

# Occupational Compensation Survey: Pay Only

Phoenix, Arizona,  
Metropolitan Area,  
April 1996



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3085-22

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## Preface

This bulletin provides results of an April 1996 survey of occupational pay in the Phoenix, AZ Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in San Francisco, under the direction of Caryl L. O'Keefe, Assistant Regional Commissioner for Operations.

The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS San Francisco Regional Office at (415) 975-4350. You may also write to the Bureau of Labor Statistics at: Office of Compensation Levels and Trends, 2 Massachusetts Avenue, NE, Room 4175, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

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# Occupational Compensation Survey: Pay Only

# Phoenix, Arizona, Metropolitan Area, April 1996



U.S. Department of Labor  
Robert B. Reich, Secretary

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

September 1996

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# Introduction

This survey of occupational pay in the Phoenix, AZ Metropolitan Statistical Area (Maricopa County) was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. The survey is one of a number conducted annually in metropolitan areas throughout the United States. (See listing of reports for other surveys at the end of this bulletin.)

A major objective of the Occupational Compensation Survey Program is to describe the level and distribution of occupational pay in a variety of the Nation's local labor markets, using a consistent survey approach. Another Program objective is to provide information on the incidence of employee benefits among and within local labor markets. However, no benefits data were collected for this survey.

The Program develops information that is used for a variety of purposes, including wage and salary administration, collective bargaining, and assistance in determining business or plant location. Survey results also are used by the U.S. Department of Labor in making wage determinations under the Service Contract Act, and by the President's Pay Agent (the Secretary of Labor and Directors of the U.S. Office of Personnel Management and the U.S. Office of Management and Budget) in determining local pay adjustments under the Federal Employee Pay Comparability Act of 1990. This latter requirement resulted in: (1) Expanding the survey's industrial coverage to include all private nonfarm establishments (except households) employing 50 workers or more and to State and local governments and (2) adding more professional, administrative, technical, and protective service occupations to the surveys.

## Pay

The A-series tables provide estimates of straight-time weekly or hourly pay by occupation. Tables A-1 through A-5 provide data for selected white- and blue-collar occupations common to a variety of industries. Tables A-6 through A-10 include similar information, but are limited to establishments employing 500 workers or more.

Occupational pay information is presented for all industries covered by the survey and, where possible, for private industry (e.g., for goods- and service-producing industries) and for State and local governments. Within private industry, more detailed information is presented to the extent that the survey establishment sample can support such detail.

## Appendixes

Appendix A describes the concepts, methods, and coverage used in the Occupational Compensation Survey Program. It also includes information on the area's industrial composition and the reliability of occupational pay estimates.

