

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Bergen-Passaic, NJ, April 1995

| Occupation and level            | Number of workers | Average weekly hours(-1) (standard) | Weekly pay (in dollars)(2) |         |              | Percent of workers receiving straight-time weekly pay (in dollars) of D |           |           |           |           |           |           |           |           |           |           |            |             |             |             |             |             |             |             |             |               |   |   |   |
|---------------------------------|-------------------|-------------------------------------|----------------------------|---------|--------------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------|---|---|---|
|                                 |                   |                                     | Mean                       | Median  | Middle range | Under 450   | 450 - 500 | 500 - 550 | 550 - 600 | 600 - 650 | 650 - 700 | 700 - 750 | 750 - 800 | 800 - 850 | 850 - 900 | 900 - 950 | 950 - 1000 | 1000 - 1050 | 1050 - 1100 | 1100 - 1200 | 1200 - 1300 | 1300 - 1400 | 1400 - 1500 | 1500 - 1600 | 1600 - 1700 | 1700 and over |   |   |   |
|                                 |                   |                                     |                            |         |              | 450   | 500       | 550       | 600       | 650       | 700       | 750       | 800       | 850       | 900       | 950       | 1000       | 1050        | 1100        | 1200        | 1300        | 1400        | 1500        | 1600        | 1700        | and over      |   |   |   |
| <b>PROFESSIONAL OCCUPATIONS</b> |                   |                                     |                            |         |              |   |           |           |           |           |           |           |           |           |           |           |            |             |             |             |             |             |             |             |             |               |   |   |   |
| <b>Accountants</b>              |                   |                                     |                            |         |              |   |           |           |           |           |           |           |           |           |           |           |            |             |             |             |             |             |             |             |             |               |   |   |   |
| Level I.....                    | 165               | 37.0                                | \$532                      | \$529   | \$490 -      | \$577   | 8         | 22        | 35        | 25        | 6         | 1         | 1         | 1         | -         | -         | -          | -           | -           | -           | -           | -           | -           | -           | -           | -             | - | - |   |
| Private industry.....           | 153               | 37.1                                | 533                        | 529     | 490 -        | 577   | 9         | 18        | 38        | 27        | 5         | 1         | 1         | 1         | -         | -         | -          | -           | -           | -           | -           | -           | -           | -           | -           | -             | - | - |   |
| Service-producing industries..  | 58                | 38.7                                | 519                        | -       | -            | -   | 3         | 43        | 28        | 19        | 3         | 3         | -         | -         | -         | -         | -          | -           | -           | -           | -           | -           | -           | -           | -           | -             | - | - |   |
| Level II.....                   | 419               | 37.8                                | 636                        | 618     | 594 -        | 672   | -         | 3         | 11        | 14        | 34        | 22        | 7         | 3         | 5         | 1         | -          | (3)         | -           | (3)         | -           | -           | -           | -           | -           | -             | - | - |   |
| Private industry.....           | 402               | 37.9                                | 636                        | 615     | 594 -        | 672   | -         | 3         | 11        | 14        | 34        | 22        | 6         | 3         | 5         | 1         | -          | (3)         | -           | (3)         | -           | -           | -           | -           | -           | -             | - | - |   |
| Goods-producing industries....  | 175               | 37.5                                | 629                        | 615     | 606 -        | 672   | -         | -         | 13        | 12        | 39        | 27        | 5         | 3         | 1         | -         | -          | -           | -           | -           | -           | -           | -           | -           | -           | -             | - | - |   |
| Manufacturing.....              | 160               | 37.3                                | 630                        | 632     | 596 -        | 672   | -         | -         | 14        | 13        | 35        | 29        | 6         | 3         | 1         | -         | -          | -           | -           | -           | -           | -           | -           | -           | -           | -             | - | - |   |
| Service-producing industries..  | 227               | 38.2                                | 642                        | 618     | 577 -        | 688   | -         | 5         | 10        | 16        | 30        | 18        | 7         | 3         | 8         | 2         | -          | (3)         | -           | (3)         | -           | -           | -           | -           | -           | -             | - | - |   |
| Level III.....                  | 507               | 38.1                                | 828                        | 808     | 753 -        | 885   | -         | -         | -         | 3         | 2         | 7         | 11        | 26        | 12        | 19        | 7          | 3           | 1           | 6           | 1           | 2           | (3)         | -           | -           | -             | - | - |   |
| Private industry.....           | 493               | 38.1                                | 829                        | 808     | 753 -        | 885   | -         | -         | -         | 3         | 2         | 7         | 11        | 26        | 11        | 19        | 7          | 3           | 1           | 6           | 1           | 2           | (3)         | -           | -           | -             | - | - |   |
| Goods-producing industries....  | 249               | 37.9                                | 821                        | 808     | 749 -        | 872   | -         | -         | -         | 2         | 2         | 8         | 13        | 20        | 12        | 27        | 3          | 3           | -           | 8           | -           | -           | -           | -           | -           | -             | - | - |   |
| Manufacturing.....              | 247               | 37.9                                | 819                        | 808     | 749 -        | 872   | -         | -         | -         | 2         | 2         | 8         | 13        | 21        | 12        | 28        | 3          | 3           | -           | 8           | -           | -           | -           | -           | -           | -             | - | - |   |
| Service-producing industries..  | 244               | 38.4                                | 838                        | 788     | 755 -        | 918   | -         | -         | -         | 4         | 2         | 7         | 9         | 31        | 11        | 11        | 11         | 2           | 2           | 4           | 2           | 4           | 1           | -           | -           | -             | - | - |   |
| Level IV.....                   | 227               | 38.4                                | 1,064                      | 1,030   | 952 -        | 1,144   | -         | -         | -         | -         | -         | -         | -         | -         | 4         | 10        | 7          | 19          | 11          | 15          | 18          | 7           | 6           | 1           | (3)         | 1             | - | - |   |
| Private industry.....           | 222               | 38.5                                | 1,068                      | 1,052   | 961 -        | 1,154   | -         | -         | -         | -         | -         | -         | -         | -         | 4         | 9         | 7          | 18          | 12          | 15          | 18          | 8           | 6           | 1           | (3)         | 1             | - | - |   |
| Goods-producing industries....  | 108               | 38.5                                | 1,077                      | 1,069   | 970 -        | 1,137   | -         | -         | -         | -         | -         | -         | -         | -         | -         | 10        | 4          | 15          | 14          | 18          | 31          | 2           | 6           | 2           | -           | -             | - | - |   |
| Manufacturing.....              | 108               | 38.5                                | 1,077                      | 1,069   | 970 -        | 1,137   | -         | -         | -         | -         | -         | -         | -         | -         | -         | 10        | 4          | 15          | 14          | 18          | 31          | 2           | 6           | 2           | -           | -             | - | - |   |
| Service-producing industries..  | 114               | 38.5                                | 1,059                      | 1,003   | 949 -        | 1,154   | -         | -         | -         | -         | -         | -         | -         | -         | 7         | 9         | 10         | 22          | 10          | 13          | 7           | 13          | 6           | 1           | 1           | 2             | - | - |   |
| <b>Attorneys</b>                |                   |                                     |                            |         |              |   |           |           |           |           |           |           |           |           |           |           |            |             |             |             |             |             |             |             |             |               |   |   |   |
| Level III.....                  | 62                | 36.0                                | 1,511                      | -       | -            | -   | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -          | 3           | 2           | -           | 10          | 6           | 2           | 18          | 16          | 37            | 6 | - |   |
| Private industry.....           | 51                | 36.1                                | 1,596                      | -       | -            | -   | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -          | -           | -           | -           | -           | 4           | 2           | 22          | 20          | 45            | 8 | - |   |
| <b>Engineers</b>                |                   |                                     |                            |         |              |   |           |           |           |           |           |           |           |           |           |           |            |             |             |             |             |             |             |             |             |               |   |   |   |
| Level I.....                    | 82                | 39.8                                | 638                        | 663     | 586 -        | 683   | -         | -         | 9         | 32        | 9         | 35        | 12        | 2         | 1         | -         | -          | -           | -           | -           | -           | -           | -           | -           | -           | -             | - | - | - |
| Private industry.....           | 82                | 39.8                                | 638                        | 663     | 586 -        | 683   | -         | -         | 9         | 32        | 9         | 35        | 12        | 2         | 1         | -         | -          | -           | -           | -           | -           | -           | -           | -           | -           | -             | - | - | - |
| Service-producing industries..  | 74                | 40.0                                | 648                        | -       | -            | -   | -         | -         | 4         | 30        | 9         | 39        | 14        | 3         | 1         | -         | -          | -           | -           | -           | -           | -           | -           | -           | -           | -             | - | - |   |
| Level II.....                   | 170               | 39.2                                | 759                        | 748     | 692 -        | 808   | -         | -         | -         | 7         | 20        | 25        | 18        | 14        | 5         | 6         | 4          | -           | -           | -           | -           | -           | -           | -           | -           | -             | - | - | - |
| Private industry.....           | 169               | 39.2                                | 759                        | 748     | 692 -        | 808   | -         | -         | -         | 7         | 20        | 25        | 18        | 14        | 5         | 7         | 4          | -           | -           | -           | -           | -           | -           | -           | -           | -             | - | - | - |
| Goods-producing industries....  | 78                | 38.9                                | 730                        | -       | -            | -   | -         | -         | -         | 12        | 33        | 18        | 12        | 17        | 9         | -         | -          | -           | -           | -           | -           | -           | -           | -           | -           | -             | - | - | - |
| Manufacturing.....              | 77                | 38.8                                | 730                        | -       | -            | -   | -         | -         | -         | 12        | 34        | 17        | 12        | 17        | 9         | -         | -          | -           | -           | -           | -           | -           | -           | -           | -           | -             | - | - | - |
| Service-producing industries..  | 91                | 39.5                                | 784                        | 760     | 730 -        | 822   | -         | -         | -         | 3         | 9         | 32        | 23        | 12        | 2         | 12        | 7          | -           | -           | -           | -           | -           | -           | -           | -           | -             | - | - | - |
| Level III.....                  | 394               | 39.3                                | 934                        | 919     | 865 -        | 991   | -         | -         | -         | -         | 1         | 1         | 4         | 16        | 22        | 19        | 14         | 10          | 5           | 7           | 1           | -           | -           | -           | -           | -             | - | - | - |
| Private industry.....           | 391               | 39.4                                | 936                        | 919     | 865 -        | 992   | -         | -         | -         | -         | (3)       | (3)       | 4         | 16        | 22        | 19        | 14         | 10          | 5           | 7           | 1           | -           | -           | -           | -           | -             | - | - | - |
| Goods-producing industries....  | 207               | 39.1                                | 928                        | 927     | 865 -        | 985   | -         | -         | -         | -         | (3)       | (3)       | 3         | 14        | 20        | 26        | 17         | 11          | 6           | 2           | -           | -           | -           | -           | -           | -             | - | - | - |
| Manufacturing.....              | 206               | 39.1                                | 929                        | 928     | 865 -        | 985   | -         | -         | -         | -         | (3)       | (3)       | 3         | 14        | 20        | 26        | 17         | 11          | 6           | 2           | -           | -           | -           | -           | -           | -             | - | - | - |
| Service-producing industries..  | 184               | 39.7                                | 944                        | 902     | 857 -        | 1,029   | -         | -         | -         | -         | -         | -         | 5         | 17        | 25        | 13        | 10         | 10          | 4           | 13          | 3           | -           | -           | -           | -           | -             | - | - | - |
| Transportation and utilities    | 34                | 40.0                                | 1,089                      | -       | -            | -   | -         | -         | -         | -         | -         | -         | -         | -         | -         | 15        | -          | 12          | 9           | 41          | 15          | -           | -           | -           | -           | -             | - | - | - |
| Level IV.....                   | 444               | 39.1                                | \$1,183                    | \$1,161 | \$1,065 -    | \$1,286   | -         | -         | -         | -         | (3)       | -         | (3)       | -         | (3)       | 4         | 4          | 13          | 16          | 23          | 17          | 12          | 6           | 5           | 1           | -             | - | - | - |
| Private industry.....           | 427               | 39.3                                | 1,185                      | 1,157   | 1,068 -      | 1,279   | -         | -         | -         | -         | -         | -         | -         | -         | (3)       | 4         | 4          | 13          | 16          | 24          | 16          | 12          | 6           | 5           | 1           | -             | - | - | - |
| Goods-producing industries....  | 290               | 39.3                                | 1,218                      | 1,186   | 1,088 -      | 1,327   | -         | -         | -         | -         | -         | -         | -         | -         | -         | 1         | 2          | 7           | 20          | 23          | 13          | 15          | 9           | 7           | 2           | -             | - | - | - |
| Manufacturing.....              | 290               | 39.3                                | 1,218                      | 1,186   | 1,088 -      | 1,327   | -         | -         | -         | -         | -         | -         | -         | -         | -         | 1         | 2          | 7           | 20          | 23          | 13          | 15          | 9           | 7           | 2           | -             | - | - | - |
| Service-producing industries..  | 137               | 39.3                                | 1,116                      | 1,125   | 1,019 -      | 1,202   | -         | -         | -         | -         | -         | -         | -         | -         | -         | 1         | 8          | 7           | 26          | 6           | 24          | 21          | 6           | -           | 1           | -             | - | - | - |
| Level V.....                    | 298               | 39.2                                | 1,397                      | 1,363   | 1,265 -      | 1,549   | -         | -         | -         | -         | -         | -         | -         | -         | -         | (3)       | (3)        | 1           | 3           | 7           | 22          | 26          | 10          | 14          | 10          | 5             | - | - | - |
| Private industry.....           | 291               | 39.3                                | 1,393                      | 1,360   | 1,265 -      | 1,523   | -         | -         | -         | -         | -         | -         | -         | -         | -         | (3)       | (3)        | 1           | 3           | 8           | 23          | 27          | 11          | 12          | 10          | 5             | - | - | - |
| Service-producing industries..  | 163               | 39.4                                | 1,347                      | 1,317   | 1,220 -      | 1,394   | -         | -         | -         | -         | -         | -         | -         | -         | -         | 1         | 1          | 1           | 5           | 11          | 28          | 29          | 6           | 7           | 4           | 7             | - | - | - |

