

Private industry.....	117	39.9	1,476	1,462	1,413	-	1,538	-	-	-	-	-	-	-	-	1	4	8	8	43	16	9	9	2	-	-	-	-	
Service producing.....	76	39.9	1,441	-	-	-	-	-	-	-	-	-	-	-	-	-	5	8	9	53	16	8	1	-	-	-	-	-	
Personnel Specialists																													
Level II.....	410	39.3	\$694	\$644	\$587	-	\$791	1	1	10	15	33	15	11	13	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	319	39.2	638	635	577	-	677	2	1	13	20	43	17	4	-	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing.....	281	39.2	633	635	577	-	677	2	1	13	21	40	19	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities.....																													
State and local government....	31	39.5	713	-	-	-	-	-	-	-	26	19	45	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III.....	564	39.5	849	847	758	-	927	-	-	-	3	8	26	26	24	10	4	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	474	39.4	828	829	750	-	900	-	-	-	3	9	30	27	21	8	2	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing.....	107	39.9	806	769	751	-	900	-	-	-	2	16	35	12	34	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	75	39.9	767	-	-	-	-	-	-	-	3	23	48	16	8	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Service producing.....	367	39.2	835	843	744	-	904	-	-	-	4	7	28	32	17	10	2	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities.....																													
State and local government....	93	39.3	881	862	823	-	987	-	-	-	2	23	35	24	13	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV.....	442	39.3	1,098	1,106	1,000	-	1,200	-	-	-	-	2	11	11	24	27	13	10	2	-	-	-	-	-	-	-	-	-	-
Private industry.....	398	39.3	1,087	1,104	1,000	-	1,190	-	-	-	-	2	11	12	23	29	13	8	2	-	-	-	-	-	-	-	-	-	-
Goods producing.....	64	39.7	1,156	-	-	-	-	-	-	-	-	6	9	25	23	16	8	13	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	62	39.7	1,165	-	-	-	-	-	-	-	-	3	10	26	24	16	8	13	-	-	-	-	-	-	-	-	-	-	-
Service producing.....	334	39.2	1,074	1,101	981	-	1,190	-	-	-	2	12	12	23	31	12	7	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities.....																													
State and local government....	43	39.7	1,147	1,225	939	-	1,311	-	-	-	-	-	9	23	7	2	26	33	-	-	-	-	-	-	-	-	-	-	-
Level V.....	131	39.7	1,387	1,385	1,263	-	1,519	-	-	-	-	-	-	-	1	3	12	10	27	18	24	3	1	-	1	-	-	-	-
Private industry.....	122	39.7	1,379	1,385	1,250	-	1,500	-	-	-	-	-	-	-	1	3	13	11	28	19	20	3	1	-	1	-	-	-	-
Service producing.....	83	39.5	1,323	1,346	1,211	-	1,433	-	-	-	-	-	-	-	1	4	18	14	35	20	7	-	-	-	-	-	-	-	-
Personnel Supervisors/Managers																													
Level II.....	55	40.0	1,417	-	-	-	-	-	-	-	-	-	5	2	4	7	11	24	18	11	2	2	9	4	-	2	-	-	
Private industry.....	53	40.0	1,414	-	-	-	-	-	-	-	-	-	6	2	4	8	9	25	19	11	2	-	9	4	-	2	-	-	
Tax Collectors																													
Level II.....	13	40.0	881	-	-	-	-	-	-	15	-	15	-	69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government....	13	40.0	881	-	-	-	-	-	-	15	-	15	-	69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III.....	25	40.0	751	771	705	-	807	-	-	-	24	40	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government....	25	40.0	751	771	705	-	807	-	-	-	24	40	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

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

3 Less than 0.5 percent.

4 Workers were distributed as follows: 17 percent at \$2,200 and under \$2,300; 4 percent at \$2,300 and under \$2,400; 7 percent at \$2,400 and under \$2,500; 12 percent at \$2,500 and under \$2,600; 1 percent at \$2,600 and under \$2,700; 1 percent at \$2,700 and under \$2,800; 9 percent at \$2,900 and under \$3,000; and 6 percent at \$3,000 and under \$3,100.

5 Workers were distributed as follows: 3 percent at \$2,200 and under \$2,300; 6 percent at \$2,300 and under \$2,400; 3 percent at \$2,400 and under \$2,500; 8 percent at \$2,500 and under \$2,600; 5 percent at \$2,600 and under \$2,700; 2 percent at \$2,700 and under \$2,800; 2 percent at \$2,800 and under \$2,900; 3 percent at \$2,900 and under \$3,000; 1 percent at \$3,000 and under \$3,100; and 1 percent at \$3,200 and under \$3,300.