Appendix B includes the descriptions used by Bureau field economists to classify workers in the survey occupations.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Phoenix, AZ, April 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over		
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b>																												
Level I .....	136	40.0	\$506	\$500	\$444 - \$567	-	1	24	24	18	23	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	96	40.0	493	477	430 - 547	-	2	30	27	16	16	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	594	39.9	603	589	538 - 654	-	-	8	8	15	28	25	10	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	439	39.9	608	591	558 - 650	-	-	5	4	15	33	28	12	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	74	39.9	670	-	-	-	-	-	-	3	22	42	22	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	71	39.9	669	-	-	-	-	-	-	3	23	42	20	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	365	39.9	595	577	543 - 618	-	-	6	5	17	35	25	10	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	155	40.0	587	540	468 - 677	-	-	15	21	15	14	15	5	4	10	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	727	39.9	750	731	648 - 825	-	-	-	( <sup>3</sup> )	6	7	24	34	15	6	6	1	1	-	-	-	-	-	-	-	-	-	-
Private industry .....	573	39.8	766	754	674 - 817	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	5	25	40	16	5	5	1	1	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	207	39.8	791	769	700 - 868	-	-	-	-	-	17	40	23	12	4	3	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	198	39.8	787	765	700 - 860	-	-	-	-	-	18	41	22	11	5	3	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	366	39.9	752	736	657 - 787	-	-	-	( <sup>3</sup> )	1	8	30	39	13	2	5	1	2	-	-	-	-	-	-	-	-	-	-
State and local government .....	154	40.0	691	625	542 - 826	-	-	-	-	26	14	21	12	11	8	8	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	252	40.0	977	964	843 - 1,111	-	-	-	-	( <sup>3</sup> )	6	9	26	15	19	12	8	5	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	186	39.9	1,010	999	856 - 1,115	-	-	-	-	1	1	4	27	18	24	10	9	6	-	1	-	-	-	-	-	-	-	-
Goods-producing industries .....	73	40.0	1,016	-	-	-	-	-	-	-	-	4	19	25	26	16	4	4	-	1	-	-	-	-	-	-	-	-
Manufacturing .....	72	40.0	1,016	-	-	-	-	-	-	-	-	4	19	25	25	17	4	4	-	1	-	-	-	-	-	-	-	-
Service-producing industries .....	113	39.9	1,005	981	856 - 1,115	-	-	-	-	1	1	4	33	13	22	6	12	8	-	-	-	-	-	-	-	-	-	-
State and local government .....	66	40.0	883	831	748 - 1,051	-	-	-	-	-	20	21	21	8	18	5	-	-	-	-	-	-	-	-	-	-	-	-
Level V .....	64	39.8	1,384	-	-	-	-	-	-	-	-	5	2	-	2	6	17	22	27	8	2	-	-	-	11	-	-	
Private industry .....	56	39.7	1,435	-	-	-	-	-	-	-	-	-	-	-	2	7	14	23	30	9	2	-	-	-	13	-	-	
<b>Accountants, Public</b>																												
Level I .....	84	40.0	553	548	537 - 577	-	-	-	2	57	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	84	40.0	553	548	537 - 577	-	-	-	2	57	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	84	40.0	553	548	537 - 577	-	-	-	2	57	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	112	40.0	568	552	529 - 596	-	-	-	-	46	30	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	112	40.0	568	552	529 - 596	-	-	-	-	46	30	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	112	40.0	568	552	529 - 596	-	-	-	-	46	30	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Attorneys</b>																												
Level III .....	102	39.5	1,347	1,346	1,099 - 1,589	-	-	-	-	-	-	-	3	14	1	8	12	7	13	6	14	8	3	7	6	-	-	-
Private industry .....	69	39.2	1,439	-	-	-	-	-	-	-	-	-	-	17	-	3	9	4	6	6	20	12	4	10	9	-	-	
Service-producing industries .....	67	39.2	1,442	-	-	-	-	-	-	-	-	-	-	18	-	3	9	3	4	6	21	12	4	10	9	-	-	
State and local government .....	33	40.0	1,156	1,176	1,025 - 1,336	-	-	-	-	-	-	-	9	6	3	18	18	12	27	6	-	-	-	-	-	-	-	
Level IV .....	86	39.9	1,464	1,447	1,229 - 1,692	-	-	-	-	-	-	-	-	-	9	10	2	13	6	19	10	7	5	3	6	9	-	
State and local government .....	55	40.0	1,285	1,288	1,051 - 1,469	-	-	-	-	-	-	-	-	-	15	16	4	20	5	18	15	2	2	2	2	-	-	
Level V:																												
State and local government .....	6	40.0	1,938	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	67	17	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Phoenix, AZ, April 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over		
<b>Engineers</b>																												
Level I .....	376	40.0	\$742	\$750	\$700 - \$788	-	-	-	-	2	1	22	60	15	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	368	40.0	745	750	702 - 788	-	-	-	-	( <sup>3</sup> )	1	23	61	15	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	8	40.0	596	-	- - -	-	-	-	-	75	-	-	13	13	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,043	40.0	839	842	771 - 900	-	-	-	-	( <sup>3</sup> )	1	6	28	40	21	5	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,020	40.0	843	844	774 - 903	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	5	28	40	21	5	1	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	879	40.0	837	843	773 - 894	-	-	-	-	-	-	5	28	43	22	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	879	40.0	837	843	773 - 894	-	-	-	-	-	-	5	28	43	22	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	141	40.0	877	876	779 - 1,006	-	-	-	-	2	1	4	25	25	16	24	3	-	-	-	-	-	-	-	-	-	-	
State and local government .....	23	40.0	682	651	588 - 735	-	-	-	-	-	26	39	17	17	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	1,845	40.0	969	967	885 - 1,061	-	-	-	-	( <sup>3</sup> )	4	4	21	30	25	12	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	1,666	40.0	988	979	903 - 1,067	-	-	-	-	-	1	2	22	32	26	13	4	1	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	1,364	40.0	975	969	900 - 1,045	-	-	-	-	-	-	1	24	36	29	9	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Manufacturing .....	1,364	40.0	975	969	900 - 1,045	-	-	-	-	-	-	1	24	36	29	9	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	302	40.0	1,046	1,088	913 - 1,177	-	-	-	-	-	4	3	15	17	14	27	18	2	-	-	-	-	-	-	-	-	-	
State and local government .....	179	40.0	789	743	661 - 906	-	-	-	-	2	39	26	8	8	15	2	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	2,714	40.0	1,149	1,145	1,048 - 1,248	-	-	-	-	-	-	( <sup>3</sup> )	3	11	24	25	12	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Private industry .....	2,491	40.0	1,153	1,149	1,050 - 1,255	-	-	-	-	-	-	-	3	11	24	25	21	13	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
Goods-producing industries .....	1,976	40.0	1,132	1,131	1,040 - 1,221	-	-	-	-	-	-	-	3	12	25	29	21	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	
Manufacturing .....	1,974	40.0	1,132	1,131	1,040 - 1,221	-	-	-	-	-	-	-	3	12	25	29	21	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	
Service-producing industries .....	515	40.0	1,232	1,272	1,093 - 1,345	-	-	-	-	-	-	-	1	7	19	9	22	33	8	1	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	223	40.0	1,101	1,128	1,013 - 1,218	-	-	-	-	-	-	5	4	13	21	26	29	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Level V .....	2,054	40.0	1,311	1,300	1,197 - 1,408	-	-	-	-	-	-	-	-	1	5	20	24	24	15	8	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Private industry .....	2,027	40.0	1,312	1,300	1,198 - 1,410	-	-	-	-	-	-	-	-	1	5	20	25	24	15	8	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Goods-producing industries .....	1,744	40.0	1,311	1,299	1,200 - 1,408	-	-	-	-	-	-	-	-	1	5	19	25	24	14	8	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Manufacturing .....	1,744	40.0	1,311	1,299	1,200 - 1,408	-	-	-	-	-	-	-	-	1	5	19	25	24	14	8	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Service-producing industries .....	283	40.0	1,318	1,310	1,196 - 1,427	-	-	-	-	-	-	-	-	-	4	24	20	22	20	8	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-		
State and local government .....	27	40.0	1,236	1,249	1,126 - 1,360	-	-	-	-	-	-	-	-	-	15	33	7	44	-	-	-	-	-	-	-	-		
Level VI:																												
Private industry:																												
Service-producing industries .....	200	40.0	1,559	1,563	1,478 - 1,649	-	-	-	-	-	-	-	-	-	-	2	2	8	16	31	28	9	1	1	-	-		
State and local government .....	11	40.0	1,429	-	- - -	-	-	-	-	-	-	-	-	-	9	9	36	36	-	-	-	-	-	-	-	9		
Level VII .....	255	40.0	1,989	1,969	1,838 - 2,131	-	-	-	-	-	-	-	-	-	-	-	-	-	3	5	10	19	21	42	42	42		
Private industry .....	255	40.0	1,989	1,969	1,838 - 2,131	-	-	-	-	-	-	-	-	-	-	-	-	-	3	5	10	19	21	42	42	42		
Goods-producing industries .....	192	40.0	2,017	1,996	1,872 - 2,166	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	9	17	20	49	49			
Manufacturing .....	192	40.0	2,017	1,996	1,872 - 2,166	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	9	17	20	49	49			
<b>ADMINISTRATIVE OCCUPATIONS</b>																												