Registered Nurses





Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Bergen-Passaic, NJ, April 1995

| Occupation and level                  | Number of workers | Average weekly hours(-1) (standard) | Weekly pay (in dollars)(2) |        |              |                   |         | Percent of workers receiving straight-time weekly pay (in dollars) of\$ |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |   |   |   |
|---------------------------------------|-------------------|-------------------------------------|----------------------------|--------|--------------|-------------------|---------|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|-----------|-----------|-----------|-----------|---|---|---|
|                                       |                   |                                     | Mean                       | Median | Middle range | 225 and under 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 | 1200-1300 | 1300-1400 |   |   |   |
| <b>TECHNICAL OCCUPATIONS</b>          |                   |                                     |                            |        |              |                   |         |   |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |   |   |   |
| <b>Computer Operators</b>             |                   |                                     |                            |        |              |                   |         |   |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |   |   |   |
| Level II.....                         | 226               | 38.5                                | \$480                      | \$472  | \$423 -      | \$525 -           | -       | -   | -       | -       | -       | 3       | 12      | 19      | 35      | 10      | 15      | 7       | -       | -       | -       | -        | -         | -         | -         | -         | - | - | - |
| Private industry.....                 | 215               | 38.6                                | 481                        | 472    | 423 -        | 545 -             | -       | -   | -       | -       | -       | 3       | 13      | 18      | 35      | 10      | 15      | 7       | -       | -       | -       | -        | -         | -         | -         | -         | - | - |   |
| Goods-producing industries....        | 72                | 36.3                                | 454                        | -      | -            | -                 | -       | -   | -       | -       | -       | -       | 11      | 26      | 63      | -       | -       | -       | -       | -       | -       | -        | -         | -         | -         | -         | - | - |   |
| Manufacturing.....                    | 72                | 36.3                                | 454                        | -      | -            | -                 | -       | -   | -       | -       | -       | -       | 11      | 26      | 63      | -       | -       | -       | -       | -       | -       | -        | -         | -         | -         | -         | - | - |   |
| State and local government.....       | 11                | 37.7                                | 459                        | -      | -            | -                 | -       | -   | -       | -       | -       | 9       | 45      | 36      | -       | 9       | -       | -       | -       | -       | -       | -        | -         | -         | -         | -         | - | - |   |
| Level III.....                        | 340               | 38.7                                | 596                        | 576    | 536 -        | 651 -             | -       | -   | -       | -       | -       | -       | 1       | 14      | 16      | 26      | 18      | 14      | 9       | 2       | 1       | 1        | -         | -         | -         | -         | - | - |   |
| Private industry.....                 | 322               | 38.7                                | 591                        | 576    | 536 -        | 647 -             | -       | -   | -       | -       | -       | -       | 1       | 14      | 16      | 25      | 19      | 14      | 9       | 2       | 1       | -        | -         | -         | -         | -         | - | - |   |
| Goods-producing industries....        | 108               | 38.5                                | 590                        | 574    | 559 -        | 635 -             | -       | -   | -       | -       | -       | -       | 8       | 6       | 46      | 22      | 15      | 3       | -       | -       | -       | -        | -         | -         | -         | -         | - | - |   |
| Manufacturing.....                    | 108               | 38.5                                | 590                        | 574    | 559 -        | 635 -             | -       | -   | -       | -       | -       | -       | 8       | 6       | 46      | 22      | 15      | 3       | -       | -       | -       | -        | -         | -         | -         | -         | - | - |   |
| Service-producing industries..        | 214               | 38.8                                | 592                        | 579    | 530 -        | 654 -             | -       | -   | -       | -       | -       | 1       | 17      | 21      | 14      | 18      | 14      | 12      | 2       | 1       | -       | -        | -         | -         | -         | -         | - | - |   |
| Level IV.....                         | 64                | 39.0                                | 739                        | -      | -            | -                 | -       | -   | -       | -       | -       | -       | -       | -       | -       | 13      | 9       | 13      | 23      | 11      | 25      | 3        | 3         | -         | -         | -         | - |   |   |
| Private industry.....                 | 61                | 39.2                                | 739                        | -      | -            | -                 | -       | -   | -       | -       | -       | -       | -       | -       | -       | 13      | 8       | 13      | 25      | 8       | 26      | 3        | 3         | -         | -         | -         | - | - |   |
| <b>Drafters</b>                       |                   |                                     |                            |        |              |                   |         |   |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |   |   |   |
| Level II.....                         | 53                | 39.3                                | 589                        | -      | -            | -                 | -       | -   | -       | -       | -       | 2       | -       | 6       | 23      | 6       | 4       | 6       | 55      | -       | -       | -        | -         | -         | -         | -         | - | - |   |
| Private industry.....                 | 51                | 39.6                                | 593                        | -      | -            | -                 | -       | -   | -       | -       | -       | 2       | -       | 6       | 22      | 4       | 4       | 6       | 57      | -       | -       | -        | -         | -         | -         | -         | - | - |   |
| Level III.....                        | 111               | 39.6                                | 711                        | 712    | 625 -        | 789 -             | -       | -   | -       | -       | -       | -       | 2       | 1       | 14      | 14      | 9       | 24      | 19      | 13      | 4       | -        | -         | -         | -         | -         | - | - |   |
| Private industry.....                 | 106               | 39.8                                | 711                        | 712    | 625 -        | 789 -             | -       | -   | -       | -       | -       | -       | 2       | 1       | 14      | 14      | 8       | 25      | 19      | 12      | 4       | -        | -         | -         | -         | -         | - | - |   |
| Goods-producing industries....        | 80                | 39.8                                | 718                        | 712    | 625 -        | 789 -             | -       | -   | -       | -       | -       | -       | 2       | -       | 15      | 11      | 2       | 29      | 24      | 11      | 5       | -        | -         | -         | -         | -         | - | - |   |
| Manufacturing.....                    | 73                | 39.7                                | 702                        | -      | -            | -                 | -       | -   | -       | -       | -       | -       | 3       | -       | 16      | 12      | 3       | 32      | 25      | 10      | -       | -        | -         | -         | -         | -         | - | - |   |
| Level IV.....                         | 52                | 40.0                                | 870                        | -      | -            | -                 | -       | -   | -       | -       | -       | -       | -       | -       | -       | -       | 2       | 15      | 10      | 10      | 17      | 17       | 25        | 4         | -         | -         | - |   |   |
| Private industry.....                 | 52                | 40.0                                | 870                        | -      | -            | -                 | -       | -   | -       | -       | -       | -       | -       | -       | -       | -       | 2       | 15      | 10      | 10      | 17      | 17       | 25        | 4         | -         | -         | - | - |   |
| <b>Engineering Technicians, Civil</b> |                   |                                     |                            |        |              |                   |         |   |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |   |   |   |
| Level III:                            |                   |                                     |                            |        |              |                   |         |   |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |   |   |   |
| State and local government.....       | 10                | 36.5                                | 704                        | -      | -            | -                 | -       | -   | -       | -       | -       | -       | -       | -       | -       | -       | 20      | 10      | 70      | -       | -       | -        | -         | -         | -         | -         | - | - |   |
| <b>Licensed Practical Nurses</b>      |                   |                                     |                            |        |              |                   |         |   |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |   |   |   |
| Level II.....                         | 518               | 39.7                                | 631                        | 606    | 560 -        | 695 -             | -       | -   | -       | -       | -       | -       | 3       | 14      | 30      | 17      | 12      | 12      | 9       | 3       | (3)     | -        | -         | -         | -         | -         | - | - |   |
| Private industry.....                 | 354               | 39.8                                | 641                        | 612    | 560 -        | 710 -             | -       | -   | -       | -       | -       | -       | 3       | 12      | 29      | 16      | 16      | 8       | 13      | 5       | (3)     | -        | -         | -         | -         | -         | - | - |   |
| Service-producing industries..        | 354               | 39.8                                | 641                        | 612    | 560 -        | 710 -             | -       | -   | -       | -       | -       | -       | 3       | 12      | 29      | 16      | 16      | 8       | 13      | 5       | (3)     | -        | -         | -         | -         | -         | - | - |   |
| State and local government.....       | 164               | 39.3                                | 609                        | 593    | 560 -        | 674 -             | -       | -   | -       | -       | -       | -       | 3       | 20      | 32      | 19      | 4       | 22      | -       | -       | -       | -        | -         | -         | -         | -         | - | - |   |
| Level III.....                        | 74                | 39.7                                | 798                        | -      | -            | -                 | -       | -   | -       | -       | -       | -       | -       | -       | 8       | 15      | 15      | 9       | 14      | 7       | 16      | 11       | 5         | -         | -         | -         | - |   |   |
| <b>Nursing Assistants</b>             |                   |                                     |                            |        |              |                   |         |   |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |   |   |   |
| Level II.....                         | 2,797             | 39.5                                | 357                        | 346    | 310 -        | 391               | 6       | 5   | 9       | 12      | 20      | 14      | 14      | 10      | 4       | 4       | 2       | (3)     | -       | -       | -       | -        | -         | -         | -         | -         | - | - |   |
| Private industry.....                 | 2,427             | 39.4                                | 348                        | 334    | 300 -        | 382               | 7       | 6   | 11      | 13      | 22      | 14      | 10      | 10      | 3       | 4       | 1       | (3)     | -       | -       | -       | -        | -         | -         | -         | -         | - | - |   |
| Service-producing industries..        | 2,427             | 39.4                                | \$348                      | \$334  | \$300 -      | \$382             | 7       | 6   | 11      | 13      | 22      | 14      | 10      | 10      | 3       | 4       | 1       | (3)     | -       | -       | -       | -        | -         | -         | -         | -         | - | - |   |
| Level III.....                        | 898               | 39.5                                | 431                        | 429    | 337 -        | 500 -             | -       | -   | 10      | 10      | 7       | 8       | 8       | 17      | 16      | 18      | 2       | 4       | (3)     | (3)     | -       | -        | -         | -         | -         | -         | - | - |   |
| Private industry.....                 | 316               | 40.0                                | 411                        | 388    | 297 -        | 462 -             | -       | -   | 27      | 9       | 4       | 6       | 8       | 18      | 8       | 3       | 4       | 12      | 1       | 1       | -       | -        | -         | -         | -         | -         | - | - |   |
| Service-producing industries..        | 316               | 40.0                                | 411                        | 388    | 297 -        | 462 -             | -       | -   | 27      | 9       | 4       | 6       | 8       | 18      | 8       | 3       | 4       | 12      | 1       | 1       | -       | -        | -         | -         | -         | -         | - | - |   |
| <b>PROTECTIVE SERVICE OCCUPATIONS</b> |                   |                                     |                            |        |              |                   |         |   |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |   |   |   |
| Corrections Officers.....             | 475               | 37.3                                | 963                        | 1,027  | 846 -        | 1,088             | -       | -   | -       | -       | -       | -       | -       | 4       | -       | 1       | -       | 7       | 2       | 2       | 10      | -        | 71        | 2         | -         | -         | - |   |   |
| State and local government.....       | 475               | 37.3                                | 963                        | 1,027  | 846 -        | 1,088             | -       | -   | -       | -       | -       | -       | -       | 4       | -       | 1       | -       | 7       | 2       | 2       | 10      | -        | 71        | 2         | -         | -         | - | - |   |
| <b>Police Officers</b>                |                   |                                     |                            |        |              |                   |         |   |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |   |   |   |

|                                 |       |      |       |       |     |   |       |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |     |   |
|---------------------------------|-------|------|-------|-------|-----|---|-------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|----|----|-----|---|
| Level I.....                    | 1,971 | 38.6 | 1,075 | 1,076 | 999 | - | 1,217 | - | - | - | - | - | - | - | - | - | - | 1 | 3 | 5 | 5 | 11 | 30 | 17 | 24  | 4 |
| State and local government..... | 1,971 | 38.6 | 1,075 | 1,076 | 999 | - | 1,217 | - | - | - | - | - | - | - | - | - | - | 1 | 3 | 5 | 5 | 11 | 30 | 17 | 24  | 4 |
| Level II.....                   | 14    | 35.0 | 1,201 | -     | -   | - | -     | - | - | - | - | - | - | - | - | - | - | - | - | - | - | -  | -  | -  | 100 | - |
| State and local government..... | 14    | 35.0 | 1,201 | -     | -   | - | -     | - | - | - | - | - | - | - | - | - | - | - | - | - | - | -  | -  | -  | 100 | - |

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

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

3 Less than 0.5 percent.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Bergen-Passaic, NJ, April 1995

| Occupation and level              | Number of workers | Average weekly hours(-1) (standard) | Weekly pay (in dollars)(2) |        |              | Percent of workers receiving straight-time weekly pay (in dollars) of 0 |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
|-----------------------------------|-------------------|-------------------------------------|----------------------------|--------|--------------|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------------|---|
|                                   |                   |                                     | Mean                       | Median | Middle range | Under 250   | 250 | 275 | 300 | 325 | 350 | 375 | 400 | 425 | 450 | 475 | 500 | 525 | 550 | 600 | 650 | 700 | 750 | 800 | 850 | 900 | 900 and over |   |
|                                   |                   |                                     |                            |        |              | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -            | - |
| Clerks, Accounting                |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Level II.....                     | 679               | 38.1                                | \$411                      | \$406  | \$375 -      | \$442   | -   | 2   | 4   | 8   | 2   | 9   | 14  | 23  | 16  | 4   | 8   | 4   | 3   | 2   | (3) | 1   | -   | -   | -   | -   | -            | - |
| Private industry.....             | 661               | 38.2                                | 409                        | 406    | 375 -        | 442   | -   | 2   | 4   | 8   | 2   | 9   | 14  | 24  | 16  | 4   | 8   | 4   | 3   | 2   | (3) | -   | -   | -   | -   | -   | -            |   |
| Service-producing industries..    | 377               | 39.0                                | 419                        | 406    | 379 -        | 442   | -   | -   | 1   | 6   | 4   | 10  | 17  | 23  | 16  | 4   | 6   | 4   | 4   | 3   | 1   | -   | -   | -   | -   | -   | -            |   |
| Transportation and utilities      | 30                | 39.3                                | 363                        | -      | -            | -   | -   | -   | 10  | 30  | 10  | 10  | 20  | -   | -   | -   | 20  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -            |   |
| Level III:                        |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Private industry:                 |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Goods-producing industries....    | 573               | 37.8                                | 481                        | 475    | 436 -        | 514   | -   | -   | -   | -   | -   | -   | 5   | 3   | 31  | 10  | 16  | 15  | 7   | 8   | 4   | 1   | -   | -   | -   | -   | -            |   |
| Manufacturing.....                | 545               | 37.7                                | 481                        | 475    | 436 -        | 517   | -   | -   | -   | -   | -   | -   | 5   | 4   | 33  | 8   | 14  | 16  | 7   | 9   | 4   | 1   | -   | -   | -   | -   | -            |   |
| Service-producing industries:     |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Transportation and utilities      | 41                | 39.1                                | 500                        | 452    | 438 -        | 516   | -   | -   | -   | -   | -   | -   | 2   | 44  | 12  | 10  | 10  | 7   | 7   | -   | -   | -   | -   | -   | -   | -   | 7            |   |
| State and local government.....   | 102               | 35.5                                | 517                        | 466    | 428 -        | 563   | -   | -   | -   | 1   | -   | 1   | 4   | 16  | 9   | 21  | 7   | 5   | 8   | 7   | 9   | 2   | 5   | 7   | -   | -   | -            |   |
| Level IV.....                     |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Private industry.....             | 303               | 37.4                                | 587                        | 587    | 510 -        | 652   | -   | -   | -   | -   | -   | -   | -   | 8   | 9   | -   | 18  | 3   | 20  | 15  | 14  | 10  | 1   | 1   | 1   | -   |              |   |
| Service-producing industries..    | 264               | 37.5                                | 581                        | 562    | 508 -        | 652   | -   | -   | -   | -   | -   | -   | -   | 9   | 10  | -   | 21  | 3   | 16  | 14  | 14  | 10  | 1   | 2   | 1   | -   |              |   |
| State and local government.....   | 161               | 37.9                                | 607                        | 644    | 462 -        | 679   | -   | -   | -   | -   | -   | -   | -   | 14  | 17  | -   | 2   | 1   | 5   | 17  | 22  | 16  | 2   | 2   | 2   | -   |              |   |
| State and local government.....   | 39                | 37.1                                | 630                        | -      | -            | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | 49  | 26  | 13  | 10  | 3   | -   | -   | -   |              |   |
| Clerks, General                   |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Level II.....                     | 604               | 37.5                                | 339                        | 337    | 310 -        | 358 (3)   | 1   | 18  | 11  | 37  | 12  | 10  | 6   | 2   | 1   | (3) | -   | -   | (3) | -   | -   | -   | -   | -   | -   | -   | -            |   |
| Private industry.....             | 515               | 37.7                                | 331                        | 330    | 300 -        | 358 (3)   | 2   | 19  | 10  | 41  | 13  | 11  | 2   | -   | -   | (3) | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   |              |   |
| Service-producing industries..    | 431               | 38.0                                | 331                        | 330    | 300 -        | 346   | -   | -   | 21  | 13  | 45  | 6   | 14  | 2   | -   | -   | (3) | -   | -   | -   | -   | -   | -   | -   | -   | -   |              |   |
| State and local government.....   | 89                | 35.9                                | 388                        | 414    | 334 -        | 425   | -   | -   | 8   | 15  | 11  | 7   | 3   | 28  | 16  | 9   | 2   | -   | 1   | -   | -   | -   | -   | -   | -   | -   |              |   |
| Level III.....                    |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Private industry.....             | 398               | 38.5                                | 418                        | 411    | 384 -        | 450   | -   | -   | -   | 1   | 4   | 9   | 24  | 25  | 12  | 12  | 9   | 3   | 1   | 1   | -   | (3) | -   | -   | -   | -   |              |   |
| Goods-producing industries....    | 376               | 38.7                                | 412                        | 404    | 383 -        | 444   | -   | -   | -   | 1   | 4   | 9   | 26  | 26  | 13  | 13  | 8   | (3) | -   | -   | -   | (3) | -   | -   | -   | -   |              |   |
| Manufacturing.....                | 62                | 37.5                                | 418                        | -      | -            | -   | -   | -   | -   | 6   | 13  | 3   | 16  | 11  | 13  | 3   | 34  | -   | -   | -   | -   | -   | -   | -   | -   | -   |              |   |
| Service-producing industries..    | 62                | 37.5                                | 418                        | -      | -            | -   | -   | -   | -   | 6   | 13  | 3   | 16  | 11  | 13  | 3   | 34  | -   | -   | -   | -   | -   | -   | -   | -   | -   |              |   |
| State and local government.....   | 314               | 38.9                                | 411                        | 404    | 383 -        | 440   | -   | -   | -   | 2   | 11  | 28  | 29  | 12  | 15  | 3   | (3) | -   | -   | -   | (3) | -   | -   | -   | -   | -   |              |   |
| Level IV.....                     |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Private industry.....             | 73                | 39.3                                | 466                        | -      | -            | -   | -   | -   | -   | -   | -   | -   | 11  | 14  | 19  | 21  | 7   | 18  | -   | 4   | 4   | -   | 3   | -   | -   | -   |              |   |
| State and local government.....   | 70                | 39.4                                | 462                        | -      | -            | -   | -   | -   | -   | -   | -   | -   | 11  | 14  | 20  | 21  | 7   | 19  | -   | -   | 4   | -   | 3   | -   | -   | -   |              |   |
| Clerks, Order                     |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Level I:                          |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Private industry:                 |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Goods-producing industries....    | 256               | 37.1                                | 384                        | 400    | 285 -        | 469   | 7   | 12  | 9   | 2   | 2   | 12  | 4   | 20  | 2   | 7   | 9   | 13  | -   | -   | -   | -   | -   | -   | -   | -   |              |   |
| Manufacturing.....                | 256               | 37.1                                | 384                        | 400    | 285 -        | 469   | 7   | 12  | 9   | 2   | 2   | 12  | 4   | 20  | 2   | 7   | 9   | 13  | -   | -   | -   | -   | -   | -   | -   | -   |              |   |
| Service-producing industries..    | 381               | 37.8                                | 392                        | 370    | 350 -        | 404   | -   | 7   | -   | 5   | 15  | 24  | 19  | 15  | -   | 2   | 3   | 1   | 2   | 1   | 1   | 2   | 2   | -   | -   | -   |              |   |
| Level II:                         |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Private industry:                 |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Service-producing industries..    | 128               | 37.7                                | 561                        | 483    | 424 -        | 767   | -   | -   | -   | -   | -   | -   | -   | 28  | -   | 14  | 23  | -   | -   | -   | -   | -   | -   | 35  | -   | -   |              |   |
| Key Entry Operators               |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Level I.....                      | 242               | 37.8                                | \$385                      | \$367  | \$344 -      | \$407   | -   | 1   | 1   | 5   | 19  | 26  | 21  | 6   | 4   | 3   | 9   | 2   | -   | -   | 2   | -   | -   | -   | -   | -   |              |   |
| Private industry.....             | 197               | 38.4                                | 367                        | 360    | 343 -        | 379   | -   | 2   | 1   | 6   | 23  | 31  | 25  | 3   | 4   | 2   | 3   | 2   | -   | -   | -   | -   | -   | -   | -   | -   |              |   |
| Service-producing industries..    | 156               | 38.6                                | 364                        | 360    | 343 -        | 375   | -   | -   | 1   | 7   | 23  | 35  | 24  | 4   | 2   | 1   | 3   | -   | -   | -   | -   | -   | -   | -   | -   | -   |              |   |
| State and local government.....   | 45                | 35.6                                | 465                        | 478    | 407 -        | 496   | -   | -   | -   | 4   | -   | 2   | 4   | 20  | 7   | 11  | 38  | 2   | -   | -   | 11  | -   | -   | -   | -   | -   |              |   |
| Level II.....                     |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Private industry.....             | 208               | 38.4                                | 455                        | 450    | 410 -        | 507   | -   | -   | -   | -   | 1   | -   | 13  | 22  | 12  | 20  | 5   | 18  | 4   | 3   | 2   | -   | -   | -   | -   | -   |              |   |
| Service-producing industries..    | 184               | 38.6                                | 450                        | 445    | 409 -        | 485   | -   | -   | -   | -   | -   | -   | 15  | 23  | 13  | 21  | 4   | 19  | 4   | 2   | -   | -   | -   | -   | -   | -   |              |   |
| State and local government.....   | 149               | 38.7                                | 442                        | 432    | 404 -        | 458   | -   | -   | -   | -   | -   | -   | 15  | 29  | 15  | 22  | 5   | 7   | 5   | 2   | -   | -   | -   | -   | -   | -   |              |   |
| Personnel Assistants (Employment) |                   |                                     |                            |        |              |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |              |   |
| Level III.....                    | 102               | 37.7                                | 554                        | 518    | 504 -        | 642   | -   | -   | -   | -   | -   | -   | -   | 1   | 15  | 8   | 29  | 7   | 13  | 11  | 10  | 6   | 1   | -   | -   | -   |              |   |
| Private industry.....             | 91                | 38.0                                | 547                        | 510    | 492 -        | 600   | -   | -   | -   | -   | -   | -   | -   | 1   | 16  | 8   | 32  | 7   | 11  | 10  | 10  | 4   | 1   | -   | -   | -   |              |   |
| Service-producing industries..    | 52                | 38.0                                | 526                        | -      | -            | -   | -   | -   | -   | -   | -   | -   | -   | 2   | 6   | 13  | 52  | 6   | 13  | 2   | -   | 6   | -   | -   | -   | -   |              |   |

