	30	55	13	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	194	38.1	513	522	475 - 554	2	35	59	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,378	39.0	651	645	577 - 719	-	1	30	39	21	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,266	39.3	654	651	577 - 729	-	1	30	37	23	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	502	39.8	667	672	591 - 730	-	( <sup>3</sup> )	26	37	25	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	472	39.8	671	672	611 - 730	-	( <sup>3</sup> )	23	38	26	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	764	38.9	646	638	577 - 717	-	2	32	37	22	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	112	36.5	617	630	591 - 630	-	4	34	54	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	1,599	38.9	820	808	731 - 897	-	-	1	20	27	29	15	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,416	39.2	821	808	747 - 921	-	-	1	17	29	28	17	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	356	39.9	881	890	798 - 969	-	-	-	6	19	28	31	10	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	282	39.9	905	925	820 - 981	-	-	-	1	21	21	39	13	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	1,060	39.0	801	784	728 - 865	-	-	1	21	32	27	12	7	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	65	38.6	835	865	737 - 962	-	-	-	20	6	45	23	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	183	36.5	809	788	698 - 897	-	-	-	42	12	37	2	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	664	38.9	1,097	1,071	962 - 1,242	-	-	-	-	2	8	23	23	11	16	9	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	601	39.1	1,117	1,081	962 - 1,250	-	-	-	-	2	3	23	24	12	18	9	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Goods-producing industries .....	209	39.9	1,134	1,089	1,019 - 1,250	-	-	-	-	2	2	6	46	9	17	13	6	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	179	39.9	1,152	1,121	1,019 - 1,295	-	-	-	2	2	1	42	11	20	15	7	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	392	38.6	1,108	1,071	962 - 1,288	-	-	-	-	2	4	33	13	14	18	8	5	2	1	-	-	-	-	-	-	-	-	
State and local government .....	63	37.3	903	869	869 - 950	-	-	-	-	6	57	24	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level V .....	81	39.3	1,424	1,472	1,266 - 1,615	-	-	-	-	-	-	6	4	2	22	7	15	17	21	5	-	-	-	-	-	-	-	
Private industry .....	66	39.8	1,486	-	-	-	-	-	-	-	-	-	3	2	15	9	18	21	26	6	-	-	-	-	-	-	-	
Goods-producing industries .....	57	40.0	1,505	-	-	-	-	-	-	-	-	-	4	2	11	11	14	25	28	7	-	-	-	-	-	-	-	
Manufacturing .....	57	40.0	1,505	-	-	-	-	-	-	-	-	-	4	2	11	11	14	25	28	7	-	-	-	-	-	-	-	
State and local government .....	15	37.3	1,151	1,211	980 - 1,282	-	-	-	-	-	-	33	7	7	53	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Accountants, Public</b>																												
Level I .....	250	39.7	566	615	485 - 648	-	30	18	52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	250	39.7	566	615	485 - 648	-	30	18	52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	250	39.7	566	615	485 - 648	-	30	18	52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	411	39.8	686	692	673 - 731	-	-	7	50	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	411	39.8	686	692	673 - 731	-	-	7	50	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	411	39.8	686	692	673 - 731	-	-	7	50	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	273	39.4	825	817	805 - 850	-	-	-	4	16	63	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	273	39.4	825	817	805 - 850	-	-	-	4	16	63	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	273	39.4	825	817	805 - 850	-	-	-	4	16	63	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	194	39.9	1,028	1,019	933 - 1,150	-	-	-	-	1	13	31	23	15	15	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	194	39.9	1,028	1,019	933 - 1,150	-	-	-	-	1	13	31	23	15	15	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	194	39.9	1,028	1,019	933 - 1,150	-	-	-	-	1	13	31	23	15	15	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Philadelphia, PA-NJ, November 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	300 and under 400	400 - 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			
<b>Attorneys</b>																													
Level I .....	116	35.9	\$644	\$606	\$568 - \$698	-	-	48	34	8	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	116	35.9	644	606	568 - 698	-	-	48	34	8	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	96	36.5	901	818	801 - 911	-	-	-	-	23	52	6	2	2	5	5	4	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	85	36.4	852	813	801 - 851	-	-	-	-	25	58	7	2	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III:																													
State and local government .....	75	37.4	1,088	1,080	1,011 - 1,162	-	-	-	-	-	-	23	28	37	11	1	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	210	38.7	1,560	1,592	1,461 - 1,635	-	-	-	-	-	-	-	( <sup>3</sup> )	2	1	13	21	32	11	11	4	1	2	( <sup>3</sup> )	-	-	-	-	
Private industry .....	166	39.0	1,598	1,596	1,490 - 1,658	-	-	-	-	-	-	-	-	1	1	13	11	39	12	14	5	2	2	1	-	-	-	-	
Service-producing industries .....	137	38.8	1,580	1,592	1,490 - 1,597	-	-	-	-	-	-	-	-	1	1	16	14	44	9	4	6	2	3	1	-	-	-	-	
State and local government .....	44	37.5	1,417	1,438	1,368 - 1,497	-	-	-	-	-	-	-	2	9	5	11	59	7	7	-	-	-	-	-	-	-	-	-	
<b>Engineers</b>																													
Level I .....	787	39.9	664	685	582 - 721	-	8	21	34	32	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	772	40.0	665	685	584 - 723	-	8	21	34	33	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	472	40.0	704	692	685 - 740	-	-	7	45	42	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	462	40.0	707	692	685 - 740	-	-	5	46	43	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	1,291	39.6	812	798	735 - 871	-	-	-	11	39	32	12	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,131	39.9	819	807	735 - 875	-	-	-	8	40	34	13	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	941	39.8	832	817	759 - 879	-	-	-	3	39	37	14	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	911	39.8	833	819	762 - 882	-	-	-	3	39	38	15	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	190	40.0	757	735	686 - 810	-	-	-	32	43	15	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	160	38.2	758	759	695 - 810	-	-	-	35	33	24	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	3,451	39.9	1,023	1,003	891 - 1,138	-	-	-	2	8	18	22	21	12	9	5	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	3,255	39.9	1,031	1,009	895 - 1,149	-	-	-	2	8	16	21	22	13	9	5	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	2,785	39.9	1,043	1,020	903 - 1,165	-	-	-	2	7	14	22	20	14	10	6	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	2,755	39.9	1,043	1,019	902 - 1,166	-	-	-	2	8	14	22	20	14	10	6	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	470	40.0	960	923	871 - 1,060	-	-	-	1	9	29	18	30	7	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	196	38.2	892	866	827 - 949	-	-	-	-	11	46	32	8	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	3,302	39.8	1,210	1,192	1,060 - 1,338	-	-	-	-	( <sup>3</sup> )	3	11	20	18	17	17	9	4	1	( <sup>3</sup> )	-	2	-	-	-	-	-	-	
Private industry .....	3,114	39.9	1,218	1,208	1,072 - 1,344	-	-	-	-	( <sup>3</sup> )	3	10	18	18	18	18	9	4	1	( <sup>3</sup> )	-	2	-	-	-	-	-	-	
Goods-producing industries .....	2,423	39.9	1,212	1,206	1,058 - 1,342	-	-	-	-	-	4	11	19	16	17	20	7	4	( <sup>3</sup> )	( <sup>3</sup> )	-	2	-	-	-	-	-	-	
Manufacturing .....	2,393	39.9	1,213	1,207	1,054 - 1,342	-	-	-	-	-	4	11	19	15	18	20	7	4	( <sup>3</sup> )	( <sup>3</sup> )	-	2	-	-	-	-	-		
Service-producing industries .....	691	40.0	1,241	1,217	1,154 - 1,369	-	-	-	-	( <sup>3</sup> )	-	9	12	26	20	12	17	4	1	-	-	-	-	-	-	-	-	-	
State and local government .....	188	38.2	1,064	1,049	1,049 - 1,084	-	-	-	-	-	2	18	57	15	5	1	2	-	-	-	-	-	-	-	-	-	-	-	
Level V .....	1,918	39.9	1,455	1,452	1,309 - 1,615	-	-	-	-	-	-	4	11	10	17	16	15	14	11	2	1	( <sup>3</sup> )	-	-	-	-	-		
Private industry .....	1,857	40.0	1,462	1,468	1,327 - 1,620	-	-	-	-	-	-	4	9	9	17	17	16	14	11	2	1	( <sup>3</sup> )	-	-	-	-	-		
Goods-producing industries .....	1,574	40.0	1,501	1,501	1,378 - 1,644	-	-	-	-	-	-	1	7	6	19	17	18	16	13	2	1	( <sup>3</sup> )	-	-	-	-	-		
Manufacturing .....	1,544	40.0	1,504	1,508	1,378 - 1,647	-	-	-	-	-	-	1	7	5	19	17	18	16	14	2	1	( <sup>3</sup> )	-	-	-	-	-		
Service-producing industries .....	283	40.0	1,245	1,204	1,104 - 1,363	-	-	-	-	-	-	22	23	23	8	15	5	5	-	-	-	-	-	-	-	-	-		
Level VI:																													
Private industry:																													
Goods-producing industries .....	632	40.0	1,773	1,821	1,463 - 1,986	-	-	-	-	-	-	-	-	( <sup>3</sup> )	9	8	9	3	9	9	16	13	15	7	1	1	1	1	
Manufacturing .....	632	40.0	1,773	1,821	1,463 - 1,986	-	-	-	-	-	-	-	-	( <sup>3</sup> )	9	8	9	3	9	9	16	13	15	7	1	1	1	1	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Philadelphia, PA-NJ, November 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	300 and under 400	400 - 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			
<b>ADMINISTRATIVE OCCUPATIONS</b>																													
<b>Budget Analysts</b>																													
Level II .....	158	38.4	\$646	\$636	\$577 - \$737	-	4	35	32	23	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	111	39.2	669	686	585 - 737	-	5	27	28	32	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	67	38.7	646	-	- - -	-	9	30	31	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	47	36.6	592	579	505 - 664	-	-	53	40	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	59	37.3	839	-	- - -	-	-	-	15	20	39	2	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV:																													
State and local government .....	34	37.9	985	1,007	921 - 1,049	-	-	-	-	3	-	47	50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Buyers/Contracting Specialists</b>																													
Level I .....	121	38.8	560	548	506 - 592	-	17	65	10	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	116	38.8	557	548	506 - 592	-	17	67	7	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	56	40.0	572	-	- - -	-	36	45	2	16	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	60	37.7	544	-	- - -	-	-	88	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	691	39.1	682	673	596 - 766	-	-	28	35	21	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	611	39.4	673	673	596 - 721	-	-	30	38	16	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	289	39.8	711	691	660 - 773	-	-	18	35	22	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	279	39.7	709	691	660 - 800	-	-	19	36	20	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	322	39.1	639	613	574 - 680	-	-	41	41	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	80	36.3	747	784	714 - 784	-	-	10	13	61	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	249	39.2	907	916	827 - 998	-	-	-	4	12	24	35	20	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	221	39.5	916	916	836 - 1,035	-	-	-	4	11	21	37	22	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	170	39.3	953	942	916 - 1,035	-	-	-	-	7	10	48	29	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	170	39.3	953	942	916 - 1,035	-	-	-	-	7	10	48	29	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	28	36.9	833	864	781 - 885	-	-	-	11	21	46	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Computer Programmers</b>																													
Level I .....	351	39.0	569	538	524 - 620	-	9	52	38	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	341	39.0	568	538	519 - 620	-	9	52	38	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	332	39.0	568	538	526 - 620	-	9	52	39	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	670	39.0	645	654	583 - 685	-	2	32	45	15	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	645	39.0	644	654	583 - 685	-	2	33	44	15	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	594	38.9	636	635	583 - 673	-	3	35	46	13	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	25	38.3	662	-	- - -	-	-	12	52	32	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	1,328	39.0	788	769	723 - 846	-	( <sup>3</sup> )	2	16	41	28	9	( <sup>3</sup> )	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,292	39.1	787	769	722 - 846	-	( <sup>3</sup> )	2	16	41	29	9	( <sup>3</sup> )	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	83	39.6	832	771	771 - 910	-	-	-	5	59	11	19	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	77	39.6	840	-	- - -	-	-	-	-	64	12	18	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	1,209	39.1	784	769	717 - 846	-	( <sup>3</sup> )	2	17	40	30	8	( <sup>3</sup> )	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	45	38.9	779	765	743 - 788	-	-	-	-	89	9	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	36	36.9	802	798	759 - 879	-	-	-	6	58	17	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Philadelphia, PA-NJ, November 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	300 and under 400	400 - 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 IV .....	729	39.8	\$983	\$973	\$865 - \$1,083	-	-	-	1	8	22	24	24	13	6	2	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	699	39.9	988	979	870 - 1,087	-	-	-	-	7	23	23	25	13	6	2	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	697	39.9	988	977	870 - 1,087	-	-	-	-	7	23	24	25	13	6	2	-	-	-	-	-	-	-	-	-	-	
<b>Computer Systems Analysts</b>																											
Level I .....	438	39.2	828	801	740 - 899	-	-	2	10	38	27	11	8	4	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	402	39.2	835	804	747 - 902	-	-	2	7	38	27	12	8	4	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	334	39.1	835	798	738 - 904	-	-	2	9	40	23	12	8	5	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	36	38.5	749	-	-	-	-	-	33	39	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,645	38.9	990	990	921 - 1,064	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	14	32	33	12	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	1,579	39.0	992	990	920 - 1,064	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	14	31	33	12	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	410	39.8	1,001	1,002	925 - 1,079	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	6	37	32	15	2	1	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	406	39.8	1,003	1,010	925 - 1,079	-	-	( <sup>3</sup> )	( <sup>3</sup> )	5	6	38	33	15	2	1	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	1,169	38.7	988	990	907 - 1,058	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	17	29	33	12	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	66	37.1	956	921	921 - 1,011	-	-	-	-	3	15	48	32	2	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	1,497	39.3	1,109	1,112	1,015 - 1,208	-	-	-	-	1	5	13	28	26	20	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	1,445	39.4	1,111	1,115	1,015 - 1,212	-	-	-	-	1	5	14	26	27	21	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	381	39.9	1,116	1,119	1,054 - 1,212	-	-	-	-	1	4	11	26	29	23	6	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	381	39.9	1,116	1,119	1,054 - 1,212	-	-	-	-	1	4	11	26	29	23	6	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	1,064	39.2	1,110	1,112	1,007 - 1,211	-	-	-	-	1	5	15	26	26	20	7	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	52	37.2	1,048	1,049	1,049 - 1,049	-	-	-	-	2	10	6	67	4	12	-	-	-	-	-	-	-	-	-	-	-	
<b>Computer Systems Analyst Supervisors/Managers</b>																											
Level I .....	185	39.5	1,250	1,235	1,137 - 1,336	-	-	-	-	-	1	-	9	28	28	14	16	2	2	-	-	-	-	-	-	-	
Private industry .....	162	39.9	1,252	1,235	1,140 - 1,360	-	-	-	-	-	1	-	10	25	31	9	18	2	2	-	-	-	-	-	-	-	
State and local government .....	23	36.5	1,236	1,200	1,133 - 1,336	-	-	-	-	-	-	-	-	52	-	48	-	-	-	-	-	-	-	-	-	-	
Level II .....	418	39.1	1,411	1,380	1,306 - 1,490	-	-	-	-	-	-	2	4	17	37	17	9	10	1	1	1	1	1	-	-	-	
Private industry .....	418	39.1	1,411	1,380	1,306 - 1,490	-	-	-	-	-	-	2	4	17	37	17	9	10	1	1	1	1	-	-	-	-	
Goods-producing industries .....	76	39.9	1,469	-	-	-	-	-	-	-	-	1	1	13	45	7	1	11	5	5	5	5	-	-	-	-	
Manufacturing .....	76	39.9	1,469	-	-	-	-	-	-	-	-	1	1	13	45	7	1	11	5	5	5	5	-	-	-	-	
Service-producing industries .....	342	39.0	1,397	1,385	1,300 - 1,490	-	-	-	-	-	-	2	4	18	35	20	11	10	-	-	-	-	-	-	-	-	
<b>Personnel Specialists</b>																											
Level II .....	756	39.0	638	630	577 - 692	-	4	33	40	17	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	696	39.1	629	624	573 - 681	-	4	35	40	17	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	137	39.2	687	712	645 - 712	-	3	18	29	34	15	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	135	39.2	690	712	646 - 712	-	3	16	30	34	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	559	39.1	615	606	567 - 643	-	5	40	43	13	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	31	37.1	685	-	-	-	-	6	39	55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	60	37.5	744	729	687 - 847	-	2	5	38	15	37	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	947	38.4	806	796	731 - 887	-	-	1	19	31	27	18	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	830	38.7	806	796	731 - 887	-	-	( <sup>3</sup> )	19	31	27	17	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	214	39.7	796	751	693 - 885	-	-	( <sup>3</sup> )	25	28	22	20	3	2	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	204	39.7	792	740	690 - 903	-	-	( <sup>3</sup> )	26	29	19	21	3	2	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	616	38.4	810	800	731 - 887	-	-	-	18	32	29	16	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	117	36.3	802	810	735 - 883	-	-	3	15	31	26	24	1	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.