<b>Budget Analysts</b>																												
Level II:																												
State and local government .....	7	40.0	783	-	- - -	-	-	-	-	-	14	14	29	-	43	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	54	39.9	892	-	- - -	-	-	-	-	-	7	7	13	20	19	33	-	-	-	-	-	-	-	-	-	-		
State and local government .....	35	40.0	969	1,000	868 - 1,061	-	-	-	-	-	-	-	6	23	23	49	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Phoenix, AZ, April 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over			
<b>Buyers/Contracting Specialists</b>																													
Level I .....	130	40.0	\$516	\$500	\$480 - \$554	-	8	2	32	33	7	15	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	98	40.0	532	500	480 - 587	-	1	1	40	28	7	19	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Goods-producing industries .....	66	40.0	546	-	- - -	-	-	-	52	9	5	29	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing .....	66	40.0	546	-	- - -	-	-	-	52	9	5	29	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	32	40.0	469	500	395 - 500	-	31	3	6	50	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level II .....	351	40.0	621	623	520 - 696	-	-	11	8	9	15	33	17	7	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	265	39.9	634	640	550 - 713	-	-	10	5	9	12	37	19	8	-	-	-	-	-	-	-	-	-	-	-	-	-		
Goods-producing industries .....	163	39.9	659	669	600 - 731	-	-	13	-	2	10	41	21	12	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	102	40.0	594	596	520 - 673	-	-	5	14	22	14	29	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	86	40.0	581	583	480 - 653	-	-	14	17	8	24	21	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	377	39.9	788	804	642 - 913	-	-	-	1	8	3	26	12	22	17	8	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry .....	228	39.9	871	882	785 - 961	-	-	-	1	( <sup>3</sup> )	1	11	13	29	26	13	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	179	39.9	908	901	833 - 971	-	-	-	-	-	-	3	11	35	32	14	4	1	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	178	39.9	908	902	839 - 971	-	-	-	-	-	-	3	11	35	32	14	4	1	-	-	-	-	-	-	-	-	-	-	
State and local government .....	149	40.0	661	640	582 - 717	-	-	-	1	19	5	48	11	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	131	40.0	1,042	1,061	946 - 1,160	-	-	-	-	-	-	2	6	9	20	24	21	17	-	-	-	-	-	-	-	-	-	-	
Private industry .....	114	40.0	1,078	1,081	991 - 1,170	-	-	-	-	-	-	-	-	8	22	26	25	19	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	109	40.0	1,073	1,077	988 - 1,165	-	-	-	-	-	-	-	-	8	23	27	25	17	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	109	40.0	1,073	1,077	988 - 1,165	-	-	-	-	-	-	-	-	8	23	27	25	17	-	-	-	-	-	-	-	-	-	-	
<b>Computer Programmers</b>																													
Level II .....	248	40.0	632	628	558 - 697	-	-	1	6	15	19	35	17	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	204	40.0	641	646	558 - 697	-	-	-	2	14	19	42	17	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	176	40.0	634	630	558 - 676	-	-	-	1	16	20	43	13	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	44	40.0	587	545	473 - 737	-	-	7	25	18	18	7	18	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	305	40.0	736	720	673 - 804	-	-	-	-	2	9	35	29	13	11	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	272	40.0	736	716	673 - 797	-	-	-	-	1	10	38	26	11	13	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	240	40.0	733	684	673 - 785	-	-	-	-	1	10	40	25	10	13	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	33	40.0	737	766	701 - 805	-	-	-	-	6	3	9	52	27	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Computer Systems Analysts</b>																													
Level I .....	428	40.0	778	790	682 - 876	-	-	( <sup>3</sup> )	-	1	7	21	23	35	12	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	318	40.0	802	808	716 - 879	-	-	-	-	-	2	17	27	40	13	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	105	40.0	872	878	809 - 922	-	-	-	-	-	-	3	17	50	24	4	2	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	105	40.0	872	878	809 - 922	-	-	-	-	-	-	3	17	50	24	4	2	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	213	40.0	768	773	694 - 831	-	-	-	-	-	2	24	31	35	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	110	40.0	708	679	592 - 826	-	-	2	-	3	23	30	14	19	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,585	40.0	911	930	801 - 1,010	-	-	-	-	( <sup>3</sup> )	15	10	17	28	21	6	1	1	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,138	40.0	942	962	865 - 1,011	-	-	-	-	-	4	9	20	36	24	6	1	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	181	40.0	1,022	994	937 - 1,117	-	-	-	-	-	3	2	9	38	23	17	3	6	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	173	40.0	1,028	1,003	950 - 1,127	-	-	-	-	-	3	2	8	37	24	17	3	6	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	957	40.0	927	953	865 - 1,004	-	-	-	-	-	4	11	22	35	24	4	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	61	40.0	872	756	729 - 1,052	-	-	-	-	-	-	20	34	5	-	25	16	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	447	40.0	834	760	666 - 1,010	-	-	-	-	-	1	41	12	10	10	16	7	2	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Phoenix, AZ, April 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over
Level III .....	782	40.0	\$1,089	\$1,124	\$948 - \$1,245	-	-	-	-	-	-	2	7	11	11	16	20	19	12	2	-	( <sup>3</sup> )	-	-	-	-
Private industry .....	606	40.0	1,154	1,173	1,063 - 1,260	-	-	-	-	-	-	-	1	7	6	20	23	24	15	2	-	( <sup>3</sup> )	-	-	-	-
Goods-producing industries .....	109	40.0	1,149	1,135	1,063 - 1,199	-	-	-	-	-	-	-	-	2	10	30	33	11	6	6	-	2	-	-	-	-
Manufacturing .....	109	40.0	1,149	1,135	1,063 - 1,199	-	-	-	-	-	-	-	-	2	10	30	33	11	6	6	-	2	-	-	-	-
Service-producing industries .....	497	40.0	1,155	1,183	1,067 - 1,262	-	-	-	-	-	-	-	2	9	5	18	21	27	17	1	-	-	-	-	-	-
State and local government .....	176	40.0	867	859	743 - 958	-	-	-	-	-	-	9	27	25	26	3	10	-	-	-	-	-	-	-	-	-
Level IV .....	82	40.0	1,227	1,176	1,070 - 1,334	-	-	-	-	-	-	-	-	-	10	20	23	20	6	9	4	10	-	-	-	-
<b>Computer Systems Analyst Supervisors/Managers</b>																										
Level I .....	121	40.0	1,170	1,200	928 - 1,404	-	-	-	-	-	-	-	5	12	17	11	5	8	12	31	-	-	-	-	-	-
State and local government .....	82	40.0	1,056	1,005	905 - 1,233	-	-	-	-	-	-	-	7	17	24	16	7	12	15	1	-	-	-	-	-	-
Level II .....	62	40.0	1,433	-	- - -	-	-	-	-	-	-	-	-	-	-	6	10	8	16	15	21	19	3	2	-	-
<b>Personnel Specialists</b>																										
Level II .....	431	40.0	603	596	510 - 643	-	-	-	8	25	17	32	11	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	375	39.9	597	595	501 - 641	-	-	-	7	29	18	31	11	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	301	40.0	595	595	510 - 641	-	-	-	9	27	19	32	9	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	56	40.0	644	617	582 - 708	-	-	-	14	-	16	43	13	14	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	527	39.9	782	769	673 - 841	-	-	-	-	1	5	24	30	24	8	5	2	( <sup>3</sup> )	1	-	-	-	-	-	-	-
Private industry .....	405	39.9	795	769	712 - 841	-	-	-	-	-	2	22	33	27	8	4	2	( <sup>3</sup> )	1	-	-	-	-	-	-	-
Goods-producing industries .....	92	39.8	821	826	733 - 884	-	-	-	-	-	-	18	21	40	11	7	3	-	-	-	-	-	-	-	-	-
Manufacturing .....	92	39.8	821	826	733 - 884	-	-	-	-	-	-	18	21	40	11	7	3	-	-	-	-	-	-	-	-	-
Service-producing industries .....	313	39.9	787	769	694 - 837	-	-	-	-	-	3	23	36	23	7	4	2	( <sup>3</sup> )	2	-	-	-	-	-	-	-
Transportation and utilities .....	35	40.0	995	-	- - -	-	-	-	-	-	-	20	6	34	14	9	3	14	-	-	-	-	-	-	-	-
State and local government .....	122	40.0	739	701	634 - 831	-	-	-	-	5	13	30	21	16	7	7	1	-	-	-	-	-	-	-	-	-
Level IV .....	355	39.9	1,000	990	872 - 1,115	-	-	-	-	-	2	8	17	25	20	17	6	2	3	-	-	-	-	-	-	-
Private industry .....	294	39.9	999	980	871 - 1,111	-	-	-	-	-	2	6	18	26	20	16	6	1	3	-	-	-	-	-	-	-
Goods-producing industries .....	102	39.9	1,071	1,051	923 - 1,167	-	-	-	-	-	-	-	4	36	25	13	15	1	7	-	-	-	-	-	-	-
Manufacturing .....	100	39.9	1,068	1,044	923 - 1,165	-	-	-	-	-	-	-	4	37	25	13	13	1	7	-	-	-	-	-	-	-
Service-producing industries .....	192	39.9	960	923	838 - 1,063	-	-	-	-	-	3	9	26	21	18	18	2	2	1	-	-	-	-	-	-	-
Transportation and utilities .....	32	40.0	1,036	-	- - -	-	-	-	-	-	3	22	6	3	-	59	-	-	6	-	-	-	-	-	-	-
State and local government .....	61	40.0	1,005	1,021	872 - 1,115	-	-	-	-	-	3	16	10	20	20	18	7	7	-	-	-	-	-	-	-	-
Level V:																										
State and local government .....	6	40.0	1,194	-	- - -	-	-	-	-	-	-	-	-	-	-	-	33	67	-	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b>																										
Level II .....	55	39.8	1,288	-	- - -	-	-	-	-	-	-	-	4	2	9	7	16	25	7	9	5	9	2	2	-	2
State and local government .....	22	40.0	1,086	1,092	957 - 1,195	-	-	-	-	-	-	-	9	5	23	14	27	18	-	-	5	-	-	-	-	-