|                                      |     |      |       |     |     |   |     |   |   |    |   |     |     |     |    |    |    |     |    |    |    |     |    |     |     |     |
|--------------------------------------|-----|------|-------|-----|-----|---|-----|---|---|----|---|-----|-----|-----|----|----|----|-----|----|----|----|-----|----|-----|-----|-----|
| Secretaries                          |     |      |       |     |     |   |     |   |   |    |   |     |     |     |    |    |    |     |    |    |    |     |    |     |     |     |
| Level I.....                         | 71  | 36.7 | 427   | -   | -   | - | -   | - | - | -  | - | -   | 10  | 7   | 37 | 23 | 4  | 20  | -  | -  | -  | -   | -  | -   | -   |     |
| State and local government.....      | 45  | 36.0 | 437   | 440 | 415 | - | 480 | - | - | -  | - | -   | -   | 11  | 33 | 24 | 4  | 27  | -  | -  | -  | -   | -  | -   | -   |     |
| Level II.....                        | 602 | 37.0 | 528   | 521 | 467 | - | 584 | - | - | -  | - | -   | -   | 2   | 10 | 3  | 13 | 10  | 19 | 7  | 21 | 10  | 4  | (3) | 2   | -   |
| Private industry.....                | 491 | 37.3 | 521   | 519 | 467 | - | 584 | - | - | -  | - | -   | -   | 2   | 9  | 3  | 14 | 12  | 19 | 5  | 25 | 7   | 4  | (3) | -   |     |
| Service-producing industries..       | 455 | 37.2 | 520   | 519 | 466 | - | 584 | - | - | -  | - | -   | -   | 2   | 10 | 3  | 14 | 11  | 20 | 5  | 22 | 8   | 4  | (3) | -   |     |
| State and local government.....      | 111 | 35.7 | 557   | 545 | 507 | - | 636 | - | - | -  | - | -   | -   | 5   | 12 | -  | 6  | 1   | 17 | 17 | 5  | 21  | 5  | -   | 11  |     |
| Level III.....                       | 970 | 37.3 | 594   | 579 | 541 | - | 632 | - | - | -  | - | (3) | -   | (3) | 1  | 1  | 5  | 9   | 16 | 27 | 21 | 10  | 3  | 1   | 3   | 1   |
| Private industry.....                | 773 | 37.7 | 583   | 575 | 538 | - | 618 | - | - | -  | - | -   | -   | 1   | 1  | 2  | 4  | 10  | 17 | 33 | 18 | 10  | 4  | 1   | 1   | (3) |
| Goods-producing industries....       | 268 | 37.9 | 586   | 579 | 547 | - | 622 | - | - | -  | - | -   | -   | -   | 2  | 1  | 7  | 15  | 36 | 24 | 9  | 4   | 1  | -   | -   |     |
| Manufacturing.....                   | 253 | 37.9 | 583   | 577 | 546 | - | 614 | - | - | -  | - | -   | -   | -   | 2  | 1  | 7  | 16  | 38 | 20 | 10 | 5   | 1  | -   | -   |     |
| Service-producing industries..       | 505 | 37.6 | 582   | 573 | 535 | - | 617 | - | - | -  | - | -   | -   | 1   | 1  | 5  | 12 | 18  | 31 | 14 | 11 | 3   | 1  | 2   | (3) |     |
| State and local government.....      | 197 | 35.8 | 636   | 623 | 546 | - | 698 | - | - | -  | - | -   | 1   | -   | -  | 4  | -  | 11  | 4  | 12 | 5  | 34  | 11 | 2   | 1   | 11  |
| Level IV.....                        | 666 | 37.5 | 668   | 655 | 598 | - | 715 | - | - | -  | - | -   | (3) | -   | -  | -  | -  | 1   | 2  | 27 | 18 | 17  | 20 | 8   | 3   | 3   |
| Private industry.....                | 608 | 37.7 | 663   | 651 | 598 | - | 710 | - | - | -  | - | -   | (3) | -   | -  | -  | -  | (3) | 1  | 29 | 19 | 17  | 21 | 8   | 1   | 2   |
| Goods-producing industries....       | 326 | 37.2 | 669   | 666 | 598 | - | 711 | - | - | -  | - | -   | -   | -   | -  | -  | -  | (3) | -  | 34 | 10 | 18  | 25 | 10  | -   | 3   |
| Manufacturing.....                   | 324 | 37.2 | 670   | 673 | 598 | - | 711 | - | - | -  | - | -   | -   | -   | -  | -  | -  | -   | -  | 34 | 10 | 18  | 25 | 10  | -   | 3   |
| Service-producing industries..       | 282 | 38.2 | 656   | 644 | 593 | - | 706 | - | - | -  | - | -   | (3) | -   | -  | -  | -  | 1   | 2  | 24 | 29 | 16  | 17 | 6   | 3   | 1   |
| State and local government.....      | 58  | 35.4 | 722   | 757 | 611 | - | 808 | - | - | -  | - | -   | -   | -   | -  | -  | -  | 10  | 10 | -  | 10 | 12  | 5  | 16  | 21  | 9   |
| Switchboard Operator-Receptionists.. | 677 | 38.1 | 420   | 422 | 368 | - | 474 | - | 3 | 4  | 4 | 5   | 9   | 15  | 14 | 10 | 9  | 7   | 9  | 2  | 5  | 2   | -  | -   | -   | -   |
| Private industry.....                | 643 | 38.2 | 418   | 422 | 365 | - | 471 | - | 4 | 4  | 5 | 5   | 9   | 16  | 14 | 11 | 9  | 6   | 9  | 2  | 5  | 1   | -  | -   | -   | -   |
| Goods-producing industries....       | 236 | 38.4 | 416   | 405 | 355 | - | 474 | - | - | 9  | 5 | 5   | 8   | 15  | 13 | 13 | 7  | 3   | 15 | -  | 4  | 1   | -  | -   | -   | -   |
| Manufacturing.....                   | 204 | 38.3 | 406   | 400 | 355 | - | 471 | - | - | 11 | 5 | 6   | 10  | 17  | 15 | 9  | 7  | 4   | 11 | -  | 4  | 1   | -  | -   | -   | -   |
| Service-producing industries..       | 407 | 38.1 | 419   | 422 | 365 | - | 470 | - | 6 | 1  | 5 | 5   | 9   | 16  | 15 | 10 | 11 | 8   | 6  | 2  | 6  | (3) | -  | -   | -   | -   |
| Transportation and utilities         | 25  | 39.0 | 397   | -   | -   | - | -   | - | - | -  | - | 36  | 8   | -   | 20 | 16 | 16 | 4   | -  | -  | -  | -   | -  | -   | -   | -   |
| State and local government.....      | 34  | 36.0 | 472   | -   | -   | - | -   | - | - | -  | - | 3   | 18  | 12  | 15 | -  | -  | 15  | -  | 15 | -  | 24  | -  | -   | -   | -   |
| Word Processors                      |     |      |       |     |     |   |     |   |   |    |   |     |     |     |    |    |    |     |    |    |    |     |    |     |     |     |
| Level II.....                        | 57  | 36.9 | \$534 | -   | -   | - | -   | - | - | -  | - | -   | -   | 4   | -  | 11 | 9  | 4   | 30 | 39 | 5  | -   | -  | -   | -   | -   |
| State and local government.....      | 11  | 34.6 | 524   | -   | -   | - | -   | - | - | -  | - | -   | -   | 18  | -  | 18 | -  | 9   | -  | 45 | 9  | -   | -  | -   | -   | -   |

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

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

3 Less than 0.5 percent.

Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Bergen-Passaic, NJ, April 1995