**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Philadelphia, PA-NJ, November 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	300 and under 400	400	500	600	700	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2200	2400	2600	
							500	600	700	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2200	2400	2600	2800	
Level IV .....	471	38.9	\$1,036	\$1,029	\$933 – \$1,143	–	–	–	–	5	13	17	30	24	7	3	–	–	–	–	–	–	–	–	–	–	–
Private industry .....	426	39.1	1,033	1,029	904 – 1,143	–	–	–	–	6	15	17	28	24	7	3	–	–	–	–	–	–	–	–	–	–	–
Goods-producing industries .....	91	39.9	1,125	1,192	992 – 1,192	–	–	–	–	–	–	30	5	56	4	4	–	–	–	–	–	–	–	–	–	–	–
Manufacturing .....	91	39.9	1,125	1,192	992 – 1,192	–	–	–	–	–	–	30	5	56	4	4	–	–	–	–	–	–	–	–	–	–	–
Service-producing industries .....	335	38.9	1,008	1,019	889 – 1,101	–	–	–	–	7	19	14	34	16	7	3	–	–	–	–	–	–	–	–	–	–	–
State and local government .....	45	37.6	1,060	1,049	1,031 – 1,107	–	–	–	–	–	–	18	51	22	9	–	–	–	–	–	–	–	–	–	–	–	–
Level V .....	201	39.8	1,369	1,332	1,246 – 1,557	–	–	–	–	–	–	8	3	7	21	21	14	1	18	–	6	–	–	–	–	–	
Private industry .....	197	39.8	1,369	1,337	1,246 – 1,557	–	–	–	–	–	–	9	3	6	21	21	15	1	19	–	6	–	–	–	–	–	
Goods-producing industries .....	101	39.9	1,388	1,312	1,236 – 1,644	–	–	–	–	–	–	8	–	9	32	17	5	1	17	–	12	–	–	–	–	–	–
Manufacturing .....	91	39.8	1,355	1,280	1,236 – 1,462	–	–	–	–	–	–	9	–	10	35	19	5	1	8	–	13	–	–	–	–	–	–
Service-producing industries .....	96	39.8	1,350	1,337	1,260 – 1,464	–	–	–	–	–	–	9	6	3	10	25	25	–	21	–	–	–	–	–	–	–	–
<b>Tax Collectors</b>																											
Level II .....	196	37.5	571	533	533 – 533	–	1	81	4	11	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government .....	196	37.5	571	533	533 – 533	–	1	81	4	11	2	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-2. All establishments: Weekly hours and pay of technical and protective service occupations, Philadelphia, PA-NJ, November 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	300 and under 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	950 - 1000	1000 - 1100	1100 - 1200			
<b>TECHNICAL OCCUPATIONS</b>																													
<b>Computer Operators</b>																													
Level II .....	753	38.6	\$457	\$448	\$419 - \$520	1	3	10	5	25	7	5	13	11	11	8	1	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	675	38.9	450	425	400 - 501	1	3	12	5	28	8	5	13	6	12	7	1	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	108	39.7	477	437	422 - 544	-	-	-	-	50	-	4	11	-	11	20	4	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	104	39.7	478	422	422 - 549	-	-	-	-	52	-	-	12	-	12	21	4	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	567	38.8	445	425	400 - 497	1	4	14	6	23	10	6	13	7	12	5	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	78	35.9	520	520	515 - 520	-	-	-	1	4	-	3	13	56	3	17	4	-	-	-	-	-	-	-	-	-	-		
Level III .....	429	38.1	613	615	560 - 656	-	-	-	-	1	-	1	4	3	5	27	27	23	7	2	-	-	-	-	-	-	-		
Private industry .....	344	38.7	614	615	581 - 652	-	-	-	-	1	-	1	5	-	6	27	34	16	9	2	-	-	-	-	-	-	-		
Goods-producing industries .....	53	39.1	640	-	-	-	-	-	-	-	-	4	-	-	13	40	30	-	13	-	-	-	-	-	-	-	-		
Manufacturing .....	53	39.1	640	-	-	-	-	-	-	-	-	4	-	-	13	40	30	-	13	-	-	-	-	-	-	-	-		
Service-producing industries .....	291	38.6	609	615	558 - 648	-	-	-	-	1	-	-	5	-	7	30	33	13	11	( <sup>3</sup> )	-	-	-	-	-	-	-		
State and local government .....	85	36.0	608	667	551 - 667	-	-	-	-	-	-	5	-	14	4	25	-	53	-	-	-	-	-	-	-	-	-		
<b>Drafters</b>																													
Level II .....	213	39.8	575	580	529 - 620	-	-	-	-	6	7	2	1	17	34	20	6	8	-	-	-	-	-	-	-	-	-		
Private industry .....	212	39.8	575	580	529 - 620	-	-	-	-	6	7	2	1	17	34	20	6	8	-	-	-	-	-	-	-	-	-		
Level III .....	361	39.8	647	652	600 - 702	-	-	-	-	-	-	2	2	2	17	24	21	32	-	-	-	( <sup>3</sup> )	-	-	-	-			
Private industry .....	350	40.0	648	652	600 - 702	-	-	-	-	-	-	2	2	2	16	24	21	33	-	-	-	( <sup>3</sup> )	-	-	-	-			
Goods-producing industries .....	329	40.0	647	652	600 - 702	-	-	-	-	-	-	2	2	2	17	23	21	33	-	-	-	-	-	-	-	-			
Manufacturing .....	329	40.0	647	652	600 - 702	-	-	-	-	-	-	2	2	2	17	23	21	33	-	-	-	-	-	-	-	-			
State and local government .....	11	35.0	607	-	-	-	-	-	-	-	-	9	-	-	36	27	27	-	-	-	-	-	-	-	-	-			
Level IV .....	78	40.0	890	-	-	-	-	-	-	-	-	-	-	-	-	-	4	9	3	21	5	36	8	15	-	-			
Private industry .....	75	40.0	899	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	3	21	5	37	8	16	-	-			
Goods-producing industries .....	71	40.0	907	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	23	6	39	8	17	-	-			
Manufacturing .....	71	40.0	907	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	23	6	39	8	17	-	-			
<b>Engineering Technicians</b>																													
Level III .....	315	39.9	679	686	558 - 831	-	-	-	-	-	-	7	14	3	10	13	14	4	8	14	13	2	-	-	-	-			
Private industry .....	305	40.0	680	686	558 - 831	-	-	-	-	-	-	7	14	3	10	12	15	4	7	14	13	2	-	-	-	-			
Goods-producing industries .....	181	40.0	778	792	686 - 852	-	-	-	-	-	-	-	1	-	-	7	25	7	12	24	23	3	-	-	-	-			
Manufacturing .....	181	40.0	778	792	686 - 852	-	-	-	-	-	-	-	1	-	-	7	25	7	12	24	23	3	-	-	-	-			
Level IV .....	561	40.0	787	785	713 - 837	-	-	-	-	-	-	-	-	-	1	12	7	21	14	22	3	14	5	2	( <sup>3</sup> )				
Private industry .....	554	40.0	786	784	713 - 837	-	-	-	-	-	-	-	-	-	1	12	7	20	14	22	3	14	5	2	( <sup>3</sup> )				
Goods-producing industries .....	322	39.9	806	800	743 - 901	-	-	-	-	-	-	-	-	-	-	1	7	27	17	17	4	23	3	1	-				
Manufacturing .....	322	39.9	806	800	743 - 901	-	-	-	-	-	-	-	-	-	-	1	7	27	17	17	4	23	3	1	-				
Service-producing industries .....	232	40.0	759	756	640 - 833	-	-	-	-	-	-	-	-	-	3	29	7	11	10	28	-	-	9	3	1				
Level V .....	491	40.0	934	946	866 - 963	-	-	-	-	-	-	-	-	-	-	-	1	5	11	7	7	22	29	10	10				
Private industry .....	486	40.0	935	946	866 - 963	-	-	-	-	-	-	-	-	-	-	-	1	5	11	6	7	22	29	10	10				
Goods-producing industries .....	148	40.0	918	904	891 - 963	-	-	-	-	-	-	-	-	-	-	-	-	12	2	3	8	30	32	9	3				
Manufacturing .....	148	40.0	918	904	891 - 963	-	-	-	-	-	-	-	-	-	-	-	-	12	2	3	8	30	32	9	3				