See footnotes at end of table.



**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Phoenix, AZ, April 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over	
<b>Tax Collectors</b>																											
Level I .....	20	40.0	\$383	\$390	\$390 - \$390	15	85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	20	40.0	383	390	390 - 390	15	85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	137	40.0	492	498	451 - 502	-	6	7	62	12	1	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	137	40.0	492	498	451 - 502	-	6	7	62	12	1	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	16	40.0	628	633	614 - 639	-	-	-	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	16	40.0	628	633	614 - 639	-	-	-	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 15 percent at \$2,000 and under \$2,100; 15 percent at \$2,100 and under \$2,200; 12 percent at \$2,200 and under \$2,300; 4 percent at \$2,300 and under \$2,400; 1 percent at \$2,400 and under \$2,500; 1 percent at \$2,500 and under \$2,600; 2 percent at \$2,600 and under \$2,700; and 1 percent at \$2,800 and under \$2,900.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Phoenix, AZ, April 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	275 and under 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 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 and over		
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b>																												
Level II .....	242	40.0	\$451	\$442	\$406 - \$493	( <sup>3</sup> )	3	7	6	7	9	29	15	10	8	4	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	162	40.0	437	442	413 - 480	1	3	7	2	7	11	36	19	9	3	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	145	40.0	437	442	413 - 480	-	3	8	2	8	9	39	18	9	3	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	80	40.0	478	455	379 - 561	-	2	7	14	7	5	14	7	10	17	11	2	-	1	-	-	-	-	-	-	-	-	
Level III .....	318	39.9	519	504	456 - 561	-	-	-	3	6	5	5	29	20	11	7	8	5	-	1	-	-	-	-	-	-	-	
Private industry .....	223	39.8	522	516	460 - 564	-	-	-	4	1	4	4	35	23	10	7	9	4	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	185	39.8	517	483	456 - 559	-	-	-	4	2	4	4	39	19	6	5	11	4	-	-	-	-	-	-	-	-	-	
State and local government .....	95	40.0	513	489	409 - 558	-	-	-	3	17	8	8	17	12	13	6	5	8	-	2	-	-	-	-	-	-	-	
Level IV .....	80	39.5	623	645	511 - 734	-	-	-	-	-	1	5	14	14	6	20	10	21	4	4	1	-	-	-	-	-	-	
Private industry .....	59	39.4	665	-	- - -	-	-	-	-	-	-	2	5	10	5	27	12	27	5	5	2	-	-	-	-	-	-	
Service-producing industries .....	53	39.3	673	-	- - -	-	-	-	-	-	-	2	4	11	4	23	13	30	6	6	2	-	-	-	-	-	-	
<b>Drafters</b>																												
<b>Level II:</b>																												
State and local government .....	14	40.0	483	-	- - -	-	-	-	7	7	14	-	7	21	7	36	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	203	40.0	595	600	510 - 656	-	-	-	-	-	13	1	5	16	4	30	16	10	2	3	-	-	-	-	-	-	-	
Private industry .....	146	40.0	574	600	510 - 613	-	-	-	-	-	16	-	7	23	3	34	8	3	3	5	-	-	-	-	-	-	-	
Goods-producing industries .....	136	40.0	569	571	510 - 613	-	-	-	-	-	17	-	7	24	4	31	6	3	3	5	-	-	-	-	-	-	-	
Manufacturing .....	136	40.0	569	571	510 - 613	-	-	-	-	-	17	-	7	24	4	31	6	3	3	5	-	-	-	-	-	-	-	
State and local government .....	57	40.0	650	656	634 - 734	-	-	-	-	-	5	4	-	-	5	19	37	30	-	-	-	-	-	-	-	-	-	
<b>Engineering Technicians</b>																												
<b>Level II</b>																												
Private industry .....	253	40.0	517	522	480 - 558	-	-	-	-	-	9	6	22	31	24	6	2	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	247	40.0	518	522	480 - 558	-	-	-	-	-	10	6	21	32	24	6	2	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	247	40.0	518	522	480 - 558	-	-	-	-	-	10	6	21	32	24	6	2	-	-	-	-	-	-	-	-	-	-	
Level IV .....	1,233	40.0	770	778	725 - 808	-	-	-	-	-	-	-	-	-	3	7	9	14	34	19	8	4	2	1	-	-		
Private industry .....	1,233	40.0	770	778	725 - 808	-	-	-	-	-	-	-	-	-	3	7	9	14	34	19	8	4	2	1	-	-		
Goods-producing industries .....	1,166	40.0	776	779	733 - 810	-	-	-	-	-	-	-	-	-	1	5	9	15	35	20	8	4	2	1	-	-		
Manufacturing .....	1,166	40.0	776	779	733 - 810	-	-	-	-	-	-	-	-	-	1	5	9	15	35	20	8	4	2	1	-	-		
Service-producing industries .....	67	40.0	669	-	- - -	-	-	-	-	-	-	-	-	-	21	39	12	6	12	4	-	3	1	1	-	-		
Level V .....	203	40.0	880	845	773 - 920	-	-	-	-	-	-	-	-	-	4	-	4	5	19	21	16	10	1	2	3	14		
Private industry .....	203	40.0	880	845	773 - 920	-	-	-	-	-	-	-	-	-	4	-	4	5	19	21	16	10	1	2	3	14		
Goods-producing industries .....	151	40.0	908	848	778 - 972	-	-	-	-	-	-	-	-	-	-	-	5	5	19	21	13	11	1	3	3	19		
Manufacturing .....	151	40.0	908	848	778 - 972	-	-	-	-	-	-	-	-	-	-	-	5	5	19	21	13	11	1	3	3	419		