| Occupation and level                     | Number of workers | Hourly pay (in dollars)(1) |         |                   | Percent of workers receiving straight-time hourly pay (in dollars) of 0 |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|--|-------------------|----------------------------|---------|-------------------|---|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|  |                   | Mean                       | Median  | Middle range      | Under   | 9.00 | 9.50  | 10.00 | 10.50 | 11.00 | 11.50 | 12.00 | 12.50 | 13.00 | 13.50 | 14.00 | 14.50 | 15.00 | 16.00 | 17.00 | 18.00 | 19.00 | 20.00 | 21.00 | 22.00 | 23.00 | 23.00 |
|  |                   |                            |         |                   | 9.00  | 9.50 | 10.00 | 10.50 | 11.00 | 11.50 | 12.00 | 12.50 | 13.00 | 13.50 | 14.00 | 14.50 | 15.00 | 16.00 | 17.00 | 18.00 | 19.00 | 20.00 | 21.00 | 22.00 | 23.00 | 24.00 |       |
| 24.00                                    |                   |                            |         |                   |   |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 25.00                                    |                   |                            |         |                   |   |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| General Maintenance Workers.....         | 566               | \$12.77                    | \$12.50 | \$10.81 - \$14.57 | 5   | 4    | 3     | 9     | 4     | 10    | 5     | 6     | 7     | 5     | 10    | 5     | 9     | 8     | 3     | 3     | 2     | 1     | -     | -     | -     | -     | -     |
| Private industry.....                    | 507               | 12.55                      | 12.50   | 10.72 - 14.50     | 5   | 5    | 3     | 10    | 5     | 10    | 4     | 7     | 7     | 4     | 11    | 4     | 10    | 8     | 4     | 2     | 1     | -     | -     | -     | -     | -     | -     |
| Goods-producing industries....           | 197               | 12.37                      | 11.45   | 10.50 - 13.77     | -   | 4    | -     | 20    | 4     | 25    | 2     | 4     | 1     | 3     | 17    | 2     | 4     | 3     | 6     | 5     | 2     | -     | -     | -     | -     | -     | -     |
| Manufacturing.....                       | 197               | 12.37                      | 11.45   | 10.50 - 13.77     | -   | 4    | -     | 20    | 4     | 25    | 2     | 4     | 1     | 3     | 17    | 2     | 4     | 3     | 6     | 5     | 2     | -     | -     | -     | -     | -     |       |
| Service-producing industries...          | 310               | 12.67                      | 12.80   | 10.81 - 14.90     | 8   | 5    | 5     | 3     | 5     | 1     | 6     | 8     | 12    | 5     | 8     | 6     | 14    | 11    | 2     | 1     | 1     | -     | -     | -     | -     | -     |       |
| State and local government.....          | 59                | 14.64                      | 14.48   | 11.83 - 18.22     | 5   | -    | 3     | 3     | 3     | 5     | 7     | 2     | 5     | 8     | 2     | 15    | -     | 8     | -     | 7     | 15    | 10    | -     | -     | -     | -     |       |
| Maintenance Electricians.....            | 206               | 18.30                      | 18.07   | 15.70 - 19.99     | -   | -    | -     | -     | -     | -     | (2)   | -     | 5     | 2     | 1     | 12    | 14    | 4     | 10    | 13    | 15    | 1     | 2     | -     | 20    | -     |       |
| Private industry.....                    | 145               | 18.86                      | 18.73   | 15.85 - 23.50     | -   | -    | -     | -     | -     | -     | -     | -     | 7     | -     | -     | 12    | 8     | 2     | 14    | 17    | 10    | 1     | -     | -     | 29    | -     |       |
| Goods-producing industries....           | 113               | 19.04                      | 18.99   | 15.70 - 23.50     | -   | -    | -     | -     | -     | -     | -     | -     | 9     | -     | -     | 15    | 10    | 2     | 2     | 15    | 12    | -     | -     | -     | 35    | -     |       |
| Manufacturing.....                       | 113               | 19.04                      | 18.99   | 15.70 - 23.50     | -   | -    | -     | -     | -     | -     | -     | -     | 9     | -     | -     | 15    | 10    | 2     | 2     | 15    | 12    | -     | -     | -     | 35    | -     |       |
| State and local government.....          | 61                | 16.98                      | 15.73   | 15.27 - 19.99     | -   | -    | -     | -     | -     | -     | 2     | -     | -     | 8     | 3     | 11    | 30    | 10    | 2     | 2     | 25    | -     | 8     | -     | -     | -     |       |
| Maintenance Machinists.....              | 133               | 15.60                      | 15.05   | 15.00 - 16.00     | -   | -    | -     | -     | -     | -     | -     | -     | 2     | 2     | 9     | 5     | 53    | 23    | -     | 1     | 5     | 2     | -     | -     | -     | -     |       |
| Private industry.....                    | 133               | 15.60                      | 15.05   | 15.00 - 16.00     | -   | -    | -     | -     | -     | -     | -     | -     | 2     | 2     | 9     | 5     | 53    | 23    | -     | 1     | 5     | 2     | -     | -     | -     | -     |       |
| Goods-producing industries....           | 129               | 15.48                      | 15.05   | 15.00 - 16.00     | -   | -    | -     | -     | -     | -     | -     | -     | 2     | 2     | 9     | 5     | 55    | 24    | -     | 1     | 2     | 2     | -     | -     | -     | -     |       |
| Manufacturing.....                       | 129               | 15.48                      | 15.05   | 15.00 - 16.00     | -   | -    | -     | -     | -     | -     | -     | -     | 2     | 2     | 9     | 5     | 55    | 24    | -     | 1     | 2     | 2     | -     | -     | -     | -     |       |
| Maintenance Mechanics, Machinery....     | 753               | 17.19                      | 17.00   | 15.50 - 18.73     | -   | -    | -     | -     | -     | -     | 3     | 3     | 2     | 3     | 7     | 3     | 17    | 11    | 10    | 21    | 9     | 1     | -     | 1     | 9     | -     |       |
| Private industry.....                    | 753               | 17.19                      | 17.00   | 15.50 - 18.73     | -   | -    | -     | -     | -     | -     | 3     | 3     | 2     | 3     | 7     | 3     | 17    | 11    | 10    | 21    | 9     | 1     | -     | 1     | 9     | -     |       |
| Goods-producing industries....           | 679               | 17.38                      | 17.54   | 15.57 - 18.73     | -   | -    | -     | -     | -     | -     | 3     | 3     | 2     | 3     | 6     | 3     | 17    | 9     | 9     | 23    | 10    | 1     | -     | 1     | 10    | -     |       |
| Manufacturing.....                       | 679               | 17.38                      | 17.54   | 15.57 - 18.73     | -   | -    | -     | -     | -     | -     | 3     | 3     | 2     | 3     | 6     | 3     | 17    | 9     | 9     | 23    | 10    | 1     | -     | 1     | 10    | -     |       |
| Maintenance Mechanics, Motor Vehicle (2) | 743               | 16.33                      | 15.71   | 14.58 - 17.85     | -   | (2)  | (2)   | (2)   | 1     | 1     | -     | (2)   | (2)   | 4     | 11    | 1     | 14    | 25    | 12    | 10    | 7     | 3     | 3     | 3     | 4     | 1     |       |
| Private industry.....                    | 561               | 16.01                      | 15.50   | 14.58 - 16.56     | -   | -    | -     | -     | -     | -     | (2)   | -     | 6     | 13    | 1     | 18    | 29    | 10    | 7     | 3     | 4     | (2)   | 2     | 5     | (2)   |       |       |
| Goods-producing industries....           | 63                | 15.57                      | -       | - - -             | -   | -    | -     | -     | -     | -     | 2     | -     | 22    | 5     | 3     | -     | 32    | 19    | 10    | 5     | -     | -     | -     | -     | 3     |       |       |
| Manufacturing.....                       | 57                | 15.41                      | -       | - - -             | -   | -    | -     | -     | -     | -     | -     | -     | 25    | 5     | -     | -     | 35    | 19    | 11    | 5     | -     | -     | -     | -     | -     |       |       |
| Service-producing industries..           | 498               | 16.07                      | 15.50   | 14.58 - 16.60     | -   | -    | -     | -     | -     | -     | -     | -     | 4     | 14    | 1     | 20    | 29    | 9     | 7     | 2     | 5     | (2)   | 2     | 6     | -     |       |       |
| State and local government.....          | 182               | 17.31                      | 17.22   | 16.01 - 18.87     | -   | 1    | 1     | 2     | 2     | 2     | -     | 1     | 1     | 1     | 3     | 1     | -     | 10    | 16    | 20    | 19    | -     | 10    | 8     | -     | 3     |       |
| Maintenance Pipefitters.....             | 50                | 20.35                      | -       | - - -             | -   | -    | -     | -     | 2     | -     | -     | -     | -     | -     | 4     | -     | -     | -     | 8     | 16    | 30    | -     | -     | -     | 40    | -     |       |
| Tool and Die Makers.....                 | 219               | 17.73                      | 18.00   | 16.98 - 19.38     | -   | -    | -     | -     | -     | -     | -     | -     | -     | 7     | 10    | -     | 1     | 14    | 11    | 25    | 21    | 10    | 2     | -     | -     | -     |       |
| Private industry.....                    | 219               | 17.73                      | 18.00   | 16.98 - 19.38     | -   | -    | -     | -     | -     | -     | -     | -     | -     | 7     | 10    | -     | 1     | 14    | 11    | 25    | 21    | 10    | 2     | -     | -     | -     |       |
| Goods-producing industries....           | 219               | 17.73                      | 18.00   | 16.98 - 19.38     | -   | -    | -     | -     | -     | -     | -     | -     | -     | 7     | 10    | -     | 1     | 14    | 11    | 25    | 21    | 10    | 2     | -     | -     | -     |       |
| Manufacturing.....                       | 219               | 17.73                      | 18.00   | 16.98 - 19.38     | -   | -    | -     | -     | -     | -     | -     | -     | -     | 7     | 10    | -     | 1     | 14    | 11    | 25    | 21    | 10    | 2     | -     | -     | -     |       |

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

2 Less than 0.5 percent.



Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Bergen-Passaic, NJ, April 1995

| Occupation and level            | Number of workers | Hourly pay (in dollars)(1) |         |                   | Percent of workers receiving straight-time hourly pay (in dollars) of 0 |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------------------------|-------------------|----------------------------|---------|-------------------|---|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|                                 |                   | Mean                       | Median  | Middle range      | 4.50  | 5.00 | 5.50 | 6.00 | 6.50 | 7.00 | 7.50 | 8.00 | 9.00  | 10.00 | 11.00 | 12.00 | 13.00 | 14.00 | 15.00 | 16.00 | 17.00 | 18.00 | 19.00 | 20.00 | 21.00 | 22.00 | 23.00 |
|                                 |                   |                            |         |                   | and under   | 5.50 | 6.00 | 6.50 | 7.00 | 7.50 | 8.00 | 9.00 | 10.00 | 11.00 | 12.00 | 13.00 | 14.00 | 15.00 | 16.00 | 17.00 | 18.00 | 19.00 | 20.00 | 21.00 | 22.00 | 23.00 |       |
| 23.00                           |                   |                            |         |                   |   |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 24.00                           |                   |                            |         |                   | 5.00  |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Forklift Operators.....         | 446               | \$12.38                    | \$12.77 | \$10.82 - \$13.25 | -   | -    | -    | -    | -    | -    | -    | 10   | -     | 20    | 11    | 14    | 21    | 10    | 11    | -     | 2     | -     | -     | -     | -     | -     | -     |
| Private industry.....           | 446               | 12.38                      | 12.77   | 10.82 - 13.25     | -   | -    | -    | -    | -    | -    | -    | 10   | -     | 20    | 11    | 14    | 21    | 10    | 11    | -     | 2     | -     | -     | -     | -     | -     | -     |
| Goods-producing industries....  | 282               | 12.23                      | 11.55   | 10.43 - 14.90     | -   | -    | -    | -    | -    | -    | -    | 12   | -     | 29    | 14    | 12    | -     | 15    | 18    | -     | -     | -     | -     | -     | -     | -     | -     |
| Manufacturing.....              | 282               | 12.23                      | 11.55   | 10.43 - 14.90     | -   | -    | -    | -    | -    | -    | -    | 12   | -     | 29    | 14    | 12    | -     | 15    | 18    | -     | -     | -     | -     | -     | -     | -     | -     |
| Service-producing industries..  | 164               | 12.64                      | 13.25   | 12.05 - 13.25     | -   | -    | -    | -    | -    | -    | -    | 8    | -     | 5     | 5     | 17    | 58    | -     | -     | -     | 6     | -     | -     | -     | -     | -     | -     |
| Guards                          |                   |                            |         |                   |   |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Level I.....                    | 992               | 8.29                       | 7.75    | 6.25 - 9.69       | -   | 1    | 4    | 24   | 13   | 7    | 3    | 8    | 17    | 15    | 3     | 3     | 1     | (2)   | 1     | 1     | -     | -     | -     | -     | -     | -     | -     |
| Private industry.....           | 679               | 7.40                       | 6.50    | 6.00 - 8.16       | -   | 2    | 5    | 35   | 18   | 9    | 4    | 10   | 4     | 6     | 1     | 4     | 2     | (2)   | -     | 1     | -     | -     | -     | -     | -     | -     | -     |
| Service-producing industries..  | 660               | 7.28                       | 6.50    | 6.00 - 7.91       | -   | 2    | 5    | 37   | 19   | 9    | 4    | 10   | 4     | 6     | 1     | 1     | 2     | (2)   | -     | 1     | -     | -     | -     | -     | -     | -     | -     |
| State and local government..... | 313               | 10.20                      | 9.65    | 9.65 - 10.55      | -   | -    | -    | -    | (2)  | 2    | 1    | 4    | 45    | 34    | 6     | 3     | -     | (2)   | 4     | -     | -     | -     | -     | -     | -     | -     | -     |
| Level II.....                   | 156               | 12.26                      | 11.02   | 10.20 - 14.29     | -   | -    | -    | -    | -    | -    | -    | -    | 24    | 18    | 28    | 2     | 2     | 6     | 7     | 4     | 3     | 3     | -     | 3     | -     | 1     | -     |
| Private industry.....           | 142               | 11.65                      | 11.02   | 9.80 - 11.73      | -   | -    | -    | -    | -    | -    | -    | -    | 27    | 20    | 31    | 2     | 2     | 6     | 6     | 1     | 1     | 3     | -     | -     | -     | -     | -     |
| Service-producing industries..  | 117               | 10.82                      | 10.87   | 9.80 - 11.23      | -   | -    | -    | -    | -    | -    | -    | -    | 32    | 23    | 38    | 3     | 1     | 3     | 1     | -     | -     | -     | -     | -     | -     | -     | -     |
| Janitors.....                   | 7,627             | 7.61                       | 6.25    | 5.25 - 8.73       | (2)   | 28   | 8    | 15   | 10   | 6    | 3    | 5    | 6     | 3     | 2     | 2     | 6     | (2)   | 1     | 1     | 1     | 1     | (2)   | -     | -     | -     | -     |
| Private industry.....           | 6,384             | 6.66                       | 6.00    | 5.25 - 7.00       | (2)   | 34   | 10   | 18   | 11   | 7    | 3    | 4    | 4     | 2     | 2     | 1     | 2     | (2)   | 1     | (2)   | -     | -     | -     | -     | -     | -     | -     |
| Goods-producing industries....  | 406               | 10.12                      | 10.07   | 7.45 - 13.81      | -   | 6    | 1    | 7    | 1    | 11   | 1    | 13   | 4     | 22    | 4     | (2)   | 21    | -     | 8     | -     | -     | -     | -     | -     | -     | -     | -     |
| Manufacturing.....              | 406               | 10.12                      | 10.07   | 7.45 - 13.81      | -   | 6    | 1    | 7    | 1    | 11   | 1    | 13   | 4     | 22    | 4     | (2)   | 21    | -     | 8     | -     | -     | -     | -     | -     | -     | -     | -     |
| Service-producing industries..  | 5,978             | 6.42                       | 6.00    | 5.14 - 6.63       | (2)   | 35   | 11   | 19   | 12   | 6    | 3    | 4    | 4     | 1     | 1     | 1     | 1     | (2)   | (2)   | (2)   | -     | -     | -     | -     | -     | -     | -     |
| Transportation and utilities    | 105               | 8.41                       | 8.50    | 6.50 - 9.02       | -   | -    | 1    | 1    | 34   | -    | -    | 17   | 38    | -     | -     | -     | 7     | -     | -     | 2     | -     | -     | -     | -     | -     | -     | -     |
| State and local government..... | 1,243             | 12.52                      | 12.26   | 9.40 - 13.88      | -   | -    | -    | -    | 1    | (2)  | 1    | 12   | 19    | 7     | 7     | 6     | 25    | 1     | 3     | 5     | 8     | 6     | (2)   | -     | -     | -     | -     |
| Material Handling Laborers:     |                   |                            |         |                   |   |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Private industry:               |                   |                            |         |                   |   |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Goods-producing industries....  | 73                | 8.33                       | -       | - - - -           | -   | 16   | 16   | -    | -    | -    | 7    | 23   | 5     | 22    | -     | 7     | -     | -     | 3     | -     | -     | -     | -     | -     | -     | -     | -     |
| Manufacturing.....              | 73                | 8.33                       | -       | - - - -           | -   | 16   | 16   | -    | -    | -    | 7    | 23   | 5     | 22    | -     | 7     | -     | -     | 3     | -     | -     | -     | -     | -     | -     | -     | -     |
| Service-producing industries..  | 444               | 9.54                       | 7.85    | 6.45 - 12.68      | -   | 3    | 1    | 23   | 11   | 11   | 1    | 5    | 1     | 11    | 6     | 4     | -     | 18    | -     | -     | 4     | -     | -     | -     | -     | -     | -     |
| Order Fillers:                  |                   |                            |         |                   |   |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Private industry:               |                   |                            |         |                   |   |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Goods-producing industries....  | 163               | 10.11                      | 8.40    | 6.50 - 15.69      | -   | -    | -    | 20   | 12   | 13   | 3    | 9    | 6     | 2     | 2     | 1     | -     | -     | 31    | -     | -     | -     | -     | -     | -     | -     | -     |
| Manufacturing.....              | 163               | 10.11                      | 8.40    | 6.50 - 15.69      | -   | -    | -    | 20   | 12   | 13   | 3    | 9    | 6     | 2     | 2     | 1     | -     | -     | 31    | -     | -     | -     | -     | -     | -     | -     | -     |
| Service-producing industries..  | 235               | 9.59                       | 8.00    | 6.71 - 14.72      | -   | -    | -    | 19   | 11   | 8    | 1    | 23   | 8     | (2)   | -     | -     | -     | 30    | -     | -     | -     | -     | -     | -     | -     | -     | -     |
| Shipping/Receiving Clerks.....  | 598               | 12.29                      | 11.90   | 9.71 - 14.85      | -   | -    | -    | 1    | 2    | 1    | 2    | 10   | 16    | 9     | 8     | 15    | 6     | 5     | 7     | 6     | 1     | 11    | -     | -     | -     | -     | -     |
| Private industry.....           | 598               | 12.29                      | 11.90   | 9.71 - 14.85      | -   | -    | -    | 1    | 2    | 1    | 2    | 10   | 16    | 9     | 8     | 15    | 6     | 5     | 7     | 6     | 1     | 11    | -     | -     | -     | -     | -     |
| Goods-producing industries....  | 309               | 11.09                      | 10.70   | 9.56 - 12.34      | -   | -    | -    | 2    | -    | 3    | 4    | 14   | 25    | 7     | 10    | 18    | 2     | 3     | 6     | (2)   | -     | 5     | -     | -     | -     | -     | -     |
| Manufacturing.....              | 309               | 11.09                      | 10.70   | 9.56 - 12.34      | -   | -    | -    | 2    | -    | 3    | 4    | 14   | 25    | 7     | 10    | 18    | 2     | 3     | 6     | (2)   | -     | 5     | -     | -     | -     | -     | -     |
| Service-producing industries..  | 289               | 13.57                      | 13.89   | 10.60 - 16.44     | -   | -    | -    | -    | 4    | -    | 1    | 6    | 6     | 11    | 7     | 11    | 10    | 6     | 8     | 12    | 1     | 17    | -     | -     | -     | -     | -     |
| Truckdrivers                    |                   |                            |         |                   |   |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Light Truck.....                | 173               | \$10.97                    | \$10.50 | \$10.00 - \$13.15 | -   | -    | -    | -    | -    | -    | -    | 13   | 9     | 44    | 6     | -     | 23    | 2     | 3     | 1     | -     | -     | -     | -     | -     | -     | -     |
| Private industry.....           | 173               | 10.97                      | 10.50   | 10.00 - 13.15     | -   | -    | -    | -    | -    | -    | -    | 13   | 9     | 44    | 6     | -     | 23    | 2     | 3     | 1     | -     | -     | -     | -     | -     | -     | -     |
| Medium Truck.....               | 2,509             | 14.99                      | 15.28   | 12.96 - 16.65     | -   | -    | -    | -    | -    | -    | -    | -    | (2)   | (2)   | 2     | 23    | 10    | 7     | 21    | 23    | -     | 6     | 6     | 1     | -     | -     | -     |
| Private industry.....           | 2,509             | 14.99                      | 15.28   | 12.96 - 16.65     | -   | -    | -    | -    | -    | -    | -    | -    | (2)   | (2)   | 2     | 23    | 10    | 7     | 21    | 23    | -     | 6     | 6     | 1     | -     | -     | -     |
| Goods-producing industries....  | 152               | 14.76                      | 14.63   | 12.00 - 15.63     | -   | -    | -    | -    | -    | -    | -    | -    | -     | 1     | 18    | 11    | 13    | 9     | 32    | -     | -     | -     | -     | 17    | -     | -     | -     |
| Manufacturing.....              | 122               | 15.08                      | 14.63   | 12.65 - 15.63     | -   | -    | -    | -    | -    | -    | -    | -    | -     | 2     | 11    | 13    | 16    | 11    | 25    | -     | -     | -     | -     | 21    | -     | -     | -     |
| Service-producing industries..  | 2,357             | 15.01                      | 15.28   | 12.96 - 16.65     | -   | -    | -    | -    | -    | -    | -    | -    | (2)   | (2)   | 1     | 24    | 10    | 6     | 21    | 25    | -     | 6     | 6     | -     | -     | -     | -     |
| Transportation and utilities    | 2,267             | 15.12                      | 15.28   | 13.14 - 16.65     | -   | -    | -    | -    | -    | -    | -    | -    | -     | -     | -     | 23    | 10    | 7     | 22    | 26    | -     | 6     | 6     | -     | -     | -     | -     |
| Heavy Truck.....                | 687               | 15.15                      | 15.50   | 13.65 - 15.50     | -   | -    | -    | -    | -    | -    | 1    | 2    | -     | 2     | 14    | 2     | 5     | -     | 55    | -     | 7     | -     | 5     | -     | 6     | -     | -     |