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Philadelphia, PA-NJ, November 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	300 and under 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	950 - 1000	1000 - 1100	1100 - 1200		
<b>Engineering Technicians, Civil</b>																												
Level I:																												
State and local government .....	55	37.6	\$478	\$485	\$472 - \$485	-	-	-	-	-	11	20	67	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....																												
State and local government .....	69	36.6	553	-	- - -	-	-	-	-	-	6	-	4	10	17	57	6	-	-	-	-	-	-	-	-	-	-	
State and local government .....	67	36.5	554	564	539 - 590	-	-	-	-	-	6	-	4	7	18	58	6	-	-	-	-	-	-	-	-	-	-	
Level III .....																												
State and local government .....	168	37.6	599	608	577 - 642	-	-	-	-	-	-	1	17	3	1	20	45	13	1	-	-	-	-	-	-	-	-	
State and local government .....	154	37.4	596	613	565 - 642	-	-	-	-	-	-	1	18	3	1	19	46	10	1	-	-	-	-	-	-	-	-	
Level IV .....																												
State and local government .....	71	38.6	738	-	- - -	-	-	-	-	-	-	-	-	-	-	-	1	10	34	52	3	-	-	-	-	-	-	
State and local government .....	59	38.4	738	755	712 - 755	-	-	-	-	-	-	-	-	-	-	2	12	12	27	56	3	-	-	-	-	-	-	
Level V .....																												
State and local government .....	83	39.4	834	858	764 - 883	-	-	-	-	-	-	-	-	-	-	-	-	19	13	13	35	19	-	-	-	-	-	
State and local government .....	27	38.1	880	891	812 - 936	-	-	-	-	-	-	-	-	-	-	-	-	-	11	26	19	44	-	-	-	-	-	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																												
<b>Corrections Officers</b> .....																												
State and local government .....	4,000	40.0	653	577	561 - 803	-	-	-	-	-	2	3	2	10	6	39	4	5	3	1	7	3	15	-	-	-	-	
State and local government .....	4,000	40.0	653	577	561 - 803	-	-	-	-	-	2	3	2	10	6	39	4	5	3	1	7	3	15	-	-	-	-	
<b>Firefighters:</b>																												
State and local government .....	1,892	42.3	701	684	684 - 684	-	-	-	-	-	-	-	4	4	6	( <sup>3</sup> )	( <sup>3</sup> )	73	-	1	-	1	-	4	5	1	1	
<b>Police Officers</b>																												
Level I .....	8,308	40.1	729	711	649 - 734	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	1	2	7	7	8	8	8	42	6	2	6	1	( <sup>3</sup> )	2	7	
State and local government .....	8,248	40.1	729	711	649 - 734	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	1	2	7	8	8	8	8	42	6	2	6	1	( <sup>3</sup> )	2	7	

<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, Philadelphia, PA-NJ, November 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	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200			
<b>Clerks, Accounting</b>																													
Level I .....	180	39.0	\$336	\$330	\$317 - \$360	-	-	12	-	1	24	25	18	7	13	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	180	39.0	336	330	317 - 360	-	-	12	-	1	24	25	18	7	13	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	180	39.0	336	330	317 - 360	-	-	12	-	1	24	25	18	7	13	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	3,309	38.6	424	420	385 - 446	-	-	-	-	( <sup>3</sup> )	4	5	11	10	45	14	6	2	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Private industry .....	3,096	38.7	423	420	385 - 446	-	-	-	-	( <sup>3</sup> )	4	6	10	10	47	14	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Goods-producing industries .....	737	39.5	430	422	400 - 443	-	-	-	-	-	-	2	3	17	55	15	5	-	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	
Manufacturing .....	616	39.4	436	433	404 - 462	-	-	-	-	-	-	2	2	17	52	17	6	-	2	2	( <sup>3</sup> )	-	-	-	-	-	-	-	
Service-producing industries .....	2,359	38.4	420	420	376 - 446	-	-	-	-	( <sup>3</sup> )	5	7	13	7	44	14	6	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
State and local government .....	213	36.9	441	442	387 - 473	-	-	-	-	-	-	2	14	20	25	21	9	6	3	-	-	-	-	-	-	-	-	-	
Level III .....	1,834	38.6	480	483	425 - 510	-	-	-	-	-	2	1	1	7	20	28	27	8	2	3	-	-	-	-	-	-	-	-	
Private industry .....	1,450	39.1	475	473	420 - 509	-	-	-	-	-	3	2	1	8	21	32	20	8	1	4	-	-	-	-	-	-	-	-	
Service-producing industries .....	976	38.8	459	467	425 - 500	-	-	-	-	-	4	3	2	8	18	40	22	3	-	-	-	-	-	-	-	-	-	-	
State and local government .....	384	36.6	497	500	473 - 528	-	-	-	-	-	-	-	-	1	17	16	55	6	5	-	-	-	-	-	-	-	-	-	
Level IV .....	215	39.3	606	621	589 - 644	-	-	-	-	-	-	-	-	-	-	3	16	25	53	2	-	1	-	-	-	-	-	-	
Private industry .....	188	39.8	617	621	596 - 644	-	-	-	-	-	-	-	-	-	-	4	7	25	60	3	-	2	-	-	-	-	-	-	
Goods-producing industries .....	138	40.0	629	644	621 - 644	-	-	-	-	-	-	-	-	-	-	-	-	18	82	-	-	-	-	-	-	-	-	-	
Manufacturing .....	138	40.0	629	644	621 - 644	-	-	-	-	-	-	-	-	-	-	-	-	18	82	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	50	39.2	584	-	-	-	-	-	-	-	-	-	-	-	-	14	26	44	-	10	-	6	-	-	-	-	-	-	
State and local government .....	27	35.8	533	517	517 - 517	-	-	-	-	-	-	-	-	-	-	-	78	22	-	-	-	-	-	-	-	-	-	-	
<b>Clerks, General</b>																													
Level II .....	1,690	38.1	378	377	322 - 428	-	-	5	7	4	10	5	17	15	21	8	9	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	917	38.4	344	336	288 - 390	-	-	9	12	7	17	9	17	7	16	1	5	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	180	39.7	435	410	391 - 509	-	-	-	-	-	-	-	3	27	45	-	25	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	737	38.1	321	322	275 - 357	-	-	11	15	8	21	11	20	3	9	1	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	773	37.6	420	411	375 - 471	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	( <sup>3</sup> )	18	24	26	16	13	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	2,523	37.5	419	417	365 - 459	-	-	-	-	( <sup>3</sup> )	15	5	5	12	34	19	3	3	2	2	-	-	-	-	-	-	-	-	
Private industry .....	1,607	38.0	395	394	340 - 439	-	-	-	-	-	23	6	7	15	29	17	1	2	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	209	39.9	444	439	406 - 462	-	-	-	-	-	-	6	12	2	40	30	-	-	10	-	-	-	-	-	-	-	-	-	
Manufacturing .....	189	39.8	423	435	404 - 462	-	-	-	-	-	-	6	13	3	44	33	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	1,398	37.7	388	385	320 - 425	-	-	-	-	-	26	6	7	17	27	15	2	-	1	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	175	40.0	402	408	314 - 452	-	-	-	-	-	30	2	-	15	18	31	-	5	-	-	-	-	-	-	-	-	-	-	
State and local government .....	916	36.6	462	447	409 - 477	-	-	-	( <sup>3</sup> )	1	4	1	7	43	21	7	7	2	6	-	-	-	-	-	-	-	-	-	
Level IV:																													
Private industry .....	678	38.3	498	485	404 - 594	-	-	-	-	-	-	12	3	3	22	12	15	10	21	2	-	1	-	-	-	-	-	-	
Service-producing industries .....	591	38.1	486	470	403 - 594	-	-	-	-	-	-	14	3	3	25	13	15	4	23	-	-	-	-	-	-	-	-	-	
<b>Clerks, Order</b>																													
Level I:																													
Private industry:																													
Goods-producing industries .....	294	39.2	424	437	413 - 450	-	-	-	-	-	-	1	22	-	48	28	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	294	39.2	424	437	413 - 450	-	-	-	-	-	-	1	22	-	48	28	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Philadelphia, PA-NJ, November 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	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200		
<b>Key Entry Operators</b>																												
Level I .....	1,261	38.8	\$369	\$360	\$320 - \$416	-	-	-	1	7	22	19	5	10	30	7	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	1,231	38.9	367	356	320 - 416	-	-	-	1	7	22	19	5	10	30	5	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Goods-producing industries .....	148	39.6	376	390	328 - 405	-	-	-	-	-	22	11	-	23	44	-	-	-	1	-	-	-	-	-	-	-	-	
Manufacturing .....	148	39.6	376	390	328 - 405	-	-	-	-	-	22	11	-	23	44	-	-	-	1	-	-	-	-	-	-	-	-	
Service-producing industries .....	1,083	38.8	366	345	316 - 416	-	-	-	1	8	22	20	6	8	29	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government .....	30	35.7	453	-	- - -	-	-	-	3	3	10	-	-	-	10	63	10	-	-	-	-	-	-	-	-	-	-	
Level II .....	688	38.5	446	443	400 - 489	-	-	-	-	-	( <sup>3</sup> )	3	9	9	31	30	14	2	1	-	-	-	-	-	-	-	-	
Private industry .....	661	38.6	442	435	400 - 488	-	-	-	-	-	( <sup>3</sup> )	3	10	10	33	30	13	2	-	-	-	-	-	-	-	-	-	
State and local government .....	27	35.7	532	539	467 - 603	-	-	-	-	-	-	-	-	-	-	33	30	11	26	-	-	-	-	-	-	-	-	
<b>Personnel Assistants (Employment)</b>																												
Level II:																												
Private industry .....	54	37.4	442	-	- - -	-	-	-	-	-	-	22	-	-	28	37	6	7	-	-	-	-	-	-	-	-	-	
State and local government .....	91	36.9	476	500	387 - 546	-	-	-	-	-	-	-	2	23	13	5	54	2	-	-	-	-	-	-	-	-	-	
Level III .....	124	37.9	552	528	497 - 592	-	-	-	-	-	-	-	-	-	6	19	39	14	9	6	7	-	-	-	-	-	-	
Private industry .....	78	39.3	524	-	- - -	-	-	-	-	-	-	-	-	-	8	28	49	-	8	6	1	-	-	-	-	-	-	
State and local government .....	46	35.5	600	592	538 - 649	-	-	-	-	-	-	-	-	-	2	4	22	37	11	7	17	-	-	-	-	-	-	
<b>Secretaries</b>																												
Level I:																												
Private industry .....	326	38.3	435	431	379 - 481	-	-	-	-	-	3	2	6	21	30	29	5	3	-	2	-	-	-	-	-	-	-	
Goods-producing industries .....	101	40.0	400	379	378 - 431	-	-	-	-	-	-	-	4	53	35	8	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	225	37.5	451	452	404 - 492	-	-	-	-	-	4	3	6	7	28	39	7	4	-	2	-	-	-	-	-	-	-	
State and local government .....	167	39.0	491	523	523 - 523	-	-	-	-	-	19	-	-	1	1	1	68	2	10	-	-	-	-	-	-	-	-	
Level II .....	3,193	38.1	472	474	425 - 522	-	-	-	-	-	3	5	6	4	20	27	19	13	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Private industry .....	2,857	38.2	470	474	423 - 522	-	-	-	-	-	3	5	7	4	18	28	21	12	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Goods-producing industries .....	279	39.7	540	558	496 - 579	-	-	-	-	-	-	-	-	-	10	18	19	41	9	2	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	
Manufacturing .....	255	39.7	546	561	504 - 579	-	-	-	-	-	-	-	-	-	9	15	18	45	9	2	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	
Service-producing industries .....	2,578	38.0	462	471	417 - 511	-	-	-	-	-	3	5	7	4	18	29	21	9	2	-	-	-	-	-	-	-	-	
State and local government .....	336	37.5	492	469	435 - 555	-	-	-	-	-	-	2	-	-	42	21	8	18	4	-	4	-	-	-	-	-	-	
Level III .....	4,788	38.2	564	561	510 - 615	-	-	-	-	-	-	-	1	1	4	15	22	25	20	8	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Private industry .....	3,656	38.7	560	560	508 - 614	-	-	-	-	-	-	-	1	1	5	14	25	24	17	9	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Goods-producing industries .....	568	39.9	592	576	521 - 649	-	-	-	-	-	-	-	-	-	3	8	25	20	19	9	11	4	( <sup>3</sup> )	-	-	-	-	
Manufacturing .....	566	39.9	592	576	521 - 649	-	-	-	-	-	-	-	-	-	3	8	25	20	19	9	11	4	( <sup>3</sup> )	-	-	-	-	
Service-producing industries .....	3,088	38.4	554	558	502 - 600	-	-	-	-	-	-	-	2	1	5	15	25	16	9	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Transportation and utilities .....	53	37.7	538	523	515 - 562	-	-	-	-	-	-	-	-	-	23	-	45	15	6	6	2	4	-	-	-	-	-	
State and local government .....	1,132	36.5	575	587	525 - 627	-	-	-	-	-	-	-	-	-	2	20	12	27	30	6	3	( <sup>3</sup> )	-	-	-	-	-	
Level IV .....	1,687	38.9	661	637	594 - 721	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	9	19	26	19	7	13	7	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Private industry .....	1,407	39.5	665	636	596 - 733	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	10	17	27	16	8	14	8	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Service-producing industries .....	668	38.9	693	688	617 - 800	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	10	3	28	17	7	27	8	( <sup>3</sup> )	-	-	-	
State and local government .....	280	36.3	638	649	555 - 682	-	-	-	-	-	-	-	-	-	-	1	4	29	19	35	3	6	4	-	-	-	-	
Level V .....	347	38.9	744	735	671 - 812	-	-	-	-	-	-	-	-	-	-	-	-	10	8	24	14	14	21	7	1	( <sup>3</sup> )	-	
Private industry .....	332	38.9	743	731	671 - 812	-	-	-	-	-	-	-	-	-	-	-	-	11	8	26	11	15	21	7	1	( <sup>3</sup> )	-	
Service-producing industries .....	211	38.4	779	769	713 - 870	-	-	-	-	-	-	-	-	-	-	-	-	9	-	15	16	21	27	10	1	-	-	