Service producing.....	456	39.4	612	606	560	-	692	-	-	-	-	-	1	5	6	9	23	21	11	23	1	-	-	-	-	-	-	
State and local government....	297	39.7	730	753	689	-	790	-	-	-	-	-	-	-	-	1	2	12	25	9	38	13	-	-	-	-	-	
Nursing Assistants																												
Level II.....	2,423	39.3	424	323	263	-	642	2	13	15	8	15	5	11	1	2	2	1	1	23	-	-	-	-	-	-	-	-
Private industry.....	1,799	39.1	318	290	258	-	376	3	18	20	11	20	6	15	1	2	3	-	-	-	-	-	-	-	-	-	-	-
Service producing.....	1,799	39.1	318	290	258	-	376	3	18	20	11	20	6	15	1	2	3	-	-	-	-	-	-	-	-	-	-	-
Level III.....	237	38.0	465	457	411	-	518	-	-	-	2	3	14	31	17	23	1	9	1	-	(3)	-	-	-	-	-	-	-
Private industry.....	76	36.8	402	-	-	-	-	-	-	-	5	9	42	28	5	4	-	7	-	-	-	-	-	-	-	-	-	-
Service producing.....	76	36.8	402	-	-	-	-	-	-	-	5	9	42	28	5	4	-	7	-	-	-	-	-	-	-	-	-	-
State and local government....	161	38.5	495	477	429	-	518	-	-	-	-	-	-	32	22	32	1	10	1	-	1	-	-	-	-	-	-	-

Protective Service Occupations

Corrections Officers.....	1,038	40.0	834	859	819	-	859	-	-	-	-	-	-	-	-	-	2	(3)	-	10	9	10	64	5	-	-	-	-
State and local government....	1,038	40.0	834	859	819	-	859	-	-	-	-	-	-	-	-	-	2	(3)	-	10	9	10	64	5	-	-	-	-
Firefighters.....	1,690	50.3	869	896	809	-	942	-	-	-	-	-	-	-	-	-	(3)	1	2	6	16	14	13	49	-	-	-	-
State and local government....	1,690	50.3	869	896	809	-	942	-	-	-	-	-	-	-	-	-	(3)	1	2	6	16	14	13	49	-	-	-	-
Police Officers																												
Level I.....	2,485	40.0	879	928	838	-	928	-	-	-	-	-	-	-	-	-	(3)	1	1	4	10	14	19	41	10	-	-	-
State and local government....	2,485	40.0	879	928	838	-	928	-	-	-	-	-	-	-	-	-	(3)	1	1	4	10	14	19	41	10	-	-	-
Level II.....	235	40.0	913	916	916	-	920	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	16	69	8	1	-	-
State and local government....	235	40.0	913	916	916	-	920	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	16	69	8	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.

weekly hours.

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

3 Less than 0.5 percent.

4 All workers were at \$1,200 and under \$1,250.

Table A-4. All establishments: Hourly earnings of maintenance and toolroom occupations, San Francisco, CA, April 1994