|    |                                |     |       |       |       |   |       |   |   |   |   |   |   |    |    |   |    |    |    |    |    |    |     |    |    |   |   |   |
|----|--------------------------------|-----|-------|-------|-------|---|-------|---|---|---|---|---|---|----|----|---|----|----|----|----|----|----|-----|----|----|---|---|---|
| 1  | Private industry.....          | 658 | 15.40 | 15.50 | 15.25 | - | 15.50 | - | - | - | - | - | - | -  | -  | 2 | 15 | 1  | 5  | -  | 57 | -  | 7   | -  | 5  | - | 6 | - |
| 11 | Goods-producing industries.... | 82  | 17.26 | 19.05 | 13.02 | - | 19.05 | - | - | - | - | - | - | -  | -  | 1 | 9  | -  | 21 | -  | -  | -  | 17  | -  | 41 | - | - | - |
|    | Tractor Trailer.....           | 574 | 14.58 | 13.60 | 13.07 | - | 16.65 | - | - | - | - | - | - | -  | -  | 1 | 4  | 10 | 41 | 10 | 8  | 13 | 10  | -  | 5  | - | - | - |
|    | Private industry.....          | 574 | 14.58 | 13.60 | 13.07 | - | 16.65 | - | - | - | - | - | - | -  | -  | 1 | 4  | 10 | 41 | 10 | 8  | 13 | 10  | -  | 5  | - | - | - |
|    | Goods-producing industries.... | 89  | 13.94 | 13.01 | 13.01 | - | 15.25 | - | - | - | - | - | - | -  | -  | 7 | -  | 46 | 10 | 34 | 3  | -  | -   | -  | -  | - | - | - |
|    | Manufacturing.....             | 89  | 13.94 | 13.01 | 13.01 | - | 15.25 | - | - | - | - | - | - | -  | -  | 7 | -  | 46 | 10 | 34 | 3  | -  | -   | -  | -  | - | - | - |
|    | Service-producing industries.. | 485 | 14.70 | 13.62 | 13.30 | - | 16.65 | - | - | - | - | - | - | -  | 1  | 3 | 12 | 40 | 9  | 3  | 15 | 12 | -   | 6  | -  | - | - | - |
|    | Transportation and utilities   | 349 | 15.12 | 14.36 | 13.16 | - | 16.65 | - | - | - | - | - | - | -  | 1  | 4 | 16 | 20 | 10 | 4  | 21 | 17 | -   | 7  | -  | - | - | - |
|    | Warehouse Specialists:         |     |       |       |       |   |       |   |   |   |   |   |   |    |    |   |    |    |    |    |    |    |     |    |    |   |   |   |
|    | Private industry:              |     |       |       |       |   |       |   |   |   |   |   |   |    |    |   |    |    |    |    |    |    |     |    |    |   |   |   |
|    | Goods-producing industries.... | 328 | 13.25 | 14.76 | 11.88 | - | 14.76 | - | - | - | - | 5 | - | 4  | 9  | 6 | 3  | 2  | 5  | 59 | 8  | -  | (2) | -  | -  | - | - | - |
|    | Manufacturing.....             | 313 | 13.25 | 14.76 | 11.65 | - | 14.76 | - | - | - | - | 5 | - | 4  | 10 | 6 | 3  | 2  | 1  | 62 | 8  | -  | -   | -  | -  | - | - | - |
|    | Service-producing industries.. | 719 | 13.70 | 13.54 | 9.23  | - | 18.69 | - | - | - | - | - | 5 | 10 | 15 | 4 | 6  | 6  | 7  | 3  | 6  | 1  | 2   | 32 | 1  | - | - | - |
|    | Transportation and utilities   | 27  | 16.30 | -     | -     | - | -     | - | - | - | - | - | - | 4  | 11 | - | -  | 4  | 4  | -  | -  | -  | 48  | -  | 30 | - | - | - |

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

2 Less than 0.5 percent.

Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Bergen-Passaic, NJ, April 1995

| Occupation and level              | Number of workers | Average weekly hours(-1) (standard) | Weekly pay (in dollars)(2) |        |               | Percent of workers receiving straight-time weekly pay (in dollars) of\$ |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |           |           |           |           |               |   |   |   |
|-----------------------------------|-------------------|-------------------------------------|----------------------------|--------|---------------|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------------|---|---|---|
|                                   |                   |                                     | Mean                       | Median | Middle range  | 450 and under 500   | 500-550 | 550-600 | 600-650 | 650-700 | 700-750 | 750-800 | 800-850 | 850-900 | 900-950 | 950-1000 | 1000-1050 | 1050-1100 | 1100-1150 | 1150-1200 | 1200-1250 | 1250-1300 | 1300-1350 | 1350-1400 | 1400-1500 | 1500 and over |   |   |   |
| <b>PROFESSIONAL OCCUPATIONS</b>   |                   |                                     |                            |        |               |   |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |           |           |           |           |               |   |   |   |
| <b>Accountants</b>                |                   |                                     |                            |        |               |   |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |           |           |           |           |               |   |   |   |
| Level II.....                     | 133               | 38.4                                | \$635                      | \$632  | \$594 - \$673 | 1   | 10      | 22      | 29      | 27      | 5       | 5       | 2       | 2       | -       | -        | -         | -         | -         | -         | -         | -         | -         | -         | -         | -             | - | - |   |
| Private industry.....             | 116               | 38.7                                | 636                        | 632    | 594 - 679     | -   | 9       | 24      | 27      | 28      | 3       | 5       | 2       | 2       | -       | -        | -         | -         | -         | -         | -         | -         | -         | -         | -         | -             | - | - |   |
| Service-producing industries..    | 86                | 38.4                                | 643                        | 628    | 596 - 681     | -   | 2       | 29      | 28      | 27      | 5       | 5       | 2       | 2       | -       | -        | -         | -         | -         | -         | -         | -         | -         | -         | -         | -             | - | - |   |
| Level III.....                    | 109               | 38.4                                | 800                        | 763    | 712 - 846     | -   | -       | 6       | 6       | 12      | 15      | 21      | 19      | 8       | 1       | 5        | -         | 3         | -         | 2         | -         | 2         | -         | 2         | -         | 2             | - | - |   |
| Private industry.....             | 95                | 38.8                                | 801                        | 763    | 694 - 846     | -   | -       | 6       | 6       | 13      | 14      | 20      | 19      | 8       | -       | 4        | -         | 3         | -         | 2         | -         | 2         | -         | 2         | -         | 2             | - | - |   |
| Service-producing industries..    | 64                | 38.4                                | 848                        | -      | -             | -   | -       | -       | -       | 11      | 13      | 27      | 20      | 9       | -       | 6        | -         | 5         | -         | 3         | -         | 3         | -         | 3         | -         | 3             | - | - |   |
| Level IV.....                     | 94                | 38.4                                | 1,039                      | 1,007  | 936 - 1,116   | -   | -       | -       | -       | -       | -       | -       | 10      | 12      | 10      | 15       | 17        | 11        | 3         | 10        | 1         | 5         | 2         | 3         | -         | 2             | - | - |   |
| Private industry.....             | 89                | 38.6                                | 1,046                      | 1,010  | 938 - 1,144   | -   | -       | -       | -       | -       | -       | -       | 9       | 10      | 10      | 13       | 18        | 11        | 3         | 10        | 1         | 6         | 2         | 3         | -         | 2             | - | - |   |
| <b>Engineers</b>                  |                   |                                     |                            |        |               |   |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |           |           |           |           |               |   |   |   |
| Level II.....                     | 56                | 38.8                                | 741                        | -      | -             | -   | -       | -       | -       | 16      | 29      | 13      | 13      | 18      | 7       | 5        | -         | -         | -         | -         | -         | -         | -         | -         | -         | -             | - | - | - |
| Private industry.....             | 55                | 38.9                                | 740                        | -      | -             | -   | -       | -       | -       | 16      | 29      | 13      | 11      | 18      | 7       | 5        | -         | -         | -         | -         | -         | -         | -         | -         | -         | -             | - | - | - |
| Level IV.....                     | 191               | 38.8                                | 1,180                      | 1,173  | 1,075 - 1,288 | -   | -       | -       | -       | 1       | -       | 1       | -       | 1       | 3       | 4        | 12        | 12        | 14        | 14        | 12        | 4         | 11        | 5         | 6         | 3             | - | - |   |
| <b>Registered Nurses</b>          |                   |                                     |                            |        |               |   |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |           |           |           |           |               |   |   |   |
| Level II.....                     | 3,392             | 40.0                                | 944                        | 935    | 844 - 1,022   | -   | -       | (3)     | (3)     | (3)     | 2       | 10      | 14      | 13      | 17      | 10       | 16        | 7         | 2         | 2         | 2         | 2         | 1         | 1         | 1         | -             | - | - |   |
| Private industry.....             | 3,126             | 40.0                                | 942                        | 934    | 844 - 1,015   | -   | -       | (3)     | (3)     | (3)     | 2       | 10      | 15      | 14      | 18      | 11       | 14        | 5         | 2         | 2         | 2         | 2         | 1         | 1         | 1         | -             | - | - |   |
| Service-producing industries..    | 3,125             | 40.0                                | 942                        | 934    | 844 - 1,015   | -   | -       | (3)     | (3)     | (3)     | 2       | 10      | 15      | 14      | 18      | 11       | 14        | 5         | 2         | 2         | 2         | 2         | 1         | 1         | 1         | -             | - | - |   |
| <b>ADMINISTRATIVE OCCUPATIONS</b> |                   |                                     |                            |        |               |   |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |           |           |           |           |               |   |   |   |
| <b>Computer Programmers</b>       |                   |                                     |                            |        |               |   |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |           |           |           |           |               |   |   |   |
| Level II.....                     | 79                | 39.2                                | 660                        | -      | -             | -   | -       | 5       | 18      | 24      | 27      | 16      | 6       | -       | 4       | -        | -         | -         | -         | -         | -         | -         | -         | -         | -         | -             | - | - | - |
| Private industry.....             | 76                | 39.4                                | 665                        | -      | -             | -   | -       | 3       | 17      | 25      | 28      | 17      | 7       | -       | 4       | -        | -         | -         | -         | -         | -         | -         | -         | -         | -         | -             | - | - | - |
| Level III.....                    | 83                | 38.0                                | 792                        | 750    | 687 - 885     | -   | -       | -       | 10      | 16      | 23      | 7       | 8       | 14      | 10      | 4        | 5         | 4         | -         | -         | -         | -         | -         | -         | -         | -             | - | - |   |
| Private industry.....             | 72                | 38.6                                | 793                        | -      | -             | -   | -       | -       | 11      | 17      | 21      | 7       | 6       | 17      | 8       | 4        | 6         | 4         | -         | -         | -         | -         | -         | -         | -         | -             | - | - |   |
| <b>Personnel Specialists</b>      |                   |                                     |                            |        |               |   |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |           |           |           |           |               |   |   |   |
| Level II.....                     | 76                | 39.5                                | 667                        | -      | -             | -   | 1       | 8       | 30      | 20      | 9       | 8       | 7       | 7       | 7       | -        | 4         | -         | -         | -         | -         | -         | -         | -         | -         | -             | - | - | - |
| Private industry.....             | 73                | 39.7                                | 666                        | -      | -             | -   | 1       | 8       | 30      | 21      | 10      | 7       | 5       | 7       | 7       | -        | 4         | -         | -         | -         | -         | -         | -         | -         | -         | -             | - | - | - |
| Level III.....                    | 62                | 39.0                                | 872                        | -      | -             | -   | -       | -       | 16      | 6       | 6       | 13      | 10      | 5       | 8       | 10       | 11        | 3         | 3         | 2         | 3         | -         | 3         | -         | -         | -             | - | - |   |
| Private industry.....             | 57                | 39.3                                | 874                        | -      | -             | -   | -       | -       | 18      | 5       | 7       | 12      | 11      | 4       | 7       | 9        | 12        | 4         | 4         | 2         | 4         | -         | 4         | -         | 4         | -             | - | - |   |
| Level IV.....                     | 59                | 38.1                                | 1,044                      | -      | -             | -   | -       | -       | -       | -       | -       | 2       | -       | 3       | 20      | 12       | 22        | 10        | 10        | 10        | 3         | 2         | 3         | 2         | -         | -             | - | - |   |
| Private industry.....             | 54                | 38.3                                | 1,038                      | -      | -             | -   | -       | -       | -       | -       | -       | 2       | -       | 2       | 22      | 13       | 22        | 11        | 11        | 7         | 4         | -         | 4         | 2         | -         | -             | - | - |   |