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Philadelphia, PA-NJ, November 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	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	
<b>Switchboard Operator-Receptionists .....</b>	2,012	39.0	\$396	\$408	\$346 - \$439	2	2	-	1	4	5	12	9	12	33	12	8	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	1,842	39.1	394	400	346 - 437	2	2	-	1	4	4	13	8	13	32	13	7	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Goods-producing industries .....	430	39.8	409	420	375 - 437	-	-	-	-	1	6	11	7	8	44	17	7	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	406	39.8	410	420	375 - 458	-	-	-	-	-	5	12	7	8	43	17	8	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	1,412	38.9	389	393	342 - 435	3	3	-	1	6	3	14	9	14	28	12	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Transportation and utilities .....	68	40.4	370	384	349 - 397	-	-	-	-	24	-	1	24	29	12	10	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	170	37.6	423	434	362 - 507	-	-	-	-	1	15	-	12	2	44	1	25	-	-	-	-	-	-	-	-	-	-
<b>Word Processors</b>																											
Level I .....	201	38.5	415	425	380 - 462	-	-	-	2	-	-	-	21	14	31	32	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	198	38.5	414	425	380 - 462	-	-	-	2	-	-	-	21	14	31	31	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	198	38.5	414	425	380 - 462	-	-	-	2	-	-	-	21	14	31	31	-	-	-	-	-	-	-	-	-	-	-
Level II .....	404	37.4	464	447	422 - 491	-	-	-	-	-	-	( <sup>3</sup> )	2	57	16	15	7	2	-	-	-	-	-	-	-	-	-
Private industry .....	212	37.4	474	468	423 - 539	-	-	-	-	-	-	( <sup>3</sup> )	1	42	24	24	8	1	-	-	-	-	-	-	-	-	-
Service-producing industries .....	211	37.3	473	468	423 - 539	-	-	-	-	-	-	( <sup>3</sup> )	1	42	24	24	8	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
State and local government .....	192	37.3	454	447	414 - 450	-	-	-	-	-	-	-	4	74	7	6	5	4	-	-	-	-	-	-	-	-	-
Level III .....	355	36.7	555	485	472 - 635	-	-	-	-	-	-	-	2	5	48	5	2	20	3	12	5	-	-	-	-	-	-
State and local government .....	169	37.5	479	485	472 - 485	-	-	-	-	-	-	-	-	2	96	1	-	1	-	-	-	-	-	-	-	-	-

<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, Philadelphia, PA-NJ, November 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	7.00 and under 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 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 and over	
<b>Tool and Die Makers</b> .....	510	\$17.73	\$18.40	\$15.78 - \$20.86	-	-	-	-	-	-	-	-	-	-	-	12	-	1	26	6	-	24	4	20	2	1	1	4
Private industry .....	499	17.72	18.40	15.78 - 20.86	-	-	-	-	-	-	-	-	-	-	12	-	1	27	6	-	22	4	20	2	1	1	4	
Goods-producing industries .....	499	17.72	18.40	15.78 - 20.86	-	-	-	-	-	-	-	-	-	-	12	-	1	27	6	-	22	4	20	2	1	1	4	
Manufacturing .....	499	17.72	18.40	15.78 - 20.86	-	-	-	-	-	-	-	-	-	-	12	-	1	27	6	-	22	4	20	2	1	1	4	

<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.

<sup>3</sup> All workers were at \$24.00 and under \$25.00.

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, Philadelphia, PA-NJ, November 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	4.75 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	21.00 and over
<b>Forklift Operators</b> .....	2,745	\$12.33	\$12.28	\$11.95 - \$12.52	-	-	-	-	-	-	-	-	1	1	5	12	30	29	8	9	4	-	-	-	1	-	-
Private industry .....	2,745	12.33	12.28	11.95 - 12.52	-	-	-	-	-	-	-	-	1	1	5	12	30	29	8	9	4	-	-	-	1	-	-
Goods-producing industries .....	1,297	12.37	11.98	11.95 - 11.99	-	-	-	-	-	-	-	-	-	-	2	16	61	1	2	8	9	-	-	-	2	-	-
Manufacturing .....	1,297	12.37	11.98	11.95 - 11.99	-	-	-	-	-	-	-	-	-	-	2	16	61	1	2	8	9	-	-	-	2	-	-
Service-producing industries .....	1,448	12.29	12.52	12.28 - 12.52	-	-	-	-	-	-	-	-	1	1	8	9	3	55	13	10	-	-	-	-	-	-	-
<b>Guards</b>																											
Level I .....	10,450	7.74	7.25	6.40 - 8.10	1	3	9	13	10	15	10	18	5	2	1	3	4	2	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-
Private industry .....	10,187	7.61	7.25	6.40 - 8.00	1	3	10	13	10	15	11	19	5	2	1	3	4	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-
Goods-producing industries .....	173	12.38	12.91	11.18 - 14.69	-	-	-	-	-	-	-	16	2	2	-	5	9	26	9	33	-	-	-	-	-	-	-
Manufacturing .....	173	12.38	12.91	11.18 - 14.69	-	-	-	-	-	-	-	16	2	2	-	5	9	26	9	33	-	-	-	-	-	-	-
Service-producing industries .....	10,014	7.53	7.25	6.40 - 8.00	1	3	10	13	11	16	11	19	5	2	1	3	4	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-
State and local government .....	263	12.90	12.15	10.68 - 14.13	-	-	-	-	-	-	-	( <sup>2</sup> )	3	11	21	8	17	13	3	6	2	2	-	11	-	-	-
Level II .....	503	11.71	12.51	9.89 - 13.27	-	-	-	-	-	4	3	1	1	20	12	6	25	21	-	4	2	-	( <sup>2</sup> )	-	-	-	-
State and local government .....	204	12.11	12.51	12.17 - 12.68	-	-	-	-	-	-	7	3	-	-	-	14	63	13	-	-	-	-	-	-	-	-	-
<b>Janitors</b> .....	17,877	9.23	8.84	6.85 - 11.43	( <sup>2</sup> )	2	5	12	7	6	9	6	6	5	6	9	8	9	7	1	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
Private industry .....	14,782	8.57	8.12	6.50 - 10.21	( <sup>2</sup> )	3	6	14	8	7	10	6	6	6	7	9	7	5	5	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
Goods-producing industries .....	768	11.87	12.67	9.76 - 13.30	-	5	-	-	-	-	-	4	5	8	8	13	5	14	23	1	2	10	4	-	-	-	-
Manufacturing .....	768	11.87	12.67	9.76 - 13.30	-	5	-	-	-	-	-	4	5	8	8	13	5	14	23	1	2	10	4	-	-	-	-
Service-producing industries .....	14,014	8.38	7.99	6.50 - 9.75	( <sup>2</sup> )	3	6	15	9	7	11	7	6	6	7	9	7	5	4	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-
Transportation and utilities .....	48	11.84	13.73	6.00 - 14.38	-	-	-	31	-	-	-	-	-	-	-	-	-	40	13	6	4	6	6	-	-	-	
State and local government .....	3,095	12.42	12.86	11.36 - 13.29	-	-	-	-	( <sup>2</sup> )	1	2	3	4	2	2	10	11	27	21	5	12	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
<b>Material Handling Laborers</b> .....	1,519	12.25	13.45	9.71 - 14.46	-	-	( <sup>2</sup> )	1	2	( <sup>2</sup> )	3	1	-	( <sup>2</sup> )	26	3	8	-	6	49	-	( <sup>2</sup> )	-	-	-	-	-
Private industry .....	1,519	12.25	13.45	9.71 - 14.46	-	-	( <sup>2</sup> )	1	2	( <sup>2</sup> )	3	1	-	( <sup>2</sup> )	26	3	8	-	6	49	-	( <sup>2</sup> )	-	-	-	-	-
Goods-producing industries .....	318	9.98	9.71	9.71 - 11.71	-	-	-	-	7	-	14	-	-	-	48	-	26	-	3	-	-	1	-	-	-	-	-
Manufacturing .....	318	9.98	9.71	9.71 - 11.71	-	-	-	-	7	-	14	-	-	-	48	-	26	-	3	-	-	1	-	-	-	-	-
<b>Shipping/Receiving Clerks</b> .....	2,048	10.59	10.40	8.25 - 11.84	-	-	-	4	4	4	2	12	4	3	3	34	7	1	6	7	1	4	1	( <sup>2</sup> )	1	-	-
Private industry .....	2,033	10.55	10.40	8.20 - 11.84	-	-	-	4	4	4	2	12	4	3	3	35	7	1	6	7	1	4	1	( <sup>2</sup> )	1	-	-
Goods-producing industries .....	813	12.49	11.93	10.75 - 14.21	-	-	-	-	-	-	-	8	1	( <sup>2</sup> )	5	26	14	1	14	14	2	11	1	1	3	-	-
Manufacturing .....	813	12.49	11.93	10.75 - 14.21	-	-	-	-	-	-	-	8	1	( <sup>2</sup> )	5	26	14	1	14	14	2	11	1	1	3	-	-
<b>Truckdrivers</b>																											
Light Truck:																											
Private industry:																											
Goods-producing industries .....	198	11.79	12.25	11.50 - 12.50	-	-	-	-	-	-	-	-	-	-	19	-	16	65	-	-	-	-	-	-	-	-	-
State and local government .....	57	14.57	14.77	11.25 - 17.55	-	-	-	-	-	-	-	-	-	-	-	-	37	-	28	-	-	12	23	-	-	-	-
Medium Truck .....	1,447	15.87	16.29	14.18 - 18.98	-	-	-	-	-	-	-	2	-	1	-	6	-	3	12	4	6	40	1	23	2	-	( <sup>2</sup> )
Private industry .....	1,447	15.87	16.29	14.18 - 18.98	-	-	-	-	-	-	-	2	-	1	-	6	-	3	12	4	6	40	1	23	2	-	( <sup>2</sup> )
Heavy Truck .....	2,556	14.15	14.19	12.51 - 15.62	-	-	-	-	-	-	-	-	-	-	1	13	22	12	15	17	18	( <sup>2</sup> )	2	1	-	-	-
Private industry:																											
Goods-producing industries .....	337	13.87	13.10	12.00 - 16.00	-	-	-	-	-	-	-	-	-	-	5	9	25	11	3	17	30	-	-	-	-	-	-
State and local government .....	775	14.79	15.49	12.51 - 16.92	-	-	-	-	-	-	-	-	-	-	-	3	32	6	-	27	32	-	-	-	-	-	-