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Phoenix, AZ, April 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	275 and under 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 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 and over	
<b>Engineering Technicians, Civil</b>																											
Level I:																											
State and local government .....	7	40.0	\$326	-	- - -	-	71	14	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....																											
State and local government .....	64	40.0	448	-	- - -	-	-	-	22	8	19	6	20	14	2	9	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	49	40.0	448	\$403	\$375 - \$506	-	-	-	29	10	14	8	6	18	2	12	-	-	-	-	-	-	-	-	-	-	-
Level III .....																											
State and local government .....	131	40.0	579	540	506 - 684	-	-	-	-	-	-	11	8	35	6	6	17	16	-	-	-	-	-	-	-	-	-
State and local government .....	95	40.0	601	622	505 - 693	-	-	-	-	-	-	16	6	17	8	8	22	22	-	-	-	-	-	-	-	-	-
Level IV .....																											
Private industry:																											
Service-producing industries:																											
Transportation and utilities .....																											
State and local government .....	29	40.0	830	-	- - -	-	-	-	-	-	-	-	-	-	-	-	10	17	3	10	59	-	-	-	-	-	-
State and local government .....	91	40.0	673	684	608 - 759	-	-	-	-	-	-	-	10	5	9	13	20	10	24	8	1	-	-	-	-	-	-
Level V .....																											
State and local government .....	140	40.0	805	805	680 - 909	-	-	-	-	-	-	-	-	1	4	14	14	4	13	20	6	6	4	1	13	-	
State and local government .....	126	40.0	792	791	674 - 849	-	-	-	-	-	-	-	-	1	4	16	16	4	14	22	3	2	2	2	14	-	
Level VI:																											
State and local government .....	128	40.0	914	916	870 - 963	-	-	-	-	-	-	-	-	-	-	-	-	1	5	12	25	27	19	9	2	-	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																											
<b>Corrections Officers:</b>																											
State and local government .....	1,738	40.0	465	447	414 - 521	-	( <sup>3</sup> )	( <sup>3</sup> )	1	15	14	23	19	16	8	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
<b>Firefighters</b> .....																											
State and local government .....	920	52.5	682	699	604 - 773	-	-	-	-	-	-	3	3	10	8	21	5	3	30	17	-	-	-	-	-	-	
State and local government .....	902	52.8	685	736	604 - 773	-	-	-	-	-	-	3	3	8	8	22	5	3	31	17	-	-	-	-	-	-	
<b>Police Officers</b>																											
Level I .....																											
State and local government .....	3,324	40.0	734	742	640 - 859	-	-	-	-	-	( <sup>3</sup> )	2	2	11	16	12	8	8	9	33	-	-	-	-	-	-	
State and local government .....	3,324	40.0	734	742	640 - 859	-	-	-	-	-	( <sup>3</sup> )	2	2	11	16	12	8	8	9	33	-	-	-	-	-	-	
Level II .....																											
State and local government .....	12	40.0	718	-	- - -	-	-	-	-	-	-	-	-	-	-	42	-	17	-	42	-	-	-	-	-	-	
State and local government .....	12	40.0	718	-	- - -	-	-	-	-	-	-	-	-	-	-	42	-	17	-	42	-	-	-	-	-	-	

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

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

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 6 percent at \$1,100 and under \$1,150; 2 percent at \$1,150 and under \$1,200; 3 percent at \$1,200 and under \$1,250; and 7 percent at \$1,250 and under \$1,300.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Phoenix, AZ, April 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 700	700 - 750	750 and over	
<b>Clerks, Accounting</b>																											
Level II .....	1,677	39.9	\$359	\$350	\$320 - \$388	-	-	2	9	18	20	14	20	9	3	1	2	1	1	1	-	-	-	-	-	-	-
Private industry .....	1,649	39.9	359	350	320 - 388	-	-	2	9	18	20	14	20	9	3	1	1	1	1	1	-	-	-	-	-	-	-
Goods-producing industries .....	340	40.0	391	390	360 - 419	-	-	-	1	10	4	15	38	20	3	5	2	2	1	-	-	-	-	-	-	-	-
Manufacturing .....	275	40.0	388	388	360 - 390	-	-	-	1	12	5	12	47	8	3	6	3	3	1	-	-	-	-	-	-	-	-
Service-producing industries .....	1,309	39.9	351	340	320 - 380	-	-	2	11	21	24	14	15	6	4	-	1	( <sup>3</sup> )	1	1	-	-	-	-	-	-	
Transportation and utilities .....	138	40.0	320	325	284 - 340	-	-	13	20	19	27	18	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	28	40.0	355	-	-	-	-	11	11	11	14	14	18	14	-	-	7	-	-	-	-	-	-	-	-	-	
Level III .....	1,937	39.9	411	400	360 - 454	-	-	-	5	8	8	14	9	19	8	12	6	4	2	1	1	1	1	1	1	1	
Private industry .....	1,561	39.9	410	400	360 - 452	-	-	-	1	8	8	16	9	23	9	13	5	4	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Goods-producing industries .....	285	39.7	465	453	400 - 517	-	-	-	-	-	-	6	13	16	15	9	10	12	9	4	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Manufacturing .....	278	39.7	463	446	400 - 514	-	-	-	-	-	-	6	13	16	15	9	10	12	8	4	3	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Service-producing industries .....	1,276	40.0	398	400	356 - 434	-	-	1	9	10	19	8	24	7	14	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	1	1		
State and local government .....	376	40.0	412	388	319 - 492	-	-	-	20	9	8	5	12	2	5	9	12	5	1	3	1	2	6	6	1	1	
Level IV .....	657	40.0	457	446	392 - 505	-	-	-	-	11	10	8	10	13	12	8	7	4	6	3	1	1	4	1	4	1	
Private industry .....	430	39.9	489	473	433 - 534	-	-	-	-	2	3	6	10	17	16	10	6	7	9	3	2	2	6	2	6	2	
Goods-producing industries .....	87	40.0	615	623	557 - 666	-	-	-	-	-	-	-	-	-	-	1	3	5	8	16	9	8	30	10	10	-	
Manufacturing .....	87	40.0	615	623	557 - 666	-	-	-	-	-	-	-	-	-	-	1	3	5	8	16	9	9	8	30	10	-	
State and local government .....	227	40.0	398	373	346 - 429	-	-	-	-	28	23	13	9	6	6	3	8	-	1	3	-	-	-	-	-	-	
<b>Clerks, General</b>																											
Level I .....	255	40.0	256	241	240 - 261	-	64	23	5	4	4	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	1,497	39.9	309	300	278 - 340	( <sup>3</sup> )	5	17	21	19	22	9	5	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,284	39.9	310	309	280 - 340	( <sup>3</sup> )	5	13	21	20	25	10	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries:																											
Manufacturing .....	66	40.0	349	-	-	-	3	3	18	3	17	5	45	5	2	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	1,029	39.9	309	309	278 - 338	( <sup>3</sup> )	6	17	18	19	25	12	4	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	213	40.0	301	281	258 - 314	-	7	37	23	11	3	4	6	3	4	2	-	-	-	-	-	-	-	-	-	-	
Level III .....	2,117	40.0	364	352	302 - 406	-	( <sup>3</sup> )	10	11	17	10	18	8	7	7	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	1	3	-	-	-	-	
Private industry .....	1,475	40.0	381	361	325 - 419	-	( <sup>3</sup> )	1	7	17	11	24	10	6	8	5	3	( <sup>3</sup> )	( <sup>3</sup> )	1	2	5	-	-	-	-	
Goods-producing industries .....	205	40.0	426	437	378 - 458	-	-	-	-	-	-	25	8	7	25	20	12	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
Manufacturing .....	185	40.0	432	442	392 - 458	-	-	-	-	-	-	18	9	8	26	23	14	2	1	-	-	-	-	-	-	-	
Service-producing industries .....	1,270	40.0	374	361	317 - 392	-	( <sup>3</sup> )	2	8	20	12	24	11	6	5	2	2	( <sup>3</sup> )	( <sup>3</sup> )	1	2	6	-	-	-		
Transportation and utilities .....	202	40.0	439	438	312 - 576	-	-	-	-	35	7	7	-	-	5	5	10	-	-	5	1	25	-	-	-	-	
State and local government .....	642	40.0	324	300	274 - 352	-	-	29	21	15	9	5	2	8	6	2	( <sup>3</sup> )	2	( <sup>3</sup> )	-	-	-	-	-	-	-	
Level IV .....	1,138	40.0	384	342	306 - 420	-	-	-	16	24	14	8	4	10	5	2	1	4	2	4	1	4	-	2	( <sup>3</sup> )	-	
Private industry .....	356	40.0	474	443	416 - 534	-	-	-	-	( <sup>3</sup> )	6	6	6	23	11	7	3	12	6	2	-	11	-	6	1	-	
Service-producing industries .....	329	40.0	469	431	413 - 524	-	-	-	-	( <sup>3</sup> )	6	7	6	25	12	8	3	13	( <sup>3</sup> )	1	-	12	-	6	1	-	
State and local government .....	782	40.0	343	321	300 - 348	-	-	-	23	35	18	8	3	4	2	-	-	-	-	5	2	-	-	-	-	-	
<b>Clerks, Order</b>																											
Level I .....	268	40.0	340	338	300 - 368	( <sup>3</sup> )	1	6	17	13	29	16	6	3	6	-	-	-	3	-	-	-	-	-	-	-	
Private industry .....	268	40.0	340	338	300 - 368	( <sup>3</sup> )	1	6	17	13	29	16	6	3	6	-	-	-	3	-	-	-	-	-	-	-	
Service-producing industries .....	178	40.0	353	338	320 - 378	-	-	8	6	14	31	13	9	4	9	-	-	-	4	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Phoenix, AZ, April 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 700	700 - 750	750 and over	
<b>Key Entry Operators</b>																											
Level I .....	475	40.0	\$310	\$310	\$300 - \$320	-	3	9	12	57	13	4	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-
Private industry .....	465	40.0	309	310	300 - 320	-	3	9	12	58	12	4	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	409	40.0	306	310	294 - 317	-	3	11	14	60	9	1	-	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	582	39.9	364	351	323 - 386	-	-	3	4	23	20	20	7	5	8	3	3	3	( <sup>3</sup> )	1	-	-	-	-	-	-	-
Private industry .....	520	39.9	364	353	323 - 386	-	-	1	3	23	20	21	8	5	9	3	3	2	( <sup>3</sup> )	1	-	-	-	-	-	-	-
Service-producing industries .....	502	39.9	359	351	323 - 380	-	-	1	3	24	21	22	8	6	9	3	2	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-
State and local government .....	62	40.0	358	327	303 - 388	-	-	13	11	19	21	10	2	2	2	2	5	15	-	-	-	-	-	-	-	-	
<b>Secretaries</b>																											
Level I .....	199	40.0	380	385	346 - 404	-	-	1	17	1	16	11	10	32	1	3	3	7	-	-	-	-	-	-	-	-	-
Private industry .....	166	39.9	364	356	340 - 401	-	-	1	20	1	19	13	8	35	1	2	1	1	-	-	-	-	-	-	-	-	-
Service-producing industries .....	164	39.9	364	356	340 - 401	-	-	1	20	1	19	13	8	34	1	2	1	1	-	-	-	-	-	-	-	-	-
Level II .....	2,176	39.8	430	419	360 - 500	-	-	( <sup>3</sup> )	5	8	8	13	8	9	10	8	5	5	6	9	2	1	1	1	1	-	-
Private industry:																											
Goods-producing industries .....	68	40.0	495	-	- - -	-	-	-	-	-	-	6	1	3	9	24	15	10	6	10	15	-	-	1	-	-	-
Manufacturing .....	68	40.0	495	-	- - -	-	-	-	-	-	-	6	1	3	9	24	15	10	6	10	15	-	-	1	-	-	-
State and local government .....	924	40.0	390	374	320 - 440	-	-	( <sup>3</sup> )	13	17	11	11	8	11	7	6	3	4	4	3	2	1	-	( <sup>3</sup> )	-	-	-
Level III .....	2,742	39.9	449	432	365 - 518	-	-	-	( <sup>3</sup> )	5	11	11	6	13	6	7	8	9	8	3	5	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Private industry .....	1,392	39.7	500	500	430 - 546	-	-	-	-	1	1	1	1	18	5	10	13	13	14	5	7	5	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )
Goods-producing industries .....	422	39.3	534	532	503 - 568	-	-	-	-	-	-	-	-	2	3	6	12	18	25	10	11	9	2	1	-	-	-
Manufacturing .....	413	39.3	533	531	502 - 562	-	-	-	-	-	-	-	-	2	3	7	13	19	25	10	11	9	2	1	-	-	-
Service-producing industries .....	970	39.9	485	477	409 - 538	-	-	-	-	1	1	2	2	26	6	11	13	11	9	4	6	4	2	2	1	1	1
Transportation and utilities .....	138	40.0	461	418	383 - 537	-	-	-	-	6	7	9	9	28	3	5	-	5	12	-	1	1	-	7	7	-	-
State and local government .....	1,350	40.0	397	367	339 - 430	-	-	-	( <sup>3</sup> )	9	23	22	11	7	8	3	4	5	1	1	2	1	1	1	1	-	-
Level IV .....	1,153	39.9	543	538	442 - 622	-	-	-	-	( <sup>3</sup> )	2	7	8	9	4	5	9	10	5	8	9	6	10	7	1	1	1
Private industry .....	761	39.8	577	577	519 - 634	-	-	-	-	-	-	( <sup>3</sup> )	2	7	2	6	11	14	7	11	13	8	13	6	2	2	2
Goods-producing industries .....	214	39.6	615	622	566 - 654	-	-	-	-	-	-	-	-	-	-	-	2	2	12	12	14	12	16	27	2	1	1
Manufacturing .....	211	39.6	614	622	564 - 654	-	-	-	-	-	-	-	-	-	-	-	2	2	12	12	14	12	16	27	1	1	1
Service-producing industries .....	547	39.9	563	544	504 - 617	-	-	-	-	-	-	( <sup>3</sup> )	3	9	3	7	15	15	5	9	13	5	7	7	2	2	2
Transportation and utilities .....	136	40.0	550	522	504 - 606	-	-	-	-	-	-	1	4	2	3	6	36	12	-	11	11	1	12	1	1	1	1
State and local government .....	392	40.0	478	428	395 - 526	-	-	-	-	( <sup>3</sup> )	7	20	20	13	8	3	4	2	2	3	2	3	2	3	5	8	-
Level V .....	100	40.0	639	626	559 - 749	-	-	-	-	-	-	-	-	6	2	2	1	8	2	8	9	12	7	17	1	25	25
Private industry .....	69	40.0	683	-	- - -	-	-	-	-	-	-	-	-	-	-	-	1	3	7	7	16	10	22	1	32	32	
State and local government .....	31	40.0	540	524	443 - 588	-	-	-	-	-	-	-	-	19	6	6	3	23	-	10	13	3	-	6	-	510	510
<b>Switchboard Operator-Receptionists</b>	1,622	39.8	310	309	277 - 340	7	4	6	26	26	11	10	3	2	1	2	1	( <sup>3</sup> )	( <sup>3</sup> )	1	-	-	-	-	-	-	-
Private industry .....	1,567	39.8	308	308	277 - 338	8	4	7	26	26	11	10	2	2	1	2	1	( <sup>3</sup> )	( <sup>3</sup> )	1	-	-	-	-	-	-	-
Goods-producing industries .....	209	39.3	326	317	280 - 342	-	-	17	22	18	18	9	6	-	2	5	2	1	-	-	-	-	-	-	-	-	-
Service-producing industries .....	1,358	39.9	305	300	277 - 336	9	5	5	27	27	10	10	1	3	( <sup>3</sup> )	1	( <sup>3</sup> )	-	( <sup>3</sup> )	1	-	-	-	-	-	-	-
State and local government .....	55	40.0	362	364	327 - 386	-	-	-	4	20	11	29	24	5	5	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Phoenix, AZ, April 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 700	700 - 750	750 and over
<b>Word Processors</b>																										
Level I .....	249	39.3	\$416	\$400	\$351 - \$485	-	-	-	5	7	13	18	7	2	7	4	18	14	2	2	-	-	-	-	-	-
Level II .....	265	39.9	399	392	330 - 452	-	-	-	( <sup>3</sup> )	23	13	9	5	14	9	8	2	10	2	1	3	-	-	-	-	-
Private industry .....	108	39.7	450	436	411 - 508	-	-	-	-	-	1	4	6	28	16	19	1	20	5	2	-	-	-	-	-	-
Service-producing industries .....	95	39.6	446	432	411 - 472	-	-	-	-	-	1	4	6	28	18	18	-	20	2	2	-	-	-	-	-	-
State and local government .....	157	40.0	364	338	316 - 376	-	-	-	1	39	22	13	4	5	4	1	3	3	-	1	4	-	-	-	-	-
Level III .....	58	39.7	429	-	- - -	-	-	-	-	3	16	21	9	7	9	2	2	14	9	10	-	-	-	-	-	-