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

3

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

3 Less than 0.5 percent.

Table A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, Bergen-Passaic, NJ, April 1995

| Occupation and level            | Number of workers | Average weekly hours(-1) (standard) | Weekly pay (in dollars)(2) |        |              | Percent of workers receiving straight-time weekly pay (in dollars) of 0 |       |     |     |     |     |     |     |     |     |     |     |     |     |     |     |      |      |      |      |      |   |   |   |
|---------------------------------|-------------------|-------------------------------------|----------------------------|--------|--------------|---|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|---|---|---|
|                                 |                   |                                     | Mean                       | Median | Middle range | 250   | 275   | 300 | 325 | 350 | 375 | 400 | 450 | 500 | 550 | 600 | 650 | 700 | 750 | 800 | 850 | 900  | 1000 | 1100 | 1200 | 1300 |   |   |   |
|                                 |                   |                                     |                            |        |              | and under 275   | 300   | 325 | 350 | 375 | 400 | 450 | 500 | 550 | 600 | 650 | 700 | 750 | 800 | 850 | 900 | 1000 | 1100 | 1200 | 1300 | 1400 |   |   |   |
| TECHNICAL OCCUPATIONS           |                   |                                     |                            |        |              |   |       |     |     |     |     |     |     |     |     |     |     |     |     |     |     |      |      |      |      |      |   |   |   |
| Computer Operators              |                   |                                     |                            |        |              |   |       |     |     |     |     |     |     |     |     |     |     |     |     |     |     |      |      |      |      |      |   |   |   |
| Level II:                       |                   |                                     |                            |        |              |   |       |     |     |     |     |     |     |     |     |     |     |     |     |     |     |      |      |      |      |      |   |   |   |
| State and local government..... | 11                | 37.7                                | \$459                      | -      | -            | -   | -     | -   | -   | -   | -   | -   | 9   | 45  | 36  | -   | 9   | -   | -   | -   | -   | -    | -    | -    | -    | -    | - | - | - |
| Level III.....                  | 130               | 39.2                                | 642                        | \$633  | \$573        | -   | \$722 | -   | -   | -   | -   | -   | 1   | 8   | 8   | 14  | 24  | 12  | 23  | 6   | 2   | 1    | 2    | -    | -    | -    | - | - | - |
| Private industry.....           | 112               | 39.3                                | 637                        | 633    | 577          | -   | 720   | -   | -   | -   | -   | -   | 1   | 10  | 7   | 11  | 28  | 13  | 25  | 4   | 1   | 1    | -    | -    | -    | -    | - | - |   |
| Service-producing industries..  | 94                | 39.4                                | 647                        | 647    | 603          | -   | 722   | -   | -   | -   | -   | -   | 1   | 9   | 7   | 5   | 29  | 15  | 27  | 5   | 1   | 1    | -    | -    | -    | -    | - | - |   |
| Licensed Practical Nurses       |                   |                                     |                            |        |              |   |       |     |     |     |     |     |     |     |     |     |     |     |     |     |     |      |      |      |      |      |   |   |   |
| Level II.....                   | 393               | 39.7                                | 646                        | 631    | 565          | -   | 720   | -   | -   | -   | -   | -   | 3   | 14  | 24  | 16  | 12  | 15  | 12  | 2   | 2   | (3)  | -    | -    | -    | -    | - | - |   |
| Private industry.....           | 229               | 40.0                                | 672                        | 659    | 585          | -   | 774   | -   | -   | -   | -   | -   | 2   | 10  | 19  | 14  | 18  | 10  | 20  | 3   | 4   | (3)  | -    | -    | -    | -    | - | - |   |
| Service-producing industries..  | 229               | 40.0                                | 672                        | 659    | 585          | -   | 774   | -   | -   | -   | -   | -   | 2   | 10  | 19  | 14  | 18  | 10  | 20  | 3   | 4   | (3)  | -    | -    | -    | -    | - | - |   |
| State and local government..... | 164               | 39.3                                | 609                        | 593    | 560          | -   | 674   | -   | -   | -   | -   | -   | 3   | 20  | 32  | 19  | 4   | 22  | -   | -   | -   | -    | -    | -    | -    | -    | - | - |   |
| Nursing Assistants              |                   |                                     |                            |        |              |   |       |     |     |     |     |     |     |     |     |     |     |     |     |     |     |      |      |      |      |      |   |   |   |
| Level II.....                   | 1,292             | 40.0                                | 400                        | 389    | 362          | -   | 434   | 1   | 6   | 5   | 7   | 19  | 24  | 17  | 8   | 8   | 4   | (3) | -   | -   | -   | -    | -    | -    | -    | -    | - | - |   |
| Private industry.....           | 922               | 40.0                                | 395                        | 389    | 358          | -   | 433   | 2   | 9   | 5   | 9   | 20  | 18  | 18  | 7   | 9   | 3   | (3) | -   | -   | -   | -    | -    | -    | -    | -    | - | - |   |
| Service-producing industries..  | 922               | 40.0                                | 395                        | 389    | 358          | -   | 433   | 2   | 9   | 5   | 9   | 20  | 18  | 18  | 7   | 9   | 3   | (3) | -   | -   | -   | -    | -    | -    | -    | -    | - | - |   |
| Level III.....                  | 723               | 39.4                                | 455                        | 450    | 386          | -   | 546   | -   | -   | 8   | 8   | 8   | 8   | 18  | 20  | 23  | 2   | 5   | (3) | (3) | -   | -    | -    | -    | -    | -    | - | - |   |
| PROTECTIVE SERVICE OCCUPATIONS  |                   |                                     |                            |        |              |   |       |     |     |     |     |     |     |     |     |     |     |     |     |     |     |      |      |      |      |      |   |   |   |
| Corrections Officers.....       |                   |                                     |                            |        |              |   |       |     |     |     |     |     |     |     |     |     |     |     |     |     |     |      |      |      |      |      |   |   |   |
| State and local government..... | 475               | 37.3                                | 963                        | 1,027  | 846          | -   | 1,088 | -   | -   | -   | -   | -   | -   | 4   | -   | 1   | -   | 7   | 2   | 2   | 9   | 1    | -    | 71   | 2    | -    | - | - |   |
| State and local government..... | 475               | 37.3                                | 963                        | 1,027  | 846          | -   | 1,088 | -   | -   | -   | -   | -   | -   | 4   | -   | 1   | -   | 7   | 2   | 2   | 9   | 1    | -    | 71   | 2    | -    | - | - |   |
| Police Officers                 |                   |                                     |                            |        |              |   |       |     |     |     |     |     |     |     |     |     |     |     |     |     |     |      |      |      |      |      |   |   |   |
| Level I.....                    | 658               | 39.2                                | 1,023                      | 1,022  | 979          | -   | 1,090 | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | 3   | 3   | 3   | (3) | 7    | 21   | 39   | 13   | 10   | 1 |   |   |
| State and local government..... | 658               | 39.2                                | 1,023                      | 1,022  | 979          | -   | 1,090 | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | 3   | 3   | 3   | (3) | 7    | 21   | 39   | 13   | 10   | 1 |   |   |

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

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

3 Less than 0.5 percent.

Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Bergen-Passaic, NJ, April 1995

| Occupation and level            | Number of workers | Average weekly hours(-1) (standard) | Weekly pay (in dollars)(2) |        |               |               |     | Percent of workers receiving straight-time weekly pay (in dollars) of 0 |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |          |   |   |
|---------------------------------|-------------------|-------------------------------------|----------------------------|--------|---------------|---------------|-----|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----------|---|---|
|                                 |                   |                                     | Mean                       | Median | Middle range  | 275           | 300 | 325   | 350 | 375 | 400 | 425 | 450 | 475 | 500 | 525 | 550 | 575 | 600 | 625 | 650 | 675 | 700 | 750 | 800 | 850 | and over |   |   |
|                                 |                   |                                     |                            |        |               | and under 300 | 325 | 350   | 375 | 400 | 425 | 450 | 475 | 500 | 525 | 550 | 575 | 600 | 625 | 650 | 675 | 700 | 750 | 800 | 850 |     |          |   |   |
| <b>Clerks, Accounting</b>       |                   |                                     |                            |        |               |               |     |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |          |   |   |
| Level II.....                   | 147               | 37.9                                | \$450                      | \$439  | \$393 - \$507 | 1             | 1   | 5   | 7   | 12  | 14  | 17  | 5   | 10  | 7   | 11  | 5   | 3   | 1   | -   | -   | -   | -   | -   | -   | -   | -        | - | - |
| Private industry.....           | 135               | 38.1                                | 453                        | 442    | 395 - 510     | 1             | 1   | 6   | 7   | 10  | 14  | 15  | 5   | 10  | 8   | 12  | 6   | 3   | 1   | -   | -   | -   | -   | -   | -   | -   | -        | - | - |
| Service-producing industries..  | 125               | 38.2                                | 459                        | 443    | 407 - 519     | 1             | 2   | 6   | 3   | 9   | 15  | 15  | 5   | 11  | 9   | 13  | 6   | 3   | 2   | -   | -   | -   | -   | -   | -   | -   | -        | - |   |
| Level III.....                  | 203               | 37.8                                | 527                        | 507    | 442 - 613     | -             | (3) | -   | (3) | 4   | 14  | 12  | 10  | 7   | 5   | 9   | 7   | 4   | 4   | 7   | 2   | 9   | -   | 1   | -   | -   | 1        |   |   |
| Private industry.....           | 139               | 38.9                                | 534                        | 514    | 442 - 640     | -             | -   | -   | -   | 3   | 13  | 14  | 12  | 5   | 4   | 8   | 7   | 4   | 3   | 8   | 3   | 13  | -   | -   | -   | -   | 2        |   |   |
| Goods-producing industries....  | 59                | 39.2                                | 452                        | -      | - - -         | -             | -   | -   | -   | 5   | 25  | 25  | 25  | 2   | 2   | 10  | 3   | -   | -   | 2   | -   | -   | -   | -   | -   | -   | -        |   |   |
| Manufacturing.....              | 59                | 39.2                                | 452                        | -      | - - -         | -             | -   | -   | -   | 5   | 25  | 25  | 25  | 2   | 2   | 10  | 3   | -   | -   | 2   | -   | -   | -   | -   | -   | -   | -        |   |   |
| Service-producing industries..  | 80                | 38.6                                | 595                        | 595    | 514 - 688     | -             | -   | -   | -   | 1   | 4   | 6   | 2   | 7   | 6   | 6   | 10  | 7   | 5   | 13  | 5   | 22  | -   | -   | -   | 4   |          |   |   |
| State and local government..... | 64                | 35.4                                | 511                        | 507    | 419 - 563     | -             | 2   | -   | 2   | 6   | 17  | 6   | 5   | 11  | 8   | 13  | 8   | 3   | 8   | 6   | 2   | 2   | -   | 3   | -   | -   |          |   |   |
| Level IV.....                   | 53                | 37.3                                | 654                        | -      | - - -         | -             | -   | -   | -   | -   | -   | -   | -   | -   | 4   | 13  | 2   | 11  | -   | 34  | 9   | -   | 13  | 8   | -   | 6   |          |   |   |
| <b>Clerks, General</b>          |                   |                                     |                            |        |               |               |     |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |          |   |   |
| Level II.....                   | 105               | 36.6                                | 378                        | 366    | 334 - 424     | 9             | 13  | 12  | 24  | 3   | 14  | 13  | 8   | 3   | -   | -   | 1   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -        | - |   |
| <b>Key Entry Operators</b>      |                   |                                     |                            |        |               |               |     |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |          |   |   |
| Level I.....                    | 60                | 36.8                                | 422                        | -      | - - -         | 3             | 7   | 12  | 3   | 8   | 17  | 8   | 10  | 30  | 2   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -        |   |   |
| State and local government..... | 40                | 35.3                                | 448                        | 460    | 407 - 496     | -             | 5   | -   | 2   | 5   | 22  | 7   | 13  | 42  | 2   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -        |   |   |
| <b>Secretaries</b>              |                   |                                     |                            |        |               |               |     |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |          |   |   |
| Level II.....                   | 143               | 38.2                                | 559                        | 566    | 485 - 612     | -             | -   | -   | -   | -   | -   | 1   | 17  | 15  | 8   | 7   | 6   | 8   | 18  | 5   | 1   | 11  | 1   | -   | -   | -   | -        |   |   |
| Level III.....                  | 394               | 37.3                                | 604                        | 587    | 547 - 640     | -             | -   | -   | (3) | -   | -   | 1   | 1   | 4   | 10  | 11  | 16  | 12  | 10  | 12  | 3   | 8   | 3   | 2   | 5   | 1   |          |   |   |
| Private industry.....           | 314               | 37.8                                | 589                        | 574    | 536 - 625     | -             | -   | -   | -   | -   | -   | 1   | 1   | 4   | 12  | 14  | 18  | 13  | 11  | 10  | 3   | 4   | 3   | 2   | 3   | 1   |          |   |   |
| Goods-producing industries....  | 72                | 38.4                                | 594                        | -      | - - -         | -             | -   | -   | -   | -   | -   | -   | -   | 4   | -   | 15  | 24  | 15  | 17  | 14  | 1   | 7   | -   | 3   | -   | -   |          |   |   |
| Manufacturing.....              | 72                | 38.4                                | 594                        | -      | - - -         | -             | -   | -   | -   | -   | -   | -   | -   | 4   | -   | 15  | 24  | 15  | 17  | 14  | 1   | 7   | -   | 3   | -   | -   |          |   |   |
| State and local government..... | 80                | 35.4                                | 662                        | 632    | 615 - 698     | -             | -   | -   | 1   | -   | -   | 1   | -   | 4   | 2   | 1   | 6   | 5   | 9   | 22  | 4   | 22  | 4   | 2   | 13  | 2   |          |   |   |
| <b>Word Processors</b>          |                   |                                     |                            |        |               |               |     |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |          |   |   |
| Level II:                       |                   |                                     |                            |        |               |               |     |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |          |   |   |
| State and local government..... | 11                | 34.6                                | 524                        | -      | - - -         | -             | -   | -   | -   | -   | 18  | -   | 18  | -   | 9   | -   | 45  | -   | -   | 9   | -   | -   | -   | -   | -   | -   | -        |   |   |