See footnotes at end of table.

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Philadelphia, PA-NJ, November 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	4.75 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	21.00 and over
Tractor Trailer .....	5,269	\$13.33	\$12.40	\$11.90 - \$14.30	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	43	12	9	22	3	4	6	1	( <sup>2</sup> )	( <sup>2</sup> )	-
Private industry .....	5,218	13.32	12.40	11.90 - 14.30	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	43	12	9	21	3	4	6	1	( <sup>2</sup> )	( <sup>2</sup> )	-
Goods-producing industries .....	702	13.50	12.40	12.03 - 14.05	-	-	-	-	-	-	-	-	-	-	-	-	5	58	7	9	4	7	4	5	-	1	-
Manufacturing .....	590	13.15	12.29	12.03 - 13.55	-	-	-	-	-	-	-	-	-	-	-	-	6	66	5	11	-	-	5	5	-	1	-
Service-producing industries .....	4,516	13.29	12.35	11.90 - 14.30	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	49	5	9	23	3	3	6	( <sup>2</sup> )	( <sup>2</sup> )	-	-
<b>Warehouse Specialists</b> .....	2,334	14.04	13.89	12.00 - 15.18	-	-	-	-	-	1	2	1	2	1	7	11	9	29	6	13	1	5	5	3	5	( <sup>2</sup> )	
Private industry .....	2,248	14.11	13.89	12.00 - 15.18	-	-	-	-	-	1	2	1	2	1	7	11	6	30	7	13	1	5	6	3	5	( <sup>2</sup> )	
Goods-producing industries .....	898	14.85	13.98	11.93 - 18.46	-	-	-	-	-	-	-	-	2	2	7	15	12	13	14	-	-	9	8	7	11	-	
Manufacturing .....	898	14.85	13.98	11.93 - 18.46	-	-	-	-	-	-	-	-	-	2	2	7	15	12	13	14	-	-	9	8	7	11	-
Service-producing industries .....	1,350	13.61	13.89	12.00 - 15.18	-	-	-	-	-	2	3	2	2	( <sup>2</sup> )	7	8	3	42	2	22	1	2	4	( <sup>2</sup> )	( <sup>2</sup> )	1	
Transportation and utilities .....	114	17.18	18.17	13.85 - 18.71	-	-	-	-	-	-	-	-	-	-	-	-	13	13	-	-	-	23	39	1	4	6	

<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, Philadelphia, PA-NJ, November 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	300 and under 400	400 - 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		
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b>																												
Level I .....	217	38.6	\$535	\$538	\$481 - \$577	2	29	54	15	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	199	38.9	538	538	481 - 577	2	27	55	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	163	38.6	518	525	475 - 561	2	33	61	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	728	38.8	643	628	577 - 694	-	3	35	39	13	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	656	39.0	646	630	577 - 695	-	2	33	40	14	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	156	39.8	726	731	653 - 798	-	1	10	28	38	16	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	156	39.8	726	731	653 - 798	-	1	10	28	38	16	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	500	38.8	622	615	560 - 654	-	3	41	44	6	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	72	37.3	610	594	555 - 665	-	6	53	29	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	802	38.4	806	798	698 - 885	-	-	1	29	20	30	11	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	664	38.8	811	813	700 - 888	-	-	1	24	21	32	13	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	177	39.8	919	939	840 - 988	-	-	-	2	11	27	37	21	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	177	39.8	919	939	840 - 988	-	-	-	2	11	27	37	21	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	487	38.4	771	764	683 - 838	-	-	2	32	24	34	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	138	36.8	782	698	698 - 861	-	-	-	55	15	19	1	-	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	351	38.4	1,104	1,112	933 - 1,242	-	-	-	-	4	15	13	16	17	17	15	( <sup>3</sup> )	3	1	-	-	-	-	-	-	-	-	-
Private industry .....	289	38.6	1,147	1,135	1,038 - 1,288	-	-	-	-	4	5	11	16	20	21	18	( <sup>3</sup> )	3	1	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	107	40.0	1,158	1,144	1,081 - 1,295	-	-	-	-	4	4	2	31	18	21	20	1	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	107	40.0	1,158	1,144	1,081 - 1,295	-	-	-	-	4	4	2	31	18	21	20	1	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	182	37.8	1,141	1,131	966 - 1,242	-	-	-	-	4	6	17	8	22	20	16	-	5	2	-	-	-	-	-	-	-	-	-
State and local government .....	62	37.3	902	869	869 - 948	-	-	-	-	6	58	23	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level V .....	81	39.3	1,424	1,472	1,266 - 1,615	-	-	-	-	-	-	6	4	2	22	7	15	17	21	5	-	-	-	-	-	-	-	-
Private industry .....	66	39.8	1,486	-	-	-	-	-	-	-	-	-	3	2	15	9	18	21	26	6	-	-	-	-	-	-	-	-
Goods-producing industries .....	57	40.0	1,505	-	-	-	-	-	-	-	-	-	4	2	11	11	14	25	28	7	-	-	-	-	-	-	-	-
Manufacturing .....	57	40.0	1,505	-	-	-	-	-	-	-	-	-	4	2	11	11	14	25	28	7	-	-	-	-	-	-	-	-
State and local government .....	15	37.3	1,151	1,211	980 - 1,282	-	-	-	-	-	-	33	7	7	53	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Attorneys</b>																												
Level II .....	91	36.4	876	818	801 - 851	-	-	-	-	24	55	7	2	2	5	-	4	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	85	36.4	852	813	801 - 851	-	-	-	-	25	58	7	2	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III:																												
State and local government .....	75	37.4	1,088	1,080	1,011 - 1,162	-	-	-	-	-	-	23	28	37	11	1	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	188	38.6	1,564	1,592	1,441 - 1,652	-	-	-	-	-	-	1	3	2	13	24	27	11	12	4	2	2	1	-	-	-	-	
Private industry .....	144	38.9	1,609	1,596	1,490 - 1,702	-	-	-	-	-	-	-	1	1	13	13	33	12	16	6	2	3	1	-	-	-	-	
Service-producing industries .....	115	38.6	1,590	1,596	1,490 - 1,630	-	-	-	-	-	-	-	1	1	17	17	38	8	5	7	3	3	1	-	-	-	-	
State and local government .....	44	37.5	1,417	1,438	1,368 - 1,497	-	-	-	-	-	-	2	9	5	11	59	7	7	-	-	-	-	-	-	-	-	-	
<b>Engineers</b>																												
Level I .....	406	39.9	722	719	685 - 748	-	-	1	36	54	8	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	391	40.0	725	720	685 - 748	-	-	-	35	56	8	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	351	40.0	723	719	685 - 745	-	-	-	36	56	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	351	40.0	723	719	685 - 745	-	-	-	36	56	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.