Occupation and level	Number of workers	Hourly earnings (in dollars)(1)			Percent of workers receiving straight-time hourly earnings (in dollars) of ²																											
		Mean	Median	Middle range	7.00 and under 7.50	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	21.00	23.00	25.00	27.00	29.00	31.00	33.00				
General Maintenance Workers.....	399	\$11.66	\$11.00	\$10.00 - \$13.49	1	3	5	1	8	8	20	1	15	6	17	4	5	3	-	5	1	-	-	-	-	-	-	-	-			
Private industry.....	327	10.82	10.32	9.65 - 12.03	2	3	6	1	9	9	24	2	18	6	16	1	-	2	-	-	1	-	-	-	-	-	-	-	-			
Service producing.....	319	10.71	10.32	9.65 - 11.10	2	3	6	1	10	10	25	2	19	6	16	1	-	-	-	-	1	-	-	-	-	-	-	-	-			
State and local government....	72	15.46	15.18	13.36 - 17.66	-	-	-	-	-	-	-	-	-	6	24	15	25	6	-	25	-	-	-	-	-	-	-	-	-			
Maintenance Electricians.....	188	24.52	26.68	22.65 - 26.68	-	-	-	-	-	-	-	-	-	-	-	1	-	7	2	1	10	8	6	57	-	6	-	-				
State and local government....	159	25.41	26.68	24.31 - 26.68	-	-	-	-	-	-	-	-	-	-	-	1	-	-	3	1	9	5	7	66	-	8	-	-				
Maintenance Electronics Technicians																																
Level II.....	205	22.58	25.31	19.96 - 25.31	-	-	-	-	-	-	-	-	-	-	3	5	2	1	4	4	9	7	8	56	-	-	-	-	-			
State and local government....	45	20.00	20.09	18.14 - 22.52	-	-	-	-	-	-	-	-	-	-	-	-	4	4	16	16	24	13	22	-	-	-	-	-	-			
Level III.....	381	25.72	24.34	22.06 - 31.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	18	6	30	10	-	-	34	-	-			
Private industry.....	274	24.22	24.22	20.99 - 26.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	24	7	39	11	-	-	16	-	-			
Service producing.....	270	24.23	24.22	20.99 - 26.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	24	7	39	11	-	-	17	-	-			
State and local government....	107	29.58	31.03	31.03 - 31.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	8	7	-	-	79	-	-			
Maintenance Mechanics, Machinery:																																
Goods producing.....	129	15.43	14.25	12.11 - 18.16	-	-	-	-	-	-	-	-	11	20	9	13	5	2	15	12	6	7	-	-	-	-	-	-	-	-		
Manufacturing.....	129	15.43	14.25	12.11 - 18.16	-	-	-	-	-	-	-	-	11	20	9	13	5	2	15	12	6	7	-	-	-	-	-	-	-	-		
Maintenance Mechanics, Motor Vehicle.....	923	19.84	20.16	19.37 - 21.80	-	-	-	-	-	-	-	1	1	-	(2)	1	4	2	10	3	45	27	5	-	(2)	-	-	-	-			
Private industry.....	695	19.34	19.56	18.60 - 20.50	-	-	-	-	-	-	-	2	2	-	-	1	4	2	13	3	56	12	7	-	-	-	-	-	-	-		
Service producing.....	693	19.34	19.56	18.60 - 20.50	-	-	-	-	-	-	-	2	2	-	-	1	4	2	13	3	56	12	7	-	-	-	-	-	-	-		
Transportation and utilities.....	602	19.24	19.39	19.37 - 20.16	-	-	-	-	-	-	-	2	2	-	-	1	(2)	1	14	3	64	7	4	-	-	-	-	-	-			
State and local government....	228	21.37	22.62	21.00 - 22.62	-	-	-	-	-	-	-	-	-	-	-	1	2	3	2	3	4	11	75	-	-	(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 earnings of material movement and custodial occupations, San Francisco, CA, April 1994