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

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

3 Less than 0.5 percent.

Table A-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, Bergen-Passaic, NJ, April 1995

| Occupation and level                 | Number of workers | Hourly pay (in dollars)(1) |         |                   | Percent of workers receiving straight-time hourly pay (in dollars) of 2 |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|--------------------------------------|-------------------|----------------------------|---------|-------------------|---|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|                                      |                   | Mean                       | Median  | Middle range      | 8.50  | 9.00 | 9.50  | 10.00 | 10.50 | 11.00 | 11.50 | 12.00 | 12.50 | 13.00 | 13.50 | 14.00 | 14.50 | 15.00 | 15.50 | 16.00 | 17.00 | 18.00 | 19.00 | 20.00 | 21.00 | 22.00 |
|                                      |                   |                            |         |                   | and under   | 9.50 | 10.00 | 10.50 | 11.00 | 11.50 | 12.00 | 12.50 | 13.00 | 13.50 | 14.00 | 14.50 | 15.00 | 15.50 | 16.00 | 17.00 | 18.00 | 19.00 | 20.00 | 21.00 | 22.00 | 23.00 |
| 23.00                                |                   |                            |         |                   |   |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 24.00                                |                   |                            |         |                   |   |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| General Maintenance Workers.....     | 136               | \$14.30                    | \$14.09 | \$11.94 - \$16.50 | 2   | -    | 1     | 1     | 10    | 2     | 9     | 2     | 7     | 10    | 1     | 7     | -     | 6     | 5     | 14    | 11    | 10    | -     | -     | -     | -     |
| Private industry.....                | 89                | 14.47                      | 15.00   | 12.63 - 16.50     | -   | -    | -     | -     | 12    | -     | 9     | 2     | 8     | 9     | 1     | 8     | -     | 8     | 3     | 21    | 12    | 6     | -     | -     | -     | -     |
| Service-producing industries..       | 56                | 13.45                      | -       | - -               | -   | -    | -     | -     | 20    | -     | 14    | 4     | 13    | 9     | 2     | 13    | -     | 2     | 5     | 13    | 4     | 4     | -     | -     | -     | -     |
| State and local government.....      | 47                | 13.98                      | 13.48   | 11.42 - 17.59     | 6   | -    | 4     | 4     | 4     | 6     | 9     | 2     | 6     | 11    | 2     | 6     | -     | 2     | 9     | -     | 9     | 19    | -     | -     | -     | -     |
| Maintenance Electricians.....        | 109               | 17.63                      | 17.95   | 15.73 - 19.24     | -   | -    | -     | -     | -     | -     | -     | 1     | -     | -     | 5     | 2     | 6     | 2     | 17    | 8     | 10    | 18    | 23    | 1     | 5     | -     |
| 2 Private industry.....              | 54                | 18.15                      | -       | - -               | -   | -    | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 17    | 6     | 19    | 35    | 19    | 2     | -     | -     |
| 4 State and local government.....    | 55                | 17.12                      | 16.01   | 14.92 - 19.99     | -   | -    | -     | -     | -     | -     | -     | 2     | -     | -     | 9     | 4     | 13    | 4     | 18    | 11    | 2     | 2     | 27    | -     | 9     | -     |
| Maintenance Mechanics, Machinery.... | 263               | 17.91                      | 18.73   | 15.88 - 18.73     | -   | -    | -     | -     | -     | -     | -     | -     | -     | -     | -     | (2)   | (2)   | (2)   | 31    | 10    | (2)   | 33    | 18    | 1     | -     | 3     |
| 3 Private industry.....              | 263               | 17.91                      | 18.73   | 15.88 - 18.73     | -   | -    | -     | -     | -     | -     | -     | -     | -     | -     | -     | (2)   | (2)   | (2)   | 31    | 10    | (2)   | 33    | 18    | 1     | -     | 3     |
| 3 Goods-producing industries....     | 259               | 17.95                      | 18.73   | 15.88 - 19.38     | -   | -    | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 31    | 10    | -     | 33    | 19    | 1     | -     | 3     |
| 3 Manufacturing.....                 | 259               | 17.95                      | 18.73   | 15.88 - 19.38     | -   | -    | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 31    | 10    | -     | 33    | 19    | 1     | -     | 3     |
| Maintenance Mechanics, Motor Vehicle | 132               | 17.48                      | 17.85   | 15.68 - 21.92     | -   | 1    | 1     | 2     | 3     | 3     | -     | 2     | 1     | 1     | 6     | 1     | -     | 2     | 14    | 9     | 23    | 3     | -     | -     | 7     | 22    |
| 1 Private industry.....              | 79                | 19.64                      | -       | - -               | -   | -    | -     | -     | -     | -     | -     | -     | -     | -     | 4     | -     | -     | 1     | 8     | -     | 34    | 4     | -     | -     | 11    | 37    |
| 1 Service-producing industries:      |                   |                            |         |                   |   |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Transportation and utilities         | 66                | 20.23                      | 21.92   | 17.85 - 22.19     | -   | -    | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 2     | -     | -     | 41    | -     | -     | -     | 14    | 44    |
| State and local government.....      | 53                | 14.27                      | 15.73   | 12.19 - 16.01     | -   | 2    | 2     | 6     | 8     | 8     | -     | 4     | 2     | 2     | 9     | 2     | -     | 4     | 23    | 23    | 6     | 2     | -     | -     | -     | -     |

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

2 Less than 0.5 percent.

Table A-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Bergen-Passaic, NJ, April 1995

| Occupation and level            | Number of workers | Hourly pay (in dollars)(1) |        |                  | Percent of workers receiving straight-time hourly pay (in dollars) of |      |      |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------------------------|-------------------|----------------------------|--------|------------------|---|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|                                 |                   | Mean                       | Median | Middle range     | 4.50  | 5.00 | 5.50 | 6.00 | 6.50 | 7.00 | 7.50 | 8.00 | 8.50 | 9.00 | 9.50  | 10.00 | 10.50 | 11.00 | 12.00 | 13.00 | 14.00 | 15.00 | 16.00 | 17.00 | 18.00 | 19.00 |
|                                 |                   |                            |        |                  | and under   | 5.50 | 6.00 | 6.50 | 7.00 | 7.50 | 8.00 | 8.50 | 9.00 | 9.50 | 10.00 | 10.50 | 11.00 | 12.00 | 13.00 | 14.00 | 15.00 | 16.00 | 17.00 | 18.00 | 19.00 | 20.00 |
| 20.00 and over                  |                   |                            |        |                  | 5.00  |      |      |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |
| Guards                          |                   |                            |        |                  |   |      |      |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |
| Level I.....                    | 386               | \$10.28                    | \$9.90 | \$9.65 - \$10.55 | -   | -    | -    | -    | (2)  | 2    | 1    | 2    | 4    | 6    | 35    | 5     | 27    | 6     | 3     | 3     | 1     | 3     | -     | -     | -     | -     |
| Private industry.....           | 73                | 10.59                      | -      | - - -            | -   | -    | -    | -    | -    | 1    | 3    | 10   | 7    | 11   | 15    | 7     | 19    | 4     | 4     | 16    | 3     | -     | -     | -     | -     | -     |
| Service-producing industries..  | 72                | 10.60                      | -      | - - -            | -   | -    | -    | -    | -    | 1    | 3    | 10   | 7    | 11   | 14    | 7     | 19    | 4     | 4     | 17    | 3     | -     | -     | -     | -     | -     |
| State and local government..... | 313               | 10.20                      | 9.65   | 9.65 - 10.55     | -   | -    | -    | -    | (2)  | 2    | 1    | 1    | 4    | 5    | 40    | 5     | 29    | 6     | 3     | -     | (2)   | 4     | -     | -     | -     | -     |
| Level II.....                   | 152               | 12.21                      | 11.02  | 10.02 - 13.71    | -   | -    | -    | -    | -    | -    | -    | -    | -    | -    | 2     | 23    | 9     | 9     | 29    | 2     | 2     | 3     | 7     | 4     | 3     | 3     |
| Private industry.....           | 138               | 11.57                      | 11.02  | 9.80 - 11.54     | -   | -    | -    | -    | -    | -    | -    | -    | -    | -    | 2     | 25    | 10    | 10    | 32    | 2     | 2     | 4     | 7     | 1     | 1     | 3     |
| Janitors.....                   | 5,116             | 7.72                       | 6.25   | 5.50 - 9.01      | (2)   | 24   | 10   | 17   | 9    | 7    | 3    | 4    | 1    | 5    | 2     | 1     | 1     | 2     | 2     | 8     | 1     | 1     | 1     | (2)   | 1     | (2)   |
| Private industry.....           | 4,055             | 6.59                       | 6.00   | 5.25 - 6.90      | (2)   | 30   | 13   | 22   | 12   | 8    | 3    | 2    | 1    | 2    | 1     | 1     | (2)   | 1     | 1     | 3     | 1     | 1     | (2)   | -     | -     | -     |
| Goods-producing industries....  | 152               | 12.67                      | 13.81  | 13.28 - 13.81    | -   | -    | -    | -    | -    | 12   | -    | 8    | -    | -    | 1     | 4     | -     | -     | -     | 55    | -     | 21    | -     | -     | -     | -     |
| Manufacturing.....              | 152               | 12.67                      | 13.81  | 13.28 - 13.81    | -   | -    | -    | -    | -    | 12   | -    | 8    | -    | -    | 1     | 4     | -     | -     | -     | 55    | -     | 21    | -     | -     | -     | -     |
| Service-producing industries..  | 3,903             | 6.35                       | 6.00   | 5.25 - 6.63      | (2)   | 31   | 13   | 22   | 12   | 8    | 3    | 2    | 1    | 2    | 1     | (2)   | (2)   | 1     | 1     | 1     | 1     | (2)   | (2)   | -     | -     | -     |
| State and local government..... | 1,061             | 12.06                      | 11.98  | 9.40 - 13.88     | -   | -    | -    | -    | 1    | (2)  | 1    | 11   | 2    | 18   | 4     | 3     | 4     | 6     | 6     | 28    | (2)   | 2     | 4     | 2     | 7     | (2)   |

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

2 Less than 0.5 percent.

Table A-11. Health services: Weekly hours and pay of professional, administrative, technical, protective service, and clerical occupations, Bergen-Passaic, NJ, April 1995

| Occupation and level           | Number of workers | Average weekly hours(-1) (standard) | Weekly pay (in dollars)(2) |        |               | Percent of workers receiving straight-time weekly pay (in dollars) of \$ |         |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |   |   |   |
|--------------------------------|-------------------|-------------------------------------|----------------------------|--------|---------------|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|-----------|-----------|-----------|-----------|-----------|---|---|---|
|                                |                   |                                     | Mean                       | Median | Middle range  | 225 and under 250  | 250-275 | 275-300 | 300-350 | 350-400 | 400-450 | 450-500 | 500-550 | 550-600 | 600-650 | 650-700 | 700-750 | 750-800 | 800-850 | 850-900 | 900-1000 | 1000-1100 | 1100-1200 | 1200-1300 | 1300-1400 | 1400-1500 |   |   |   |
| PROFESSIONAL OCCUPATIONS       |                   |                                     |                            |        |               |  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |   |   |   |
| Accountants                    |                   |                                     |                            |        |               |  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |   |   |   |
| Level II.....                  | 24                | 38.7                                | \$611                      | \$613  | \$576 - \$632 | -  | -       | -       | -       | -       | -       | -       | -       | 8       | 17      | 63      | 8       | -       | 4       | -       | -        | -         | -         | -         | -         | -         | - | - | - |
| Private industry.....          | 24                | 38.7                                | 611                        | 613    | 576 - 632     | -  | -       | -       | -       | -       | -       | -       | -       | 8       | 17      | 63      | 8       | -       | 4       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Hospitals.....                 | 16                | 40.0                                | 599                        | 613    | 560 - 623     | -  | -       | -       | -       | -       | -       | -       | -       | 13      | 25      | 50      | 13      | -       | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Private industry.....          | 16                | 40.0                                | 599                        | 613    | 560 - 623     | -  | -       | -       | -       | -       | -       | -       | -       | 13      | 25      | 50      | 13      | -       | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Level III.....                 | 22                | 40.0                                | 766                        | 764    | 742 - 772     | -  | -       | -       | -       | -       | -       | -       | -       | -       | -       | 14      | 14      | 55      | 9       | 9       | -        | -         | -         | -         | -         | -         | - | - |   |
| Private industry.....          | 22                | 40.0                                | 766                        | 764    | 742 - 772     | -  | -       | -       | -       | -       | -       | -       | -       | -       | -       | 14      | 14      | 55      | 9       | 9       | -        | -         | -         | -         | -         | -         | - | - |   |
| Hospitals.....                 | 12                | 40.0                                | 764                        | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | -       | 25      | 25      | 17      | 17      | 17      | -        | -         | -         | -         | -         | -         | - | - |   |
| Private industry.....          | 12                | 40.0                                | 764                        | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | -       | 25      | 25      | 17      | 17      | 17      | -        | -         | -         | -         | -         | -         | - | - |   |
| Level IV.....                  | 11                | 39.6                                | 1,018                      | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | 18      | -       | 36       | 18        | 27        | -         | -         | -         | - | - |   |
| Private industry.....          | 11                | 39.6                                | 1,018                      | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | 18      | -       | 36       | 18        | 27        | -         | -         | -         | - | - |   |
| Registered Nurses              |                   |                                     |                            |        |               |  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |   |   |   |
| Level I.....                   | 67                | 37.8                                | 744                        | 730    | 669 - 805     | -  | -       | -       | -       | -       | -       | -       | -       | -       | 12      | 18      | 31      | -       | 33      | -       | 6        | -         | -         | -         | -         | -         | - | - |   |
| Private industry.....          | 67                | 37.8                                | 744                        | 730    | 669 - 805     | -  | -       | -       | -       | -       | -       | -       | -       | -       | 12      | 18      | 31      | -       | 33      | -       | 6        | -         | -         | -         | -         | -         | - | - |   |
| Level II.....                  | 3,919             | 39.8                                | 919                        | 909    | 813 - 1,015   | -  | -       | -       | -       | -       | -       | -       | (3)     | (3)     | 1       | 5       | 4       | 11      | 15      | 12      | 24       | 20        | 3         | 3         | 2         | 1         | - | - |   |
| Private industry.....          | 3,701             | 39.8                                | 914                        | 900    | 810 - 1,002   | -  | -       | -       | -       | -       | -       | -       | (3)     | (3)     | 1       | 5       | 4       | 12      | 15      | 12      | 25       | 16        | 3         | 3         | 2         | 1         | - | - |   |
| Hospitals.....                 | 3,287             | 40.0                                | 951                        | 935    | 846 - 1,024   | -  | -       | -       | -       | -       | -       | -       | -       | -       | -       | 2       | 10      | 14      | 13      | 27      | 24       | 4         | 4         | 2         | 1         | -         | - |   |   |
| Private industry.....          | 3,069             | 40.0                                | 946                        | 935    | 844 - 1,015   | -  | -       | -       | -       | -       | -       | -       | -       | -       | -       | 2       | 10      | 15      | 14      | 29      | 19       | 4         | 4         | 2         | 1         | -         | - |   |   |
| ADMINISTRATIVE OCCUPATIONS     |                   |                                     |                            |        |               |  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |   |   |   |
| Buyers/Contracting Specialists |                   |                                     |                            |        |               |  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |   |   |   |
| Level I.....                   | 16                | 39.5                                | 526                        | 508    | 494 - 549     | -  | -       | -       | -       | -       | -       | 38      | 38      | 6       | 19      | -       | -       | -       | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Private industry.....          | 16                | 39.5                                | 526                        | 508    | 494 - 549     | -  | -       | -       | -       | -       | -       | 38      | 38      | 6       | 19      | -       | -       | -       | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Hospitals.....                 | 11                | 40.0                                | 512                        | -      | -             | -  | -       | -       | -       | -       | -       | 45      | 36      | 9       | 9       | -       | -       | -       | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Private industry.....          | 11                | 40.0                                | 512                        | -      | -             | -  | -       | -       | -       | -       | -       | 45      | 36      | 9       | 9       | -       | -       | -       | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Level II.....                  | 11                | 39.8                                | 703                        | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | 27      | 18      | 9       | 45      | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Private industry.....          | 11                | 39.8                                | 703                        | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | 27      | 18      | 9       | 45      | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Hospitals.....                 | 10                | 40.0                                | 695                        | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | 30      | 20      | 10      | 40      | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Private industry.....          | 10                | 40.0                                | 695                        | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | 30      | 20      | 10      | 40      | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Computer Programmers           |                   |                                     |                            |        |               |  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |   |   |   |
| Level III.....                 | 16                | 39.4                                | 702                        | 708    | 673 - 739     | -  | -       | -       | -       | -       | -       | -       | -       | -       | 6       | 31      | 63      | -       | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Private industry.....          | 16                | 39.4                                | 702                        | 708    | 673 - 739     | -  | -       | -       | -       | -       | -       | -       | -       | -       | 6       | 31      | 63      | -       | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Personnel Specialists          |                   |                                     |                            |        |               |  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |          |           |           |           |           |           |   |   |   |
| Level II.....                  | 19                | 39.9                                | \$609                      | \$640  | \$529 - \$646 | -  | -       | -       | -       | -       | -       | 32      | 5       | 42      | 16      | 5       | -       | -       | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Private industry.....          | 19                | 39.9                                | 609                        | 640    | 529 - 646     | -  | -       | -       | -       | -       | -       | 32      | 5       | 42      | 16      | 5       | -       | -       | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Hospitals.....                 | 6                 | 40.0                                | 655                        | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | 17      | 33      | 33      | 17      | -       | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Private industry.....          | 6                 | 40.0                                | 655                        | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | 17      | 33      | 33      | 17      | -       | -       | -       | -        | -         | -         | -         | -         | -         | - | - |   |
| Level III.....                 | 14                | 39.6                                | 841                        | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | 29      | -       | -       | 21      | 14      | 7       | 7        | 14        | 7         | -         | -         | -         | - | - |   |
| Private industry.....          | 14                | 39.6                                | 841                        | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | 29      | -       | -       | 21      | 14      | 7       | 7        | 14        | 7         | -         | -         | -         | - | - |   |
| Hospitals.....                 | 10                | 40.0                                | 856                        | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | 40      | -       | -       | -       | 20      | -       | 10       | 20        | 10        | -         | -         | -         | - | - |   |
| Private industry.....          | 10                | 40.0                                | 856                        | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | 40      | -       | -       | -       | 20      | -       | 10       | 20        | 10        | -         | -         | -         | - | - |   |
| Level IV.....                  | 19                | 39.1                                | 1,066                      | 1,058  | 995 - 1,137   | -  | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | 26       | 42        | 32        | -         | -         | -         | - | - |   |
| Private industry.....          | 19                | 39.1                                | 1,066                      | 1,058  | 995 - 1,137   | -  | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | 26       | 42        | 32        | -         | -         | -         | - | - |   |
| Hospitals.....                 | 8                 | 40.0                                | 1,088                      | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -        | 50        | 50        | -         | -         | -         | - | - |   |
| Private industry.....          | 8                 | 40.0                                | 1,088                      | -      | -             | -  | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -        | 50        | 50        | -         | -         | -         | - | - |   |