**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Philadelphia, PA-NJ, November 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	300 and under 400	400 - 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				
<b>Computer Programmers</b>																														
Level I .....	277	38.7	\$581	\$579	\$531 - \$660	-	11	40	48	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	267	38.8	580	579	531 - 660	-	11	39	48	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	258	38.7	580	596	531 - 660	-	12	38	50	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	471	38.9	652	661	589 - 693	-	3	29	46	15	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	446	38.9	651	663	589 - 692	-	4	30	45	15	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	395	38.8	640	654	580 - 683	-	4	33	48	13	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	25	38.3	662	-	- - -	-	-	12	52	32	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	557	38.6	770	767	709 - 824	-	( <sup>3</sup> )	4	19	42	25	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	521	38.7	768	764	702 - 823	-	( <sup>3</sup> )	5	20	41	26	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	487	38.7	757	753	693 - 813	-	( <sup>3</sup> )	5	21	43	26	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	36	36.9	802	798	759 - 879	-	-	-	6	58	17	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	549	39.7	973	973	877 - 1,067	-	-	-	1	7	23	26	29	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	519	39.8	979	981	885 - 1,071	-	-	-	-	6	24	24	31	13	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Computer Systems Analysts</b>																														
Level I .....	426	39.1	829	802	740 - 899	-	-	2	10	38	27	11	8	4	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	390	39.2	836	804	747 - 904	-	-	2	8	37	26	12	9	4	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	322	39.0	837	801	738 - 904	-	-	2	9	39	22	12	9	5	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	36	38.5	749	-	- - -	-	-	-	33	39	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,159	38.9	987	986	904 - 1,071	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	18	28	30	14	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,094	39.0	989	992	903 - 1,077	-	-	( <sup>3</sup> )	( <sup>3</sup> )	7	18	27	30	15	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	253	39.9	1,039	1,058	992 - 1,112	-	-	( <sup>3</sup> )	( <sup>3</sup> )	4	10	13	44	24	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	253	39.9	1,039	1,058	992 - 1,112	-	-	( <sup>3</sup> )	( <sup>3</sup> )	4	10	13	44	24	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	841	38.7	974	968	893 - 1,061	-	-	-	( <sup>3</sup> )	7	20	31	25	12	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	65	37.1	957	921	921 - 1,011	-	-	-	-	3	15	48	32	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	1,304	39.4	1,096	1,096	1,000 - 1,193	-	-	-	-	1	6	15	28	26	18	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,252	39.5	1,098	1,102	1,000 - 1,195	-	-	-	-	1	6	15	27	18	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	308	40.0	1,114	1,113	1,042 - 1,224	-	-	-	-	2	6	13	23	27	23	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	308	40.0	1,114	1,113	1,042 - 1,224	-	-	-	-	2	6	13	23	27	23	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	944	39.3	1,093	1,096	1,000 - 1,190	-	-	-	-	1	6	16	28	27	17	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	52	37.2	1,048	1,049	1,049 - 1,049	-	-	-	-	2	10	6	67	4	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Computer Systems Analyst Supervisors/Managers</b>																														
Level I .....	180	39.5	1,245	1,220	1,135 - 1,336	-	-	-	-	1	-	9	29	28	14	13	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	157	39.9	1,246	1,220	1,140 - 1,321	-	-	-	-	1	-	11	25	32	10	15	3	3	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	23	36.5	1,236	1,200	1,133 - 1,336	-	-	-	-	-	-	-	-	52	48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	357	39.2	1,393	1,379	1,294 - 1,462	-	-	-	-	-	-	2	4	20	34	20	10	4	1	1	1	1	1	-	-	-	-	-	-	
Private industry .....	357	39.2	1,393	1,379	1,294 - 1,462	-	-	-	-	-	-	2	4	20	34	20	10	4	1	1	1	1	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, Philadelphia, PA-NJ, November 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	300 and under 400	400 - 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	
<b>Personnel Specialists</b>																											
Level II .....	268	38.3	\$653	\$634	\$584 - \$703	-	2	30	42	13	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	222	38.6	632	614	577 - 657	-	2	35	45	12	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	179	38.3	617	614	577 - 645	-	-	40	49	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	507	38.1	834	816	736 - 917	-	-	1	13	29	23	26	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	419	38.4	837	808	736 - 957	-	-	( <sup>3</sup> )	11	33	20	26	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	60	40.0	877	-	- - -	-	-	2	5	28	17	32	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	60	40.0	877	-	- - -	-	-	2	5	28	17	32	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	359	38.1	830	808	731 - 917	-	-	-	13	34	21	25	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	88	36.6	817	827	733 - 905	-	-	5	19	11	35	28	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	241	38.8	999	1,001	877 - 1,090	-	-	-	-	10	17	20	29	15	6	3	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	197	39.1	984	971	858 - 1,090	-	-	-	-	13	21	21	23	13	5	4	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	160	38.9	961	962	844 - 1,067	-	-	-	-	16	26	16	26	11	4	2	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	44	37.6	1,063	1,049	1,031 - 1,107	-	-	-	-	-	-	16	52	23	9	-	-	-	-	-	-	-	-	-	-	-	-
Level V .....	125	39.8	1,259	1,252	1,169 - 1,362	-	-	-	-	-	-	14	5	11	34	19	10	2	6	-	-	-	-	-	-	-	-
Private industry .....	121	39.9	1,257	1,252	1,169 - 1,362	-	-	-	-	-	-	14	5	10	35	19	11	1	6	-	-	-	-	-	-	-	-
Goods-producing industries .....	79	40.0	1,284	-	- - -	-	-	-	-	-	-	10	-	11	41	22	6	1	9	-	-	-	-	-	-	-	-
Manufacturing .....	79	40.0	1,284	-	- - -	-	-	-	-	-	-	10	-	11	41	22	6	1	9	-	-	-	-	-	-	-	-
<b>Tax Collectors</b>																											
Level II .....	196	37.5	571	533	533 - 533	-	1	81	4	11	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	196	37.5	571	533	533 - 533	-	1	81	4	11	2	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-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, Philadelphia, PA-NJ, November 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	300 and under 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	950 - 1000	1000 - 1100	1100 - 1200		
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b>																												
Level II .....	347	38.3	\$453	\$460	\$420 - \$497	2	6	9	2	22	8	4	28	5	5	7	2	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	309	38.5	445	432	420 - 492	2	7	10	2	24	9	4	28	5	5	4	1	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	275	38.4	435	423	420 - 487	3	8	11	2	27	10	4	27	5	1	2	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	38	36.8	520	-	- - -	-	-	-	3	8	-	5	26	11	5	34	8	-	-	-	-	-	-	-	-	-	-	
Level III .....	254	38.9	596	593	557 - 621	-	-	-	-	-	-	2	4	5	9	34	31	11	-	3	-	-	-	-	-	-	-	
Private industry .....	210	39.4	605	615	581 - 623	-	-	-	-	-	1	5	-	10	31	38	12	-	4	-	-	-	-	-	-	-	-	
Service-producing industries .....	173	39.5	599	596	569 - 623	-	-	-	-	-	-	6	-	12	34	34	14	-	1	-	-	-	-	-	-	-	-	
State and local government .....	44	36.8	553	551	519 - 577	-	-	-	-	-	9	-	27	7	48	-	9	-	-	-	-	-	-	-	-	-	-	
<b>Drafters</b>																												
Level III:																												
State and local government .....	11	35.0	607	-	- - -	-	-	-	-	-	-	9	-	-	36	27	27	-	-	-	-	-	-	-	-	-	-	
Level IV .....	74	40.0	898	-	- - -	-	-	-	-	-	-	-	-	-	-	4	4	3	22	5	38	8	16	-	-	-	-	
Private industry .....	71	40.0	907	-	- - -	-	-	-	-	-	-	-	-	-	-	-	4	3	23	6	39	8	17	-	-	-	-	
Goods-producing industries .....	71	40.0	907	-	- - -	-	-	-	-	-	-	-	-	-	-	-	4	3	23	6	39	8	17	-	-	-	-	
Manufacturing .....	71	40.0	907	-	- - -	-	-	-	-	-	-	-	-	-	-	-	4	3	23	6	39	8	17	-	-	-	-	
<b>Engineering Technicians</b>																												
Level III .....																												
Level IV .....	258	39.9	819	800	719 - 905	-	-	-	-	-	-	-	-	-	2	1	9	19	21	7	6	20	11	3	1	-	-	-
Private industry .....	251	39.9	820	800	719 - 905	-	-	-	-	-	-	-	-	-	2	1	9	18	22	6	6	20	12	4	1	-	-	
Goods-producing industries .....	217	39.9	803	787	719 - 905	-	-	-	-	-	-	-	-	-	-	1	11	21	25	7	6	24	4	1	-	-	-	
Manufacturing .....	217	39.9	803	787	719 - 905	-	-	-	-	-	-	-	-	-	-	1	11	21	25	7	6	24	4	1	-	-	-	
Level V .....	89	40.0	875	860	743 - 985	-	-	-	-	-	-	-	-	-	-	-	3	28	7	8	13	8	10	16	7	-	-	
Private industry .....	84	40.0	876	860	743 - 988	-	-	-	-	-	-	-	-	-	-	-	4	29	7	5	14	8	11	17	6	-	-	
<b>Engineering Technicians, Civil</b>																												
Level I .....																												
State and local government .....	55	37.6	478	485	472 - 485	-	-	-	-	-	11	20	67	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	69	36.6	553	-	- - -	-	-	-	-	-	6	-	4	10	17	57	6	-	-	-	-	-	-	-	-	-	-	
State and local government .....	67	36.5	554	564	539 - 590	-	-	-	-	-	6	-	4	7	18	58	6	-	-	-	-	-	-	-	-	-	-	
Level III .....	144	37.2	594	608	539 - 642	-	-	-	-	-	1	19	3	1	20	42	11	1	-	-	-	-	-	-	-	-	-	
State and local government .....	144	37.2	594	608	539 - 642	-	-	-	-	-	1	19	3	1	20	42	11	1	-	-	-	-	-	-	-	-	-	
Level IV .....	49	38.0	744	755	731 - 755	-	-	-	-	-	-	-	-	-	-	2	14	12	67	4	-	-	-	-	-	-	-	
State and local government .....	49	38.0	744	755	731 - 755	-	-	-	-	-	-	-	-	-	-	2	14	12	67	4	-	-	-	-	-	-	-	
Level V:																												
State and local government .....	27	38.1	880	891	812 - 936	-	-	-	-	-	-	-	-	-	-	-	-	-	11	26	19	44	-	-	-	-	-	

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, Philadelphia, PA-NJ, November 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	300 and under 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	950 - 1000	1000 - 1100	1100 - 1200	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																											
<b>Corrections Officers</b> .....	3,646	40.0	\$664	\$590	\$569 - \$837	-	-	-	-	-	2	3	1	8	4	41	4	5	4	1	7	3	17	-	-	-	
State and local government .....	3,646	40.0	664	590	569 - 837	-	-	-	-	-	2	3	1	8	4	41	4	5	4	1	7	3	17	-	-	-	
<b>Firefighters:</b>																											
State and local government .....	1,642	42.0	656	684	684 - 684	-	-	-	-	-	-	5	5	7	( <sup>3</sup> )	( <sup>3</sup> )	84	-	-	-	-	-	-	-	-	-	
<b>Police Officers</b>																											
Level I .....	6,279	40.0	679	711	608 - 711	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	1	2	8	9	10	7	55	1	1	1	1	( <sup>3</sup> )	3	-	
State and local government .....	6,219	40.0	679	711	608 - 711	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	1	2	8	9	10	7	56	1	1	1	1	( <sup>3</sup> )	3	-	

<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, Philadelphia, PA-NJ, November 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 - 900	900 - 1000	1000 - 1100		
<b>Clerks, Accounting</b>																												
Level II .....	999	37.8	\$437	\$434	\$397 - \$473	-	( <sup>3</sup> )	5	4	5	11	16	19	15	8	10	1	( <sup>3</sup> )	1	2	1	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	813	37.9	433	429	398 - 469	-	( <sup>3</sup> )	7	4	6	9	20	18	14	10	10	1	( <sup>3</sup> )	-	1	2	( <sup>3</sup> )	-	-	-	-	-	
Goods-producing industries .....	172	38.3	472	462	404 - 500	-	-	-	3	5	-	19	14	19	7	21	-	-	-	6	6	1	-	-	-	-	-	
Manufacturing .....	172	38.3	472	462	404 - 500	-	-	-	3	5	-	19	14	19	7	21	-	-	-	6	6	1	-	-	-	-	-	
Service-producing industries .....	641	37.8	423	426	391 - 459	-	( <sup>3</sup> )	8	4	6	11	20	19	12	10	7	1	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	-	-	-	-		
State and local government .....	186	37.2	454	442	391 - 473	-	-	-	2	3	23	2	26	23	2	10	-	1	5	4	-	-	-	-	-	-		
Level III .....	619	37.6	481	500	445 - 508	-	-	-	4	3	2	7	10	10	14	36	9	1	2	3	( <sup>3</sup> )	-	-	-	-	-		
Private industry .....	339	38.1	462	467	425 - 508	-	-	-	8	5	2	10	17	9	15	22	9	1	1	-	1	-	-	-	-	-		
Goods-producing industries .....	66	39.9	492	-	-	-	-	-	-	-	-	17	8	2	33	17	20	-	-	-	5	-	-	-	-	-		
Manufacturing .....	66	39.9	492	-	-	-	-	-	-	-	-	17	8	2	33	17	20	-	-	-	5	-	-	-	-	-		
Service-producing industries .....	273	37.7	454	464	420 - 508	-	-	-	10	6	3	8	20	11	10	23	7	1	1	-	-	-	-	-	-	-		
State and local government .....	280	36.9	504	500	487 - 500	-	-	-	-	-	1	4	1	10	12	53	8	( <sup>3</sup> )	3	7	-	-	-	-	-	-		
Level IV .....	67	38.2	569	-	-	-	-	-	-	-	-	-	-	-	10	31	-	-	46	7	-	-	4	-	-	-		
State and local government .....	27	35.8	533	517	517 - 517	-	-	-	-	-	-	-	-	-	-	78	-	-	22	-	-	-	-	-	-	-		
<b>Clerks, General</b>																												
Level II .....	985	37.8	411	402	367 - 471	4	3	3	3	17	19	6	17	11	3	8	6	-	-	-	-	-	-	-	-	-		
Private industry .....	225	38.3	381	350	292 - 456	15	14	7	13	12	4	2	8	4	-	2	20	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	174	37.8	341	338	288 - 385	19	18	9	17	13	5	3	11	5	-	2	-	-	-	-	-	-	-	-	-	-		
State and local government .....	760	37.6	420	411	375 - 471	( <sup>3</sup> )	( <sup>3</sup> )	2	( <sup>3</sup> )	18	24	7	19	13	3	10	2	-	-	-	-	-	-	-	-	-		
Level III .....	1,632	37.1	410	408	349 - 447	-	( <sup>3</sup> )	19	7	4	7	22	17	10	4	2	1	2	2	2	( <sup>3</sup> )	-	-	-	-	-		
Private industry .....	903	37.6	376	375	312 - 413	-	-	34	9	6	9	25	6	6	3	1	-	-	-	1	-	-	-	-	-	-		
Service-producing industries .....	862	37.5	374	364	312 - 411	-	-	35	9	6	9	22	6	6	3	2	-	-	-	1	-	-	-	-	-			
State and local government .....	729	36.4	453	447	407 - 467	-	1	1	5	2	4	19	31	16	4	3	1	4	5	3	1	-	-	-	-			
Level IV .....	691	38.0	492	474	403 - 594	-	-	-	12	3	4	17	8	9	8	6	1	9	2	20	2	-	1	-	-			
Private industry .....	608	38.1	496	471	403 - 649	-	-	-	13	3	3	17	7	7	5	7	1	9	2	23	2	-	1	-	-			
Service-producing industries .....	521	37.8	483	447	403 - 649	-	-	-	15	4	4	20	8	8	4	5	1	2	3	26	-	-	-	-	-			
<b>Key Entry Operators</b>																												
Level I:																												
State and local government .....	30	35.7	453	-	-	3	3	10	-	-	-	10	-	7	57	7	3	-	-	-	-	-	-	-	-	-		
Level II:																												
State and local government .....	27	35.7	532	539	467 - 603	-	-	-	-	-	-	-	-	33	-	15	15	7	4	26	-	-	-	-	-			
<b>Personnel Assistants (Employment)</b>																												
Level II .....	127	37.0	465	468	387 - 512	-	-	-	9	2	17	-	21	2	3	24	17	2	3	-	-	-	-	-	-	-		
State and local government .....	91	36.9	476	500	387 - 546	-	-	-	-	2	23	-	13	3	2	31	23	2	-	-	-	-	-	-	-			
Level III .....	84	37.3	557	530	510 - 592	-	-	-	-	-	-	1	7	6	7	14	24	1	19	6	4	11	-	-	-			
State and local government .....	46	35.5	600	592	538 - 649	-	-	-	-	-	-	2	-	4	-	9	13	2	35	11	7	17	-	-	-			