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

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

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 14 percent at \$750 and under \$800; 7 percent at \$800 and under \$850; 9 percent at \$850 and under \$900; and 1 percent at \$900 and under \$950.

<sup>5</sup> Workers were distributed as follows: 6 percent at \$750 and under \$800 and 3 percent at \$800 and under \$850.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.



**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Phoenix, AZ, April 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																									
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00			
<b>Forklift Operators</b> .....	942	\$10.51	\$10.65	\$10.33 - \$10.65	-	-	-	-	2	4	6	2	( <sup>2</sup> )	1	2	68	3	( <sup>2</sup> )	-	9	3	-	-	-	-	-	-	-		
Private industry .....	942	10.51	10.65	10.33 - 10.65	-	-	-	-	2	4	6	2	( <sup>2</sup> )	1	2	68	3	( <sup>2</sup> )	-	9	3	-	-	-	-	-	-	-		
Service-producing industries .....	284	11.45	10.33	10.33 - 14.61	-	-	-	-	-	-	11	8	-	-	4	36	2	1	-	30	8	-	-	-	-	-	-	-		
<b>Guards</b>																														
Level I .....	6,061	6.67	6.50	6.00 - 7.15	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	7	13	29	17	15	5	8	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-		
Private industry .....	5,989	6.65	6.50	6.00 - 7.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	7	13	29	17	15	5	7	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-		
Goods-producing industries .....	190	9.84	10.64	8.05 - 11.38	-	-	-	-	24	-	-	-	-	4	1	6	32	19	12	3	1	-	-	-	-	-	-	-		
Manufacturing .....	190	9.84	10.64	8.05 - 11.38	-	-	-	-	24	-	-	-	-	4	1	6	32	19	12	3	1	-	-	-	-	-	-	-		
Service-producing industries .....	5,799	6.54	6.35	6.00 - 7.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	7	13	30	18	15	5	7	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-		
State and local government .....	72	8.53	8.26	8.09 - 8.26	-	-	-	-	-	-	-	18	4	65	-	6	1	-	-	1	3	1	-	-	-	-	-	-		
Level II .....	96	10.29	10.45	8.00 - 11.45	-	-	-	-	-	-	-	24	4	3	18	14	19	6	10	-	2	-	-	-	-	-	-	-		
<b>Janitors</b> .....	8,486	6.43	5.78	5.00 - 7.64	12	3	5	20	12	11	5	6	6	4	3	6	5	3	1	-	-	-	-	-	-	-	-	-		
Private industry .....	6,550	5.70	5.41	4.75 - 6.10	16	4	6	25	15	14	6	6	2	1	2	1	( <sup>2</sup> )	1	-	-	-	-	-	-	-	-	-	-		
Goods-producing industries .....	239	7.08	6.85	6.00 - 7.55	-	-	-	5	1	38	15	12	8	5	3	6	6	1	-	-	-	-	-	-	-	-	-	-		
Manufacturing .....	228	7.13	6.85	6.00 - 7.55	-	-	-	5	1	35	16	12	8	6	4	7	6	1	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	6,311	5.64	5.31	4.75 - 6.00	17	4	7	26	15	13	5	6	2	1	1	2	1	( <sup>2</sup> )	1	-	-	-	-	-	-	-	-	-		
State and local government .....	1,936	8.92	8.80	7.65 - 10.19	-	-	-	2	1	1	5	5	19	12	9	17	18	10	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-		
<b>Material Handling Laborers</b> .....	352	6.69	6.35	6.00 - 7.22	-	-	-	12	7	37	16	12	3	3	2	4	3	1	1	1	-	-	-	-	-	-	-	-		
Private industry .....	352	6.69	6.35	6.00 - 7.22	-	-	-	12	7	37	16	12	3	3	2	4	3	1	1	1	-	-	-	-	-	-	-	-		
<b>Order Fillers</b> .....	974	10.29	9.55	6.62 - 13.46	-	-	-	4	7	13	5	2	6	4	5	7	8	-	1	19	2	18	-	-	-	-	-	-		
Private industry .....	974	10.29	9.55	6.62 - 13.46	-	-	-	4	7	13	5	2	6	4	5	7	8	-	1	19	2	18	-	-	-	-	-	-		
Service-producing industries .....	680	9.38	7.83	6.00 - 15.43	-	-	-	6	10	18	6	4	8	5	6	3	6	-	1	( <sup>2</sup> )	-	26	-	-	-	-	-	-		
<b>Shipping/Receiving Clerks</b> .....	806	8.99	8.71	7.50 - 10.20	-	-	-	-	1	7	6	10	11	12	12	9	16	7	4	3	2	-	-	-	-	-	-	-		
Private industry .....	739	8.83	8.71	7.41 - 10.17	-	-	-	-	1	7	7	10	11	13	13	9	17	4	3	3	2	-	-	-	-	-	-	-		
Goods-producing industries .....	312	9.52	9.58	7.52 - 10.50	-	-	-	-	-	13	-	7	6	5	9	12	28	8	1	6	5	-	-	-	-	-	-	-		
Manufacturing .....	311	9.52	9.50	7.52 - 10.50	-	-	-	-	-	13	-	7	6	5	9	12	28	8	1	6	5	-	-	-	-	-	-	-		
Service-producing industries .....	427	8.32	8.21	7.41 - 8.71	-	-	-	-	3	3	12	12	14	19	16	8	8	1	4	-	-	-	-	-	-	-	-	-		
State and local government .....	67	10.84	11.45	9.03 - 12.24	-	-	-	-	-	-	-	12	9	3	-	1	3	43	18	10	-	-	-	-	-	-	-	-		
<b>Truckdrivers</b>																														
Light Truck:																														
Private industry:																														
Service-producing industries .....	396	7.46	7.00	6.00 - 8.79	-	-	-	14	-	31	-	27	( <sup>2</sup> )	3	1	7	5	2	11	-	-	-	-	-	-	-	-	-		
State and local government .....	35	9.83	10.40	8.69 - 10.80	-	-	-	-	-	-	11	3	3	3	9	6	46	20	-	-	-	-	-	-	-	-	-	-		
Medium Truck:																														
Private industry:																														
Service-producing industries .....	1,713	15.47	18.69	13.34 - 18.69	-	-	-	-	1	1	3	( <sup>2</sup> )	4	1	5	5	2	2	3	3	18	-	-	51	-	-	-	-		
Heavy Truck .....	290	13.01	13.55	11.25 - 15.05	-	-	-	-	-	-	-	8	3	4	-	8	-	4	7	21	2	39	-	-	4	-	-	-		
State and local government .....	163	14.16	15.05	13.79 - 15.05	-	-	-	-	-	-	-	-	5	1	-	-	-	1	12	7	4	69	-	-	-	-	-	-		
Tractor Trailer:																														
Private industry:																														
Service-producing industries .....	1,503	15.25	15.09	12.65 - 18.50	-	-	-	-	-	-	-	-	-	6	6	2	5	4	11	( <sup>2</sup> )	11	14	-	-	21	1	18			
Transportation and utilities .....	717	18.31	18.50	18.50 - 20.27	-	-	-	-	-	-	-	-	-	-	3	3	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	8	-	-	45	2	39			

See footnotes at end of table.



**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Phoenix, AZ, April 1996 — Continued**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	
<b>Warehouse Specialists</b> .....	3,277	\$10.38	\$9.86	\$7.75 - \$12.28	-	-	-	-	1	( <sup>2</sup> )	4	16	10	6	7	7	8	14	9	2	2	12	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-
Private industry .....	3,058	10.29	9.65	7.65 - 12.13	-	-	-	-	1	( <sup>2</sup> )	4	17	10	6	7	7	8	14	7	2	2	13	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	
Goods-producing industries .....	910	9.49	8.87	7.75 - 10.73	-	-	-	-	-	-	5	12	10	10	19	11	9	7	7	6	3	1	( <sup>2</sup> )	-	-	-	-	
Manufacturing .....	910	9.49	8.87	7.75 - 10.73	-	-	-	-	-	-	5	12	10	10	19	11	9	7	7	6	3	1	( <sup>2</sup> )	-	-	-	-	
Service-producing industries .....	2,148	10.63	10.76	7.50 - 12.28	-	-	-	-	2	( <sup>2</sup> )	3	19	10	5	2	5	8	17	7	1	2	18	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	-	
Transportation and utilities .....	181	11.14	10.19	8.10 - 13.08	-	-	-	-	-	-	-	23	-	13	-	12	9	6	11	6	6	-	6	1	6	3	-	
State and local government .....	219	11.65	12.30	9.26 - 13.32	-	-	-	-	-	5	( <sup>2</sup> )	4	7	6	1	8	4	8	31	4	6	7	9	-	-	-	-	