Occupation and level	Number of workers	Hourly earnings (in dollars)(1)															Percent of workers receiving straight-time hourly earnings (in dollars) of 2														
		Mean	Median	Middle range	Under 5.00	5.00 and under 5.50	5.50-6.00	6.00-6.50	6.50-7.00	7.00-7.50	7.50-8.00	8.00-8.50	8.50-9.00	9.00-9.50	9.50-10.00	10.00-10.50	10.50-11.00	11.00-12.00	12.00-13.00	13.00-14.00	14.00-15.00	15.00-16.00	16.00-17.00	17.00-18.00	18.00-19.00	19.00-20.00	20.00-21.00				
																												2	3	4	5
Forklift Operators.....	726	\$14.33	\$17.15	\$8.50 - \$18.27	-	-	-	9	4	4	9	(2)	4	(2)	-	-	(2)	(2)	4	11	-	2	19	35	-	-					
Private industry.....	726	14.33	17.15	8.50 - 18.27	-	-	-	9	4	4	9	(2)	4	(2)	-	-	(2)	(2)	4	11	-	2	19	35	-	-					
Goods producing.....	118	12.95	14.07	13.40 - 14.07	-	-	-	12	-	-	1	-	1	-	-	-	1	1	24	61	-	-	-	-	-	-					
Manufacturing.....	118	12.95	14.07	13.40 - 14.07	-	-	-	12	-	-	1	-	1	-	-	-	1	1	24	61	-	-	-	-	-	-					
Service producing.....	608	14.60	17.15	8.35 - 18.27	-	-	-	9	4	4	10	-	4	-	-	-	-	-	1	-	2	23	42	-	-						
Guards																															
Level I.....	3,733	7.66	7.00	6.50 - 8.25	(2)	1	4	14	20	7	11	4	4	4	3	4	2	1	(2)	1	-	(2)	-	-	-	-					
Private industry.....	3,703	7.61	7.00	6.50 - 8.25	(2)	1	4	14	21	7	11	4	4	4	3	4	2	1	(2)	(2)	-	(2)	-	-	-	-					
Service producing.....	3,670	7.60	7.00	6.50 - 8.25	(2)	1	4	14	21	7	11	4	4	4	3	4	2	1	(2)	(2)	-	(2)	-	-	-	-					
State and local government....	30	13.62	14.40	14.40 - 14.40	-	-	-	-	-	-	-	-	-	3	3	-	17	-	-	77	-	-	-	-	-	-					
Level II.....	106	12.23	12.04	11.69 - 13.00	-	-	-	-	-	-	-	-	3	11	-	2	17	41	19	1	5	1	1	-	-						
Private industry.....	87	12.15	12.04	11.50 - 13.00	-	-	-	-	-	-	-	-	3	14	-	2	17	33	21	1	6	1	1	-	-						
Service producing.....	83	12.10	12.04	11.38 - 13.00	-	-	-	-	-	-	-	-	4	14	-	2	18	31	20	1	6	1	1	-	-						
Janitors.....	9,814	10.84	11.80	8.79 - 12.55	-	2	2	6	5	2	2	1	6	1	5	8	3	7	35	6	8	(2)	(2)	-	-	-					
Private industry.....	8,178	10.37	11.00	8.56 - 12.55	-	2	3	7	6	2	3	2	7	1	6	9	2	4	40	5	1	1	-	-	-	-					
Goods producing.....	152	8.76	8.48	5.50 - 12.28	-	17	9	-	11	3	9	3	-	3	13	-	2	-	32	-	-	-	-	-	-	-					
Manufacturing.....	152	8.76	8.48	5.50 - 12.28	-	17	9	-	11	3	9	3	-	3	13	-	2	-	32	-	-	-	-	-	-	-					
Service producing.....	8,026	10.40	11.30	8.56 - 12.55	-	2	3	7	6	2	2	2	8	1	6	9	2	4	40	5	1	1	-	-	-	-					
State and local government....	1,636	13.16	13.53	11.43 - 14.88	-	-	-	-	-	-	-	(2)	(2)	2	5	4	21	12	9	44	(2)	1	-	-	-	-					
Shipping/Receiving Clerks:																															
Goods producing.....	313	9.40	9.14	8.28 - 10.00	-	-	-	-	5	4	-	17	17	18	6	12	3	11	6	-	1	-	-	-	-	-					
Manufacturing.....	313	9.40	9.14	8.28 - 10.00	-	-	-	-	5	4	-	17	17	18	6	12	3	11	6	-	1	-	-	-	-	-					
Service producing.....	399	13.56	14.00	12.00 - 16.00	-	-	-	-	2	8	2	2	3	1	-	3	3	18	6	8	9	25	12	-	-	-					
Truckdrivers																															
Light Truck:																															
Service producing.....	304	9.96	9.50	8.00 - 11.50	-	-	-	-	5	11	7	19	3	5	12	(2)	5	14	2	5	1	12	-	-	-	-					
Transportation and utilities.....	180	10.04	8.25	7.50 - 13.40	-	-	-	-	9	16	9	20	4	-	2	-	4	2	3	9	1	20	-	-	-	-					
Heavy Truck.....	1,998	18.15	19.16	17.40 - 19.16	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	4	(2)	36	4	50	2					
Private industry.....	1,987	18.16	19.16	17.40 - 19.16	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	4	-	36	4	50	2					
Service producing.....	1,940	18.20	19.16	17.40 - 19.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	4	-	37	4	50	2						
Tractor Trailer.....	1,265	18.44	20.00	17.17 - 20.51	-	-	-	-	-	-	-	-	-	-	(2)	1	2	2	1	1	6	6	3	10	9	18	41				
Private industry.....	1,265	18.44	20.00	17.17 - 20.51	-	-	-	-	-	-	-	-	-	-	(2)	1	2	2	1	1	6	6	3	10	9	18	41				
Goods producing.....	90	15.75	16.75	13.81 - 16.75	-	-	-	-	-	-	-	-	-	-	7	-	-	-	3	16	9	9	40	-	-	17	-				
Manufacturing.....	75	15.04	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	4	19	11	11	48	-	-	-	-				
Service producing.....	1,175	18.65	20.00	17.53 - 20.51	-	-	-	-	-	-	-	-	-	-	-	1	2	2	1	-	5	6	-	11	10	18	44				
Warehouse Specialists.....	1,313	14.48	14.61	12.09 - 17.56	-	-	-	-	-	2	(2)	1	2	2	1	3	3	4	15	8	15	7	4	10	23	(2)	-				
Private industry.....	1,199	\$14.47	\$14.42	\$12.09 - \$17.90	-	-	-	-	3	1	1	2	2	2	3	2	4	15	7	15	8	1	11	24	-	-					
Goods producing.....	196	12.54	14.07	10.00 - 14.07	-	-	-	-	3	3	5	5	5	5	1	10	2	3	5	3	41	12	3	1	-	-	-				
Manufacturing.....	196	12.54	14.07	10.00 - 14.07	-	-	-	-	3	3	5	5	5	5	1	10	2	3	5	3	41	12	3	1	-	-	-				
Service producing.....	1,003	14.85	14.90	12.09 - 18.13	-	-	-	-	2	-	(2)	1	1	2	2	2	4	17	8	10	7	1	12	29	-	-					
State and local government....	114	14.56	14.93	13.00 - 16.37	-	-	-	-	-	-	-	-	-	-	2	14	4	10	15	11	2	37	-	6	1	-					

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.