See footnotes at end of table.

**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Philadelphia, PA-NJ, November 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 - 900	900 - 1000	1000 - 1100		
<b>Secretaries</b>																												
Level I .....	244	39.3	\$477	\$523	\$428 - \$523	-	-	4	2	6	7	5	11	5	6	40	7	( <sup>3</sup> )	-	7	-	-	-	-	-	-	-	-
Private industry .....	112	38.6	412	421	366 - 446	-	-	8	5	13	14	11	25	12	13	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	132	39.9	532	523	523 - 530	-	-	-	-	-	1	1	-	-	-	73	12	1	-	12	-	-	-	-	-	-	-	
Level II .....	2,171	38.2	470	469	417 - 528	-	-	2	7	5	5	10	13	11	11	10	8	9	4	4	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Private industry .....	1,900	38.3	468	469	413 - 529	-	-	2	7	6	6	8	12	12	10	11	8	9	4	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-		
Goods-producing industries .....	143	39.7	581	579	547 - 594	-	-	-	-	-	-	-	-	1	1	5	19	14	36	17	4	1	1	1	-	-		
Manufacturing .....	143	39.7	581	579	547 - 594	-	-	-	-	-	-	-	-	1	1	5	19	14	36	17	4	1	1	1	-	-		
Service-producing industries .....	1,757	38.2	458	462	405 - 519	-	-	2	8	6	7	9	13	13	11	11	7	9	2	2	-	-	-	-	-	-		
State and local government .....	271	37.6	485	458	419 - 526	-	-	-	3	-	-	23	20	8	18	3	8	6	2	6	-	5	-	-	-	-		
Level III .....	3,037	38.6	560	559	500 - 614	-	-	-	2	1	2	3	5	13	14	8	10	12	16	9	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-		
Private industry .....	2,461	39.0	555	555	495 - 606	-	-	-	2	1	2	3	6	12	14	7	11	12	15	9	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-		
Goods-producing industries .....	381	39.9	589	567	517 - 649	-	-	-	-	-	1	-	3	7	22	8	11	9	15	7	11	6	1	-	-	-		
Manufacturing .....	381	39.9	589	567	517 - 649	-	-	-	-	-	1	-	3	7	22	8	11	9	15	7	11	6	1	-	-	-		
Service-producing industries .....	2,080	38.8	549	550	482 - 600	-	-	-	2	1	3	4	6	13	13	7	11	12	15	9	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-		
State and local government .....	576	36.9	579	578	525 - 632	-	-	-	-	-	-	-	3	15	10	12	8	13	22	11	6	( <sup>3</sup> )	-	-	-	-		
Level IV .....	1,494	38.9	657	635	581 - 724	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	3	6	10	12	26	15	8	14	6	( <sup>3</sup> )	( <sup>3</sup> )			
Private industry .....	1,242	39.4	661	632	588 - 738	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	3	7	6	13	29	10	9	15	7	( <sup>3</sup> )			
Service-producing industries .....	558	38.8	693	674	617 - 800	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	7	5	1	3	28	10	9	31	6	( <sup>3</sup> )			
State and local government .....	252	36.4	639	654	555 - 699	-	-	-	-	-	-	-	-	1	3	1	29	3	12	38	3	6	4	-	-			
Level V .....	298	39.0	742	721	671 - 812	-	-	-	-	-	-	-	-	-	-	-	8	9	29	16	9	20	8	1	-			
Private industry .....	283	39.1	741	713	671 - 812	-	-	-	-	-	-	-	-	-	-	-	8	9	30	13	9	20	8	1	-			
Service-producing industries .....	174	38.5	772	763	688 - 856	-	-	-	-	-	-	-	-	-	-	-	11	-	18	19	12	25	13	2	-			
<b>Switchboard Operator-Receptionists</b>																												
Level I .....	223	39.2	400	408	362 - 435	-	1	6	12	13	15	21	12	12	5	2	-	1	-	-	-	-	-	-	-	-		
Private industry .....	175	39.3	401	409	357 - 450	-	2	7	15	4	19	15	13	15	5	3	-	2	-	-	-	-	-	-	-	-		
Service-producing industries .....	159	39.2	398	409	340 - 435	-	2	8	16	4	16	16	13	16	6	-	-	2	-	-	-	-	-	-	-	-		
State and local government .....	48	38.8	394	408	362 - 408	-	-	-	-	44	-	44	8	-	4	-	-	-	-	-	-	-	-	-	-	-		
<b>Word Processors</b>																												
Level II .....	290	37.5	450	443	415 - 468	-	-	-	( <sup>3</sup> )	3	37	32	7	9	1	4	3	-	3	-	-	-	-	-	-	-		
Private industry .....	98	37.7	443	429	423 - 468	-	-	-	-	1	3	34	26	20	13	-	1	-	2	-	-	-	-	-	-	-		
Service-producing industries .....	97	37.7	441	429	423 - 468	-	-	-	-	1	3	34	26	21	13	-	1	-	1	-	-	-	-	-	-	-		
State and local government .....	192	37.3	454	447	414 - 450	-	-	-	-	-	4	39	35	-	7	1	5	5	-	4	-	-	-	-	-	-		
Level III .....	217	37.5	487	485	460 - 485	-	-	-	-	3	3	6	35	43	( <sup>3</sup> )	-	-	1	6	-	3	-	-	-	-	-		
State and local government .....	169	37.5	479	485	472 - 485	-	-	-	-	-	-	2	43	54	1	-	-	-	1	-	-	-	-	-	-	-		

<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-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, Philadelphia, PA-NJ, November 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	8.00	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 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	24.00	24.00	and over
<b>General Maintenance Workers</b> .....	323	\$13.27	\$12.92	\$11.83 – \$15.20	1	2	( <sup>2</sup> )	1	( <sup>2</sup> )	2	6	16	12	16	5	3	–	31	2	2	–	–	–	–	–	–	–	–
Private industry .....	272	13.45	13.13	11.76 – 15.20	1	2	–	1	–	1	7	18	10	8	6	4	–	37	2	3	–	–	–	–	–	–	–	–
Service-producing industries .....	216	13.31	12.92	11.75 – 15.20	1	3	–	1	–	–	6	19	13	8	8	5	–	32	–	4	–	–	–	–	–	–	–	–
State and local government .....	51	12.31	12.92	12.46 – 12.92	–	2	2	2	2	6	4	2	20	61	–	–	–	–	–	–	–	–	–	–	–	–	–	–
<b>Maintenance Electricians</b> .....	1,081	17.66	17.55	16.40 – 18.30	–	–	–	–	–	( <sup>2</sup> )	( <sup>2</sup> )	–	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	6	10	20	21	20	7	8	2	2	–	1	
Private industry .....	818	17.84	17.55	16.58 – 18.40	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	( <sup>2</sup> )	1	3	6	24	25	20	2	11	2	3	–	1	
Goods-producing industries .....	466	18.42	18.30	16.77 – 20.86	–	–	–	–	–	–	–	–	–	1	1	–	3	–	26	14	25	3	19	4	5	–	–	
Manufacturing .....	466	18.42	18.30	16.77 – 20.86	–	–	–	–	–	–	–	–	–	1	1	–	3	–	26	14	25	3	19	4	5	–	–	
Service-producing industries .....	352	17.06	17.07	16.12 – 17.55	–	–	–	–	–	–	–	–	–	–	–	3	3	15	22	40	12	2	–	–	–	–	3	
State and local government .....	263	17.10	17.43	15.62 – 18.20	–	–	–	–	–	( <sup>2</sup> )	1	–	( <sup>2</sup> )	–	( <sup>2</sup> )	2	14	20	7	10	22	22	–	–	–	–	–	
<b>Maintenance Electronics Technicians</b>																												
Level II .....	2,568	18.60	19.38	15.95 – 21.15	–	–	–	–	–	( <sup>2</sup> )	–	1	1	5	2	3	8	5	7	6	9	3	5	27	17	–	–	
Private industry .....	2,387	18.71	20.86	15.95 – 21.15	–	–	–	–	–	( <sup>2</sup> )	–	1	1	5	2	4	8	5	8	6	5	4	5	29	18	–	–	
Goods-producing industries .....	228	16.73	14.50	13.60 – 20.86	–	–	–	–	–	1	–	3	3	11	4	9	22	–	1	4	–	–	42	–	–	–	–	
Manufacturing .....	228	16.73	14.50	13.60 – 20.86	–	–	–	–	–	1	–	3	3	11	4	9	22	–	1	4	–	–	42	–	–	–	–	
Service-producing industries .....	2,159	18.92	21.15	16.23 – 21.15	–	–	–	–	–	–	–	1	1	4	2	3	6	5	9	6	6	4	1	32	20	–	–	
State and local government .....	181	17.14	18.20	17.11 – 18.20	–	–	–	–	–	–	–	–	–	1	5	1	–	10	7	1	13	63	–	–	–	–	–	
Level III .....	760	18.98	18.97	17.55 – 20.41	–	–	–	–	–	–	–	–	–	–	–	4	2	5	9	7	31	11	15	4	4	3	5	
State and local government .....	259	18.07	18.50	16.52 – 18.97	–	–	–	–	–	–	–	–	–	–	–	2	4	20	5	59	8	( <sup>2</sup> )	–	–	–	–	–	
<b>Maintenance Machinists</b> .....	582	19.09	18.30	17.08 – 20.86	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	1	1	2	1	11	9	26	2	28	18	–	–	
Private industry .....	509	19.28	20.86	17.08 – 20.86	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	1	1	–	2	12	10	21	–	32	20	–	–	
Goods-producing industries .....	501	19.34	20.86	17.08 – 20.86	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	1	1	–	–	12	10	22	–	32	21	–	–	
Manufacturing .....	501	19.34	20.86	17.08 – 20.86	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	1	1	–	–	12	10	22	–	32	21	–	–	
State and local government .....	73	17.77	18.20	18.20 – 18.20	–	–	–	–	–	–	–	–	–	–	–	3	15	–	1	1	63	16	–	–	–	–	–	
<b>Maintenance Mechanics, Machinery</b> .....	1,315	17.25	16.77	15.10 – 20.72	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Private industry .....	1,188	17.42	16.77	16.22 – 20.86	–	–	–	1	2	1	1	1	1	1	3	3	2	5	5	31	10	6	1	13	( <sup>2</sup> )	15	–	
Goods-producing industries .....	1,127	17.53	16.77	16.22 – 20.86	–	–	–	1	2	1	1	1	1	1	3	3	2	5	2	32	10	5	1	14	( <sup>2</sup> )	15	–	
Manufacturing .....	1,127	17.53	16.77	16.22 – 20.86	–	–	–	1	2	1	1	1	1	1	3	3	2	5	2	32	10	5	1	14	( <sup>2</sup> )	15	–	
<b>Maintenance Mechanics, Motor Vehicle</b> .....	958	17.22	17.43	14.70 – 19.04	–	–	–	–	–	–	1	1	3	2	2	9	17	3	4	13	19	13	1	( <sup>2</sup> )	( <sup>2</sup> )	3	7	
Private industry .....	382	17.98	18.10	13.70 – 23.66	–	–	–	–	–	–	2	4	8	6	5	5	6	2	4	9	7	14	3	1	( <sup>2</sup> )	8	<sup>3</sup> 18	
Goods-producing industries .....	81	17.57	18.50	14.29 – 19.63	–	–	–	–	–	–	7	–	4	2	5	6	2	–	–	11	15	30	15	2	–	–	–	
Manufacturing .....	81	17.57	18.50	14.29 – 19.63	–	–	–	–	–	–	7	–	4	2	5	6	2	–	–	11	15	30	15	2	–	–	–	
Service-producing industries .....	301	18.09	17.35	13.45 – 23.66	–	–	–	–	–	–	–	5	9	7	5	5	7	2	5	8	5	10	–	–	( <sup>2</sup> )	10	22	
Transportation and utilities .....	265	18.20	17.84	13.10 – 24.18	–	–	–	–	–	–	–	5	11	8	5	5	8	3	2	5	1	11	–	–	( <sup>2</sup> )	11	25	
State and local government .....	576	16.71	17.43	14.82 – 18.20	–	–	–	–	–	–	1	–	( <sup>2</sup> )	–	1	11	24	4	5	16	27	13	–	–	–	–	–	
<b>Maintenance Pipefitters</b> .....	136	18.03	18.09	15.58 – 20.72	–	–	–	–	–	–	–	–	–	–	–	–	–	1	18	7	12	–	33	–	13	16	–	
Private industry .....	108	18.84	18.09	18.09 – 20.72	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	15	–	40	–	17	20	–	–	
Goods-producing industries .....	108	18.84	18.09	18.09 – 20.72	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	15	–	40	–	17	20	–	–	
Manufacturing .....	108	18.84	18.09	18.09 – 20.72	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	15	–	40	–	17	20	–	–	