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

<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Phoenix, AZ, April 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over	
<b>PROFESSIONAL OCCUPATIONS</b>																											
<b>Accountants</b>																											
Level I .....	133	40.0	\$504	\$496	\$442 - \$567	-	2	25	25	18	22	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	94	40.0	491	474	429 - 529	-	2	31	28	16	14	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	442	40.0	606	591	523 - 671	-	-	8	11	15	23	26	10	4	4	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	287	40.0	616	596	554 - 665	-	-	4	5	14	28	31	12	4	1	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	61	39.9	679	-	-	-	-	-	-	3	16	44	21	15	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	61	39.9	679	-	-	-	-	-	-	3	16	44	21	15	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	226	40.0	599	590	543 - 641	-	-	5	7	17	31	28	10	1	2	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	155	40.0	587	540	468 - 677	-	-	15	21	15	14	15	5	4	10	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	459	39.8	765	744	648 - 866	-	-	-	( <sup>3</sup> )	9	7	23	25	15	8	9	2	2	-	-	-	-	-	-	-	-	-
Private industry .....	307	39.7	802	769	688 - 881	-	-	-	( <sup>3</sup> )	1	3	24	32	18	8	9	3	2	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	100	39.6	861	834	771 - 941	-	-	-	-	-	-	4	30	33	18	9	6	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	100	39.6	861	834	771 - 941	-	-	-	-	-	-	4	30	33	18	9	6	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	207	39.8	774	730	664 - 805	-	-	-	( <sup>3</sup> )	1	5	34	33	10	3	10	1	3	-	-	-	-	-	-	-	-	-
State and local government .....	152	40.0	690	624	542 - 831	-	-	-	-	26	14	21	11	11	8	9	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	207	40.0	992	1,000	838 - 1,152	-	-	-	-	( <sup>3</sup> )	7	9	18	15	21	13	9	6	-	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	141	40.0	1,043	1,056	919 - 1,160	-	-	-	-	1	1	4	17	19	28	11	11	9	-	1	-	-	-	-	-	-	-
Service-producing industries .....	94	39.9	1,022	1,050	856 - 1,154	-	-	-	-	1	1	5	24	16	24	4	14	10	-	-	-	-	-	-	-	-	-
State and local government .....	66	40.0	883	831	748 - 1,051	-	-	-	-	-	-	20	21	8	8	18	5	-	-	-	-	-	-	-	-	-	-
Level V .....	58	39.9	1,384	-	-	-	-	-	-	-	-	-	5	2	-	2	7	14	22	28	9	-	-	-	12	-	
Private industry .....	50	39.9	1,441	-	-	-	-	-	-	-	-	-	-	-	2	8	10	24	32	10	-	-	-	-	14	-	
<b>Attorneys</b>																											
Level III .....	97	39.6	1,334	1,336	1,096 - 1,589	-	-	-	-	-	-	3	14	1	8	12	6	13	6	13	7	2	6	6	6	-	-
Private industry .....	64	39.3	1,426	-	-	-	-	-	-	-	-	-	19	-	3	9	3	6	6	20	11	3	9	9	-	-	-
Service-producing industries .....	63	39.3	1,427	-	-	-	-	-	-	-	-	-	19	-	3	10	3	5	6	21	11	3	10	10	-	-	-
State and local government .....	33	40.0	1,156	1,176	1,025 - 1,336	-	-	-	-	-	-	9	6	3	18	18	12	27	6	-	-	-	-	-	-	-	-
Level IV .....	79	40.0	1,436	-	-	-	-	-	-	-	-	-	-	10	11	3	14	6	20	11	3	4	3	6	9	-	
State and local government .....	55	40.0	1,285	1,288	1,051 - 1,469	-	-	-	-	-	-	-	-	15	16	4	20	5	18	15	2	2	2	2	2	-	-
Level V:																											
State and local government .....	6	40.0	1,938	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	67	17	
<b>Engineers</b>																											
Level I .....	368	40.0	744	750	702 - 788	-	-	-	2	( <sup>3</sup> )	21	61	16	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	360	40.0	747	750	704 - 788	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	21	62	16	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	8	40.0	596	-	-	-	-	-	75	-	-	13	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	943	40.0	847	848	782 - 905	-	-	-	( <sup>3</sup> )	1	3	27	42	21	5	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	922	40.0	851	850	785 - 906	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	27	43	22	5	1	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	812	40.0	846	849	788 - 900	-	-	-	-	-	2	27	46	23	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	812	40.0	846	849	788 - 900	-	-	-	-	-	2	27	46	23	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	21	40.0	677	633	588 - 705	-	-	-	-	29	43	10	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Phoenix, AZ, April 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over		
Level III .....	1,670	40.0	\$975	\$976	\$890 - \$1,062	-	-	-	-	-	( <sup>3</sup> )	4	4	20	30	26	13	4	1	-	-	-	-	-	-	-	-	-
Private industry .....	1,493	40.0	997	987	911 - 1,073	-	-	-	-	-	-	1	21	32	27	14	5	1	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	1,277	40.0	979	977	908 - 1,047	-	-	-	-	-	-	1	21	36	30	10	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	1,277	40.0	979	977	908 - 1,047	-	-	-	-	-	-	1	21	36	30	10	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	177	40.0	787	738	661 - 873	-	-	-	-	-	2	39	27	8	7	15	2	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	2,346	40.0	1,167	1,166	1,072 - 1,260	-	-	-	-	-	-	( <sup>3</sup> )	1	9	22	28	24	14	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	2,125	40.0	1,174	1,170	1,078 - 1,270	-	-	-	-	-	-	-	1	8	22	28	23	15	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Goods-producing industries .....	1,708	40.0	1,153	1,150	1,068 - 1,231	-	-	-	-	-	-	-	1	9	24	32	24	9	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Manufacturing .....	1,708	40.0	1,153	1,150	1,068 - 1,231	-	-	-	-	-	-	-	9	24	32	24	9	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
State and local government .....	221	40.0	1,101	1,131	1,013 - 1,218	-	-	-	-	-	-	5	5	13	20	26	29	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Level V .....	1,801	40.0	1,311	1,298	1,198 - 1,406	-	-	-	-	-	-	-	-	1	5	20	25	24	14	8	3	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	1,774	40.0	1,312	1,299	1,198 - 1,408	-	-	-	-	-	-	-	-	1	4	20	25	24	15	8	3	( <sup>3</sup> )	-	-	-	-	-	-
Goods-producing industries .....	1,604	40.0	1,315	1,301	1,204 - 1,411	-	-	-	-	-	-	-	-	1	5	19	25	24	15	8	3	( <sup>3</sup> )	-	-	-	-	-	-
Manufacturing .....	1,604	40.0	1,315	1,301	1,204 - 1,411	-	-	-	-	-	-	-	-	1	5	19	25	24	15	8	3	( <sup>3</sup> )	-	-	-	-	-	-
State and local government .....	27	40.0	1,236	1,249	1,126 - 1,360	-	-	-	-	-	-	-	-	-	15	33	7	44	-	-	-	-	-	-	-	-	-	
Level VI:																												
State and local government .....	11	40.0	1,429	-	- - -	-	-	-	-	-	-	-	-	-	-	-	9	9	36	36	-	-	-	-	-	-	-	9
Level VII .....	231	40.0	1,992	1,969	1,838 - 2,142	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	5	11	19	22	42	42	
Private industry .....	231	40.0	1,992	1,969	1,838 - 2,142	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	5	11	19	22	42	42	
<b>ADMINISTRATIVE OCCUPATIONS</b>																												
<b>Budget Analysts</b>																												
Level II:																												
State and local government .....	7	40.0	783	-	- - -	-	-	-	-	-	14	14	29	-	43	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	54	39.9	892	-	- - -	-	-	-	-	-	7	7	13	20	19	33	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	35	40.0	969	1,000	868 - 1,061	-	-	-	-	-	-	-	6	23	23	49	-	-	-	-	-	-	-	-	-	-	-	
<b>Buyers/Contracting Specialists</b>																												
Level I .....																												
Private industry .....	57	40.0	567	-	- - -	-	2	-	9	37	12	33	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	32	40.0	469	500	395 - 500	-	31	3	6	50	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	248	39.9	635	621	550 - 714	-	-	7	11	5	19	27	21	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	162	39.9	664	676	597 - 731	-	-	3	7	4	16	30	27	13	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	96	39.8	705	699	608 - 793	-	-	-	-	-	18	33	28	21	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	85	39.8	726	715	661 - 797	-	-	-	-	-	7	38	32	24	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	66	40.0	605	-	- - -	-	-	-	8	18	9	14	26	24	2	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	86	40.0	581	583	480 - 653	-	-	14	17	8	24	21	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	344	39.9	784	794	640 - 913	-	-	-	1	9	3	27	10	22	17	8	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	195	39.9	878	884	808 - 962	-	-	-	2	1	2	11	10	30	27	13	5	1	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	157	39.9	923	912	857 - 978	-	-	-	-	-	-	1	7	38	32	16	5	1	-	-	-	-	-	-	-	-	-	
Manufacturing .....	157	39.9	923	912	857 - 978	-	-	-	-	-	-	1	7	38	32	16	5	1	-	-	-	-	-	-	-	-	-	
State and local government .....	149	40.0	661	640	582 - 717	-	-	-	1	19	5	48	11	11	4	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Phoenix, AZ, April 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over		
Level IV .....	124	40.0	\$1,050	\$1,068	\$949 - \$1,166	-	-	-	-	-	-	2	6	7	19	25	23	18	-	-	-	-	-	-	-	-	-	-
Private industry .....	107	40.0	1,090	1,086	995 - 1,175	-	-	-	-	-	-	-	-	6	21	27	26	21	-	-	-	-	-	-	-	-	-	
<b>Computer Programmers</b>																												
Level II .....	149	40.0	649	652	581 - 731	-	-	2	10	9	16	32	19	11	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	107	40.0	672	673	595 - 731	-	-	-	4	7	15	42	20	13	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	81	40.0	667	663	595 - 731	-	-	-	2	9	17	46	11	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	42	40.0	590	552	472 - 760	-	-	7	26	14	19	7	19	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	117	40.0	772	766	676 - 860	-	-	-	-	3	10	14	33	19	18	3	1	-	-	-	-	-	-	-	-	-	-	
Private industry .....	86	40.0	788	784	673 - 908	-	-	-	-	1	13	15	26	17	23	3	1	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	73	40.0	776	-	-	-	-	-	-	1	15	18	26	14	22	3	1	-	-	-	-	-	-	-	-	-	-	
State and local government .....	31	40.0	729	766	701 - 805	-	-	-	-	6	3	10	55	23	3	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Computer Systems Analysts</b>																												
Level I .....	414	40.0	782	794	691 - 878	-	-	( <sup>3</sup> )	-	1	7	19	24	35	12	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry .....	304	40.0	809	808	738 - 883	-	-	-	-	-	1	15	27	41	13	1	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	105	40.0	872	878	809 - 922	-	-	-	-	-	-	3	17	50	24	4	2	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	105	40.0	872	878	809 - 922	-	-	-	-	-	-	3	17	50	24	4	2	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	199	40.0	776	778	700 - 836	-	-	-	-	-	2	22	33	36	8	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	110	40.0	708	679	592 - 826	-	-	2	-	3	23	30	14	19	10	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,188	40.0	915	958	759 - 1,041	-	-	-	-	-	( <sup>3</sup> )	19	10	10	24	25	8	1	1	-	-	-	-	-	-	-	-	
Private industry .....	741	40.0	965	980	903 - 1,049	-	-	-	-	-	-	6	8	11	33	31	9	1	1	-	-	-	-	-	-	-	-	
Goods-producing industries .....	167	40.0	1,037	1,007	960 - 1,131	-	-	-	-	-	-	1	2	8	38	24	18	4	6	-	-	-	-	-	-	-	-	
Manufacturing .....	167	40.0	1,037	1,007	960 - 1,131	-	-	-	-	-	-	1	2	8	38	24	18	4	6	-	-	-	-	-	-	-	-	
Service-producing industries .....	574	40.0	944	968	872 - 1,033	-	-	-	-	-	-	7	10	11	32	33	6	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	61	40.0	872	756	729 - 1,052	-	-	-	-	-	-	20	34	5	-	25	16	-	-	-	-	-	-	-	-	-	-	
State and local government .....	447	40.0	834	760	666 - 1,010	-	-	-	-	-	1	41	12	10	10	16	7	2	2	-	-	-	-	-	-	-	-	
Level III .....	698	40.0	1,080	1,120	913 - 1,234	-	-	-	-	-	-	2	8	13	11	13	22	18	10	2	-	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	522	40.0	1,152	1,173	1,063 - 1,260	-	-	-	-	-	-	-	2	9	7	16	25	14	2	-	( <sup>3</sup> )	-	-	-	-	-	-	
Goods-producing industries .....	103	40.0	1,154	1,135	1,066 - 1,218	-	-	-	-	-	-	-	-	2	8	32	12	7	6	-	2	-	-	-	-	-	-	
Manufacturing .....	103	40.0	1,154	1,135	1,066 - 1,218	-	-	-	-	-	-	-	-	2	8	32	12	7	6	-	2	-	-	-	-	-	-	
Service-producing industries .....	419	40.0	1,151	1,183	1,058 - 1,263	-	-	-	-	-	-	2	10	6	12	24	28	16	1	-	-	-	-	-	-	-	-	
State and local government .....	176	40.0	867	859	743 - 958	-	-	-	-	-	-	9	27	25	26	3	10	-	-	-	-	-	-	-	-	-	-	
Level IV .....	82	40.0	1,227	1,176	1,070 - 1,334	-	-	-	-	-	-	-	-	-	10	20	23	20	6	9	4	10	-	-	-	-	-	
<b>Computer Systems Analyst Supervisors/Managers</b>																												
Level I .....	82	40.0	1,056	1,005	905 - 1,233	-	-	-	-	-	-	-	7	17	24	16	7	12	15	1	-	-	-	-	-	-	-	
State and local government .....	82	40.0	1,056	1,005	905 - 1,233	-	-	-	-	-	-	-	7	17	24	16	7	12	15	1	-	-	-	-	-	-	-	
Level II .....	62	40.0	1,433	-	-	-	-	-	-	-	-	-	-	-	-	6	10	8	16	15	21	19	3	2	-	-	-	
<b>Personnel Specialists</b>																												
Level II .....	257	39.9	616	605	501 - 707	-	-	-	13	21	14	23	19	9	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	203	39.9	608	577	501 - 707	-	-	-	13	27	13	18	21	7	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	176	39.9	592	567	501 - 690	-	-	-	15	31	15	16	15	6	1	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	54	40.0	644	617	582 - 711	-	-	-	15	-	17	41	13	15	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Phoenix, AZ, April 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over		
Level III .....	358	39.9	\$797	\$767	\$673 - \$872	-	-	-	-	2	7	20	28	22	9	7	3	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-
Private industry .....	236	39.8	826	797	728 - 893	-	-	-	-	-	4	16	31	25	10	8	4	( <sup>3</sup> )	2	-	-	-	-	-	-	-	-	
Goods-producing industries .....	70	39.8	852	-	- - -	-	-	-	-	-	-	4	27	41	14	9	4	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	70	39.8	852	-	- - -	-	-	-	-	-	-	4	27	41	14	9	4	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	166	39.8	815	762	694 - 889	-	-	-	-	-	5	20	33	19	8	7	4	1	3	-	-	-	-	-	-	-	-	
Transportation and utilities .....	26	40.0	1,012	-	- - -	-	-	-	-	-	-	-	27	8	12	19	12	4	19	-	-	-	-	-	-	-	-	
State and local government .....	122	40.0	739	701	634 - 831	-	-	-	-	5	13	30	21	16	7	7	1	-	-	-	-	-	-	-	-	-	-	
Level IV .....	254	39.9	1,002	1,007	838 - 1,115	-	-	-	-	-	-	3	11	19	15	22	17	8	2	4	-	-	-	-	-	-	-	
Private industry .....	193	39.9	1,001	1,006	838 - 1,127	-	-	-	-	-	-	3	9	22	13	23	16	9	1	5	-	-	-	-	-	-	-	
Goods-producing industries .....	76	39.9	1,114	-	- - -	-	-	-	-	-	-	-	-	5	17	33	17	17	1	9	-	-	-	-	-	-	-	
Manufacturing .....	76	39.9	1,114	-	- - -	-	-	-	-	-	-	-	-	5	17	33	17	17	1	9	-	-	-	-	-	-	-	
Service-producing industries .....	117	39.9	928	865	814 - 1,041	-	-	-	-	-	-	5	15	32	10	16	15	3	-	2	-	-	-	-	-	-	-	
State and local government .....	61	40.0	1,005	1,021	872 - 1,115	-	-	-	-	-	-	3	16	10	20	20	18	7	7	-	-	-	-	-	-	-	-	
Level V:																												
State and local government .....	6	40.0	1,194	-	- - -	-	-	-	-	-	-	-	-	-	-	-	33	67	-	-	-	-	-	-	-	-	-	
<b>Personnel Supervisors/Managers</b>																												
Level II .....	55	39.8	1,288	-	- - -	-	-	-	-	-	-	-	4	2	9	7	16	25	7	9	5	9	2	2	-	2	-	
State and local government .....	22	40.0	1,086	1,092	957 - 1,195	-	-	-	-	-	-	-	9	5	23	14	27	18	-	-	5	-	-	-	-	-	-	
<b>Tax Collectors</b>																												
Level I .....	20	40.0	383	390	390 - 390	15	85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	20	40.0	383	390	390 - 390	15	85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	137	40.0	492	498	451 - 502	-	6	7	62	12	1	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	137	40.0	492	498	451 - 502	-	6	7	62	12	1	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	16	40.0	628	633	614 - 639	-	-	-	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	16	40.0	628	633	614 - 639	-	-	-	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