TECHNICAL OCCUPATIONS

|                                      |       |      |       |       |       |   |       |   |    |     |    |    |    |     |    |    |     |    |    |    |   |   |     |    |   |
|--------------------------------------|-------|------|-------|-------|-------|---|-------|---|----|-----|----|----|----|-----|----|----|-----|----|----|----|---|---|-----|----|---|
| Computer Operators                   |       |      |       |       |       |   |       |   |    |     |    |    |    |     |    |    |     |    |    |    |   |   |     |    |   |
| Level II.....                        | 22    | 40.0 | 469   | 463   | 419   | - | 487   | - | -  | -   | -  | 18 | 9  | 55  | -  | 18 | -   | -  | -  | -  | - | - | -   | -  |   |
| Private industry.....                | 19    | 40.0 | 473   | 463   | 463   | - | 487   | - | -  | -   | -  | 21 | -  | 58  | -  | 21 | -   | -  | -  | -  | - | - | -   | -  |   |
| Hospitals.....                       | 14    | 40.0 | 490   | -     | -     | - | -     | - | -  | -   | -  | -  | 14 | 57  | -  | 29 | -   | -  | -  | -  | - | - | -   | -  |   |
| Level III.....                       | 25    | 39.6 | 553   | 538   | 505   | - | 602   | - | -  | -   | -  | -  | -  | 24  | 36 | 8  | 20  | 8  | 4  | -  | - | - | -   | -  |   |
| Private industry.....                | 25    | 39.6 | 553   | 538   | 505   | - | 602   | - | -  | -   | -  | -  | -  | 24  | 36 | 8  | 20  | 8  | 4  | -  | - | - | -   | -  |   |
| Licensed Practical Nurses            |       |      |       |       |       |   |       |   |    |     |    |    |    |     |    |    |     |    |    |    |   |   |     |    |   |
| Level II.....                        | 416   | 39.9 | 639   | 612   | 560   | - | 715   | - | -  | -   | -  | -  | -  | 3   | 13 | 28 | 14  | 14 | 12 | 11 | 2 | 2 | (3) | -  | - |
| Private industry.....                | 354   | 39.8 | 641   | 612   | 560   | - | 710   | - | -  | -   | -  | -  | -  | 3   | 12 | 29 | 16  | 16 | 8  | 13 | 2 | 3 | (3) | -  | - |
| Hospitals.....                       | 271   | 40.0 | 670   | 659   | 580   | - | 741   | - | -  | -   | -  | -  | -  | 2   | 10 | 20 | 13  | 15 | 17 | 17 | 3 | 3 | (3) | -  | - |
| Private industry.....                | 209   | 40.0 | 683   | 680   | 596   | - | 791   | - | -  | -   | -  | -  | -  | (3) | 7  | 19 | 14  | 19 | 11 | 22 | 3 | 4 | (3) | -  | - |
| Level III.....                       | 60    | 40.0 | 815   | 778   | 658   | - | 967   | - | -  | -   | -  | -  | -  | -   | -  | 8  | 15  | 18 | -  | 13 | 5 | - | 20  | 13 | 7 |
| Private industry.....                | 60    | 40.0 | 815   | 778   | 658   | - | 967   | - | -  | -   | -  | -  | -  | -   | -  | 8  | 15  | 18 | -  | 13 | 5 | - | 20  | 13 | 7 |
| Nursing Assistants                   |       |      |       |       |       |   |       |   |    |     |    |    |    |     |    |    |     |    |    |    |   |   |     |    |   |
| Level I.....                         | 593   | 40.0 | 364   | 359   | 336   | - | 402   | - | 16 | 1   | 18 | 37 | 20 | 4   | 4  | -  | -   | -  | -  | -  | - | - | -   | -  | - |
| Private industry.....                | 593   | 40.0 | 364   | 359   | 336   | - | 402   | - | 16 | 1   | 18 | 37 | 20 | 4   | 4  | -  | -   | -  | -  | -  | - | - | -   | -  | - |
| Level II.....                        | 2,576 | 39.5 | 359   | 354   | 310   | - | 394   | 6 | 5  | 8   | 30 | 29 | 10 | 4   | 4  | 2  | (3) | -  | -  | -  | - | - | -   | -  | - |
| Private industry.....                | 2,252 | 39.4 | 351   | 340   | 300   | - | 388   | 7 | 6  | 9   | 33 | 26 | 10 | 3   | 4  | 1  | (3) | -  | -  | -  | - | - | -   | -  | - |
| Hospitals.....                       | 999   | 40.0 | 414   | 391   | 366   | - | 438   | - | -  | (3) | 9  | 50 | 17 | 9   | 9  | 5  | (3) | -  | -  | -  | - | - | -   | -  | - |
| Private industry.....                | 675   | 40.0 | 413   | 394   | 364   | - | 437   | - | -  | -   | 10 | 48 | 20 | 7   | 11 | 4  | (3) | -  | -  | -  | - | - | -   | -  | - |
| Level III.....                       | 172   | 40.0 | 494   | 456   | 425   | - | 599   | - | -  | -   | 5  | 11 | 33 | 14  | 5  | 8  | 22  | 2  | 1  | -  | - | - | -   | -  | - |
| Private industry.....                | 172   | 40.0 | \$494 | \$456 | \$425 | - | \$599 | - | -  | -   | 5  | 11 | 33 | 14  | 5  | 8  | 22  | 2  | 1  | -  | - | - | -   | -  | - |
| Hospitals.....                       | 143   | 40.0 | 506   | 475   | 421   | - | 609   | - | -  | -   | 6  | 13 | 22 | 14  | 6  | 10 | 26  | 2  | 1  | -  | - | - | -   | -  | - |
| Private industry.....                | 143   | 40.0 | 506   | 475   | 421   | - | 609   | - | -  | -   | 6  | 13 | 22 | 14  | 6  | 10 | 26  | 2  | 1  | -  | - | - | -   | -  | - |
| CLERICAL OCCUPATIONS                 |       |      |       |       |       |   |       |   |    |     |    |    |    |     |    |    |     |    |    |    |   |   |     |    |   |
| Clerks, Accounting                   |       |      |       |       |       |   |       |   |    |     |    |    |    |     |    |    |     |    |    |    |   |   |     |    |   |
| Level II.....                        | 80    | 39.8 | \$422 | \$413 | \$388 | - | \$443 | - | -  | -   | 4  | 30 | 45 | 13  | 9  | -  | -   | -  | -  | -  | - | - | -   | -  | - |
| Private industry.....                | 78    | 39.8 | 423   | 416   | 386   | - | 443   | - | -  | -   | 4  | 28 | 46 | 13  | 9  | -  | -   | -  | -  | -  | - | - | -   | -  | - |
| Hospitals.....                       | 15    | 40.0 | 416   | 416   | 393   | - | 429   | - | -  | -   | -  | 40 | 47 | 13  | -  | -  | -   | -  | -  | -  | - | - | -   | -  | - |
| Private industry.....                | 13    | 40.0 | 420   | -     | -     | - | -     | - | -  | -   | -  | 31 | 54 | 15  | -  | -  | -   | -  | -  | -  | - | - | -   | -  | - |
| Level III.....                       | 30    | 38.1 | 491   | 495   | 439   | - | 514   | - | -  | -   | -  | -  | 33 | 27  | 17 | 23 | -   | -  | -  | -  | - | - | -   | -  | - |
| Private industry.....                | 30    | 38.1 | 491   | 495   | 439   | - | 514   | - | -  | -   | -  | -  | 33 | 27  | 17 | 23 | -   | -  | -  | -  | - | - | -   | -  | - |
| Key Entry Operators                  |       |      |       |       |       |   |       |   |    |     |    |    |    |     |    |    |     |    |    |    |   |   |     |    |   |
| Level II:                            |       |      |       |       |       |   |       |   |    |     |    |    |    |     |    |    |     |    |    |    |   |   |     |    |   |
| Hospitals.....                       | 7     | 40.0 | 469   | -     | -     | - | -     | - | -  | -   | -  | -  | 43 | 29  | 14 | 14 | -   | -  | -  | -  | - | - | -   | -  | - |
| Personnel Assistants (Employment)    |       |      |       |       |       |   |       |   |    |     |    |    |    |     |    |    |     |    |    |    |   |   |     |    |   |
| Level II.....                        | 10    | 39.3 | 412   | -     | -     | - | -     | - | -  | -   | 10 | 30 | 50 | 10  | -  | -  | -   | -  | -  | -  | - | - | -   | -  | - |
| Private industry.....                | 10    | 39.3 | 412   | -     | -     | - | -     | - | -  | -   | 10 | 30 | 50 | 10  | -  | -  | -   | -  | -  | -  | - | - | -   | -  | - |
| Switchboard Operator-Receptionists.. |       |      |       |       |       |   |       |   |    |     |    |    |    |     |    |    |     |    |    |    |   |   |     |    |   |
| Private industry.....                | 29    | 38.7 | 424   | 420   | 397   | - | 453   | - | -  | -   | 3  | 24 | 34 | 38  | -  | -  | -   | -  | -  | -  | - | - | -   | -  | - |
| Private industry.....                | 29    | 38.7 | 424   | 420   | 397   | - | 453   | - | -  | -   | 3  | 24 | 34 | 38  | -  | -  | -   | -  | -  | -  | - | - | -   | -  | - |

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

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

3 Less than 0.5 percent.

Table A-12. Health services: Hourly pay of maintenance, toolroom, material movement, and custodial occupations, Bergen-Passaic, NJ, April 1995

| Occupation and level                        | Number of workers | Hourly pay (in dollars)(1) |         |                  | Percent of workers receiving straight-time hourly pay (in dollars) of\$ |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |   |
|---|-------------------|----------------------------|---------|------------------|---|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---|
|   |                   | Mean                       | Median  | Middle range     | 5.50  | 6.00 | 6.50 | 7.00 | 7.50 | 8.00 | 8.50 | 9.00 | 9.50  | 10.00 | 10.50 | 11.00 | 11.50 | 12.00 | 12.50 | 13.00 | 14.00 | 15.00 | 16.00 | 17.00 | 18.00 | 19.00 |   |
|   |                   |                            |         |                  | and under   | 6.50 | 7.00 | 7.50 | 8.00 | 8.50 | 9.00 | 9.50 | 10.00 | 10.50 | 11.00 | 11.50 | 12.00 | 12.50 | 13.00 | 14.00 | 15.00 | 16.00 | 17.00 | 18.00 | 19.00 | 20.00 |   |
| 20.00                                       |                   |                            |         |                  |   |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |   |
| 21.00                                       |                   |                            |         |                  | 6.00  |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |   |
| MAINTENANCE AND TOOLROOM OCCUPATIONS        |                   |                            |         |                  |   |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |   |
| General Maintenance Workers.....            | 81                | \$12.01                    | \$11.50 | \$9.61 - \$14.09 | -   | -    | -    | -    | -    | 12   | 5    | 6    | 6     | 6     | 14    | -     | 10    | 1     | 1     | 6     | 14    | 5     | 9     | 2     | 2     | -     | - |
| Private industry.....                       | 81                | 12.01                      | 11.50   | 9.61 - 14.09     | -   | -    | -    | -    | -    | 12   | 5    | 6    | 6     | 6     | 14    | -     | 10    | 1     | 1     | 6     | 14    | 5     | 9     | 2     | 2     | -     | - |
| Hospitals.....                              | 41                | 13.94                      | 14.09   | 11.84 - 16.12    | -   | -    | -    | -    | -    | -    | -    | -    | -     | -     | 22    | -     | 7     | 2     | 2     | 12    | 17    | 10    | 17    | 5     | 5     | -     | - |
| Private industry.....                       | 41                | 13.94                      | 14.09   | 11.84 - 16.12    | -   | -    | -    | -    | -    | -    | -    | -    | -     | -     | 22    | -     | 7     | 2     | 2     | 12    | 17    | 10    | 17    | 5     | 5     | -     | - |
| Maintenance Electricians.....               | 20                | 18.05                      | 18.00   | 17.72 - 18.26    | -   | -    | -    | -    | -    | -    | -    | -    | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 5     | 45    | 40    | 5     |   |
| 5 Private industry.....                     | 19                | 18.10                      | 18.05   | 17.84 - 18.28    | -   | -    | -    | -    | -    | -    | -    | -    | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 5     | 42    | 42    | 5     |   |
| 5 Hospitals.....                            | 20                | 18.05                      | 18.00   | 17.72 - 18.26    | -   | -    | -    | -    | -    | -    | -    | -    | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 5     | 45    | 40    | 5     |   |
| 5 Private industry.....                     | 19                | 18.10                      | 18.05   | 17.84 - 18.28    | -   | -    | -    | -    | -    | -    | -    | -    | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 5     | 42    | 42    | 5     |   |
| MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS |                   |                            |         |                  |   |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |   |
| Guards                                      |                   |                            |         |                  |   |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |   |
| Level I.....                                | 104               | 10.12                      | 9.96    | 8.55 - 10.94     | -   | -    | 1    | 7    | 5    | 9    | 13   | 8    | 11    | 9     | 15    | 1     | 5     | 2     | 3     | 12    | 2     | -     | -     | -     | -     | -     | - |
| Private industry.....                       | 74                | 10.57                      | 10.49   | 9.15 - 11.51     | -   | -    | -    | 1    | 3    | 11   | 7    | 11   | 14    | 7     | 20    | 1     | 3     | -     | 4     | 16    | 3     | -     | -     | -     | -     | -     | - |
| Hospitals.....                              | 94                | 10.19                      | 10.29   | 8.55 - 11.17     | -   | -    | 1    | 7    | 5    | 9    | 11   | 4    | 12    | 10    | 16    | 1     | 5     | 2     | 2     | 13    | 2     | -     | -     | -     | -     | -     | - |
| Private industry.....                       | 64                | 10.74                      | 10.52   | 9.36 - 12.41     | -   | -    | -    | 2    | 3    | 11   | 3    | 6    | 16    | 8     | 22    | 2     | 3     | -     | 3     | 19    | 3     | -     | -     | -     | -     | -     | - |
| Janitors.....                               | 418               | 9.14                       | 9.25    | 7.76 - 9.93      | 1   | 4    | 7    | 6    | 8    | 5    | 15   | 16   | 14    | 7     | 7     | 3     | 2     | 2     | (2)   | 2     | 1     | (2)   | (2)   | -     | -     | -     | - |
| Private industry.....                       | 290               | 8.85                       | 8.73    | 7.47 - 9.83      | 1   | 6    | 10   | 8    | 7    | 8    | 16   | 8    | 16    | 8     | 4     | 1     | 2     | 2     | (2)   | 1     | 2     | (2)   | (2)   | -     | -     | -     | - |
| Hospitals.....                              | 247               | 10.01                      | 9.62    | 9.00 - 10.50     | -   | -    | -    | 1    | 4    | 2    | 16   | 23   | 18    | 8     | 10    | 5     | 3     | 4     | 1     | 4     | 2     | (2)   | (2)   | -     | -     | -     | - |
| Shipping/Receiving Clerks.....              | 19                | 10.21                      | 9.78    | 8.62 - 12.39     | -   | -    | -    | -    | -    | 21   | 16   | 5    | 16    | 5     | 5     | -     | 5     | 5     | 16    | 5     | -     | -     | -     | -     | -     | -     | - |
| Private industry.....                       | 19                | 10.21                      | 9.78    | 8.62 - 12.39     | -   | -    | -    | -    | -    | 21   | 16   | 5    | 16    | 5     | 5     | -     | 5     | 5     | 16    | 5     | -     | -     | -     | -     | -     | -     | - |

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

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