See footnotes at end of table.

**Table A-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, Philadelphia, PA-NJ, November 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	8.00 and under 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 - 13.50	13.50 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 and over
<b>Tool and Die Makers</b> .....	207	\$18.85	\$18.40	\$18.20 - \$19.22	-	-	-	-	-	-	-	-	-	-	-	-	3	3	15	-	53	9	-	4	1	2	9
Private industry .....	196	18.89	18.40	18.40 - 19.22	-	-	-	-	-	-	-	-	-	-	-	-	3	3	16	-	51	10	-	4	2	3	<sup>3</sup> 10
Goods-producing industries .....	196	18.89	18.40	18.40 - 19.22	-	-	-	-	-	-	-	-	-	-	-	-	3	3	16	-	51	10	-	4	2	3	10
Manufacturing .....	196	18.89	18.40	18.40 - 19.22	-	-	-	-	-	-	-	-	-	-	-	-	3	3	16	-	51	10	-	4	2	3	10

<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.

<sup>3</sup> All workers were at \$24.00 and under \$25.00.

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, Philadelphia, PA-NJ, November 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	4.75 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	21.00 and over	
<b>Forklift Operators</b> .....	838	\$12.14	\$11.99	\$11.98 - \$11.99	-	-	-	-	-	-	-	-	2	2	-	2	71	11	9	-	-	-	-	-	-	3	-	-
Private industry .....	838	12.14	11.99	11.98 - 11.99	-	-	-	-	-	-	-	-	2	2	-	2	71	11	9	-	-	-	-	-	-	3	-	-
<b>Guards</b>																												
Level I:																												
Private industry:																												
Goods-producing industries .....	173	12.38	12.91	11.18 - 14.69	-	-	-	-	-	-	-	16	2	2	-	5	9	26	9	33	-	-	-	-	-	-	-	-
Manufacturing .....	173	12.38	12.91	11.18 - 14.69	-	-	-	-	-	-	-	16	2	2	-	5	9	26	9	33	-	-	-	-	-	-	-	-
State and local government .....	263	12.90	12.15	10.68 - 14.13	-	-	-	-	-	-	-	-	( <sup>2</sup> )	3	11	21	8	17	13	3	6	2	2	-	11	-	-	
Level II .....	351	12.60	12.68	12.17 - 13.85	-	-	-	-	-	-	-	4	2	2	2	6	8	36	30	-	6	2	-	-	1	-	-	-
State and local government .....	204	12.11	12.51	12.17 - 12.68	-	-	-	-	-	-	-	7	3	-	-	14	63	13	-	-	-	-	-	-	-	-	-	
<b>Janitors</b> .....	10,044	10.47	10.55	8.74 - 12.46	( <sup>2</sup> )	2	3	5	2	5	3	4	3	5	9	14	12	15	12	1	4	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-
Private industry .....	7,386	9.80	9.89	7.93 - 11.58	( <sup>2</sup> )	3	4	7	3	6	3	4	3	6	12	14	14	10	9	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-
Goods-producing industries .....	596	12.79	13.24	10.98 - 13.65	-	-	-	-	-	-	-	1	6	3	9	5	6	18	29	1	3	13	5	-	-	-	-	-
Manufacturing .....	596	12.79	13.24	10.98 - 13.65	-	-	-	-	-	-	-	1	6	3	9	5	6	18	29	1	3	13	5	-	-	-	-	
Service-producing industries .....	6,790	9.54	9.61	7.61 - 11.58	( <sup>2</sup> )	3	4	8	3	6	4	5	3	6	12	15	14	10	8	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	
Transportation and utilities .....	33	14.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	58	18	9	6	9	-	-	-	-	-	
State and local government .....	2,658	12.34	12.86	10.70 - 13.29	-	-	-	-	-	1	2	3	5	2	2	11	8	29	19	2	14	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	
<b>Material Handling Laborers</b> .....	259	9.93	9.87	7.85 - 11.71	-	-	1	7	1	2	18	3	-	2	24	5	32	-	4	-	-	1	-	-	-	-	-	-
Private industry .....	259	9.93	9.87	7.85 - 11.71	-	-	1	7	1	2	18	3	-	2	24	5	32	-	4	-	-	1	-	-	-	-	-	
<b>Shipping/Receiving Clerks</b> .....	391	14.48	14.04	13.51 - 16.46	-	-	-	-	-	-	-	2	1	2	7	3	4	30	13	1	23	6	2	6	-	-	-	
Private industry .....	376	14.43	13.93	13.37 - 16.46	-	-	-	-	-	-	-	2	1	2	8	3	4	31	11	1	23	5	2	6	-	-	-	
Goods-producing industries .....	267	15.08	14.04	13.51 - 16.46	-	-	-	-	-	-	-	-	-	1	1	-	1	4	42	4	1	32	2	3	8	-	-	
Manufacturing .....	267	15.08	14.04	13.51 - 16.46	-	-	-	-	-	-	-	-	-	1	1	-	1	4	42	4	1	32	2	3	8	-	-	
Service-producing industries .....	109	12.83	12.61	10.52 - 14.09	-	-	-	-	-	-	-	-	6	2	6	27	8	4	5	29	-	-	13	-	2	-	-	
<b>Truckdrivers</b>																												
Light Truck .....	209	12.14	12.28	11.25 - 12.44	-	-	-	-	1	4	3	1	1	3	1	6	13	48	-	8	-	-	3	6	-	-	-	
State and local government .....	57	14.57	14.77	11.25 - 17.55	-	-	-	-	-	-	-	-	-	-	-	-	37	-	28	-	-	12	23	-	-	-	-	
Heavy Truck .....	369	13.09	12.51	12.51 - 13.71	-	-	-	-	-	-	-	-	-	-	-	-	6	68	12	3	-	8	-	2	-	-	-	
Tractor Trailer .....	852	16.01	16.74	14.47 - 17.72	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	15	1	13	10	16	36	6	2	1	-	
Private industry .....	801	16.11	16.74	14.45 - 17.72	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	16	1	7	10	17	39	6	2	1	-	
Goods-producing industries .....	220	14.31	12.40	12.40 - 17.62	-	-	-	-	-	-	-	-	-	-	-	-	1	59	-	10	-	14	15	-	2	-	-	
Manufacturing .....	220	14.31	12.40	12.40 - 17.62	-	-	-	-	-	-	-	-	-	-	-	-	1	59	-	10	-	14	15	-	2	-	-	
<b>Warehouse Specialists</b> .....	826	16.01	15.18	13.98 - 18.46	-	-	-	-	-	-	-	-	( <sup>2</sup> )	1	2	2	9	11	4	35	2	3	11	6	12	1	-	
Private industry .....	740	16.43	15.46	15.18 - 18.58	-	-	-	-	-	-	-	-	( <sup>2</sup> )	1	2	-	1	13	4	39	3	4	12	7	14	1	-	
Goods-producing industries .....	268	17.83	19.53	14.03 - 20.50	-	-	-	-	-	-	-	-	-	1	2	-	-	17	11	-	-	1	13	19	36	-	-	
Manufacturing .....	268	17.83	19.53	14.03 - 20.50	-	-	-	-	-	-	-	-	-	1	2	-	-	17	11	-	-	1	13	19	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 Philadelphia, PA–NJ Primary 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 Philadelphia, PA–NJ Primary Metropolitan Statistical Area (November 1992). 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 Philadelphia, PA–NJ Primary Metropolitan Statistical Area. Collection for the survey was from August 1996 through February 1997 and reflects an average payroll reference month of November 1996. Data obtained for a payroll period prior to the end of November 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 17.8 percent of the sample establishments (representing 271,298 employees covered by the survey). An additional 5.5 percent of the sample establishments (representing 54,359 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. 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	0.6
1 and under 3 percent	55.5
3 and under 5 percent	38.7
5 percent and over	5.2

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.

<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, Philadelphia, PA-NJ<sup>1</sup>, November 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 .....	4,810	274	1,295,238	100	315,734
Private industry .....	4,468	249	1,090,388	84	204,265
Goods producing .....	1,240	64	220,998	17	39,637
Manufacturing .....	1,039	54	202,277	16	38,204
Construction <sup>5</sup> .....	197	8	18,497	1	1,321
Service producing .....	3,228	185	869,390	67	164,628
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	184	21	63,276	5	25,677
Wholesale trade <sup>7</sup> .....	383	16	58,274	4	3,369
Retail trade <sup>7</sup> .....	726	22	193,420	15	22,112
Finance, insurance, and real estate <sup>7</sup> .....	322	15	89,240	7	20,476
Services <sup>7</sup> .....	1,613	111	465,180	36	92,994
State and local government .....	342	25	204,850	16	111,469
<b>ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE</b>					
All divisions .....	442	93	712,631	100	286,156
Private industry .....	368	79	546,794	77	177,031
Goods producing .....	75	19	78,545	11	32,528
Manufacturing .....	75	19	78,545	11	32,528
Service producing .....	293	60	468,249	66	144,503
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	31	11	45,230	6	24,338
Retail trade <sup>7</sup> .....	70	7	109,839	15	20,165
Finance, insurance, and real estate <sup>7</sup> .....	19	4	60,512	8	18,962
Services <sup>7</sup> .....	161	36	245,955	35	79,815
State and local government .....	74	14	165,837	23	109,125

<sup>1</sup> The Philadelphia Primary Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, PA; and Burlington, Camden, and Gloucester Counties, NJ. 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> Abbreviated to "Transportation and utilities" in the A-series tables. This division is represented in the "all industries" and "service producing" estimates.

<sup>7</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.