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

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 12 percent at \$2,000 and under \$2,100; 13 percent at \$2,100 and under \$2,200; 10 percent at \$2,200 and under \$2,300; 3 percent at \$2,300 and under \$2,400; 1 percent at \$2,400 and under \$2,500; 1 percent at \$2,500 and under \$2,600; 2 percent at \$2,600 and under \$2,700; and 1 percent at \$2,800 and under \$2,900.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

**Table A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, Phoenix, AZ, April 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	300 and under 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100		
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b>																												
Level II .....	179	40.0	\$458	\$447	\$399 - \$504	1	10	6	8	12	16	3	16	10	3	8	5	1	-	1	-	-	-	-	-	-	-	-
Private industry .....	99	40.0	442	442	413 - 493	-	12	-	8	18	18	5	23	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	85	40.0	439	439	406 - 493	-	14	-	9	15	19	4	24	13	2	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	80	40.0	478	455	379 - 561	2	7	14	7	5	14	1	6	7	2	17	11	2	-	1	-	-	-	-	-	-	-	
Level III .....	237	39.8	527	518	444 - 603	-	-	5	8	7	7	10	10	8	7	13	8	11	7	-	1	-	-	-	-	-	-	
Private industry .....	146	39.7	538	525	460 - 623	-	-	5	2	5	5	11	11	8	9	13	10	14	5	-	-	-	-	-	-	-	-	
Service-producing industries .....	114	39.7	537	502	458 - 666	-	-	7	3	7	7	14	11	3	4	11	9	18	7	-	-	-	-	-	-	-	-	
State and local government .....	91	40.0	511	489	405 - 557	-	-	3	18	9	9	8	8	8	4	13	4	5	9	-	2	-	-	-	-	-	-	
Level IV .....	80	39.5	623	645	511 - 734	-	-	-	-	1	5	5	9	9	5	6	20	10	21	4	4	1	-	-	-	-	-	
Private industry .....	59	39.4	665	-	- - -	-	-	-	-	-	2	3	2	3	7	5	27	12	27	5	5	2	-	-	-	-	-	
Service-producing industries .....	53	39.3	673	-	- - -	-	-	-	-	-	2	2	2	4	8	4	23	13	30	6	6	2	-	-	-	-	-	
<b>Drafters</b>																												
Level II:																												
State and local government .....	14	40.0	483	-	- - -	-	7	7	14	-	7	7	14	-	7	36	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	100	40.0	647	656	613 - 696	-	-	-	-	3	2	-	-	-	1	8	31	32	21	1	1	-	-	-	-	-	-	
State and local government .....	57	40.0	650	656	634 - 734	-	-	-	-	5	4	-	-	-	-	5	19	37	30	-	-	-	-	-	-	-	-	
<b>Engineering Technicians</b>																												
Level II .....	213	40.0	528	531	489 - 560	-	-	-	-	1	7	8	16	16	17	26	7	2	-	-	-	-	-	-	-	-	-	
Private industry .....	213	40.0	528	531	489 - 560	-	-	-	-	1	7	8	16	16	17	26	7	2	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	213	40.0	528	531	489 - 560	-	-	-	-	1	7	8	16	16	17	26	7	2	-	-	-	-	-	-	-	-	-	
Manufacturing .....	213	40.0	528	531	489 - 560	-	-	-	-	1	7	8	16	16	17	26	7	2	-	-	-	-	-	-	-	-	-	
Level IV .....	1,132	40.0	776	779	732 - 810	-	-	-	-	-	-	-	-	-	-	3	4	9	14	35	20	8	4	2	1	-		
Private industry .....	1,132	40.0	776	779	732 - 810	-	-	-	-	-	-	-	-	-	-	3	4	9	14	35	20	8	4	2	1	-		
Goods-producing industries .....	1,088	40.0	780	779	738 - 811	-	-	-	-	-	-	-	-	-	-	2	3	9	14	36	20	8	4	2	1	-		
Manufacturing .....	1,088	40.0	780	779	738 - 811	-	-	-	-	-	-	-	-	-	-	2	3	9	14	36	20	8	4	2	1	-		
<b>Engineering Technicians, Civil</b>																												
Level I .....	7	40.0	326	-	- - -	71	14	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	7	40.0	326	-	- - -	71	14	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	49	40.0	448	403	375 - 506	-	-	29	10	14	8	2	4	18	-	2	12	-	-	-	-	-	-	-	-	-	-	
State and local government .....	49	40.0	448	403	375 - 506	-	-	29	10	14	8	2	4	18	-	2	12	-	-	-	-	-	-	-	-	-	-	
Level III .....	96	40.0	601	622	505 - 693	-	-	-	-	-	16	4	2	13	4	8	8	23	22	-	-	-	-	-	-	-	-	
State and local government .....	95	40.0	601	622	505 - 693	-	-	-	-	-	16	4	2	13	4	8	8	22	22	-	-	-	-	-	-	-	-	
Level IV .....	108	40.0	718	732	649 - 804	-	-	-	-	-	-	-	8	5	-	4	9	16	11	21	9	17	-	-	-	-		
State and local government .....	81	40.0	677	693	608 - 762	-	-	-	-	-	-	-	11	6	-	5	12	20	9	27	9	1	-	-	-	-		
Level V .....	136	40.0	801	798	680 - 885	-	-	-	-	-	-	-	-	-	-	1	4	15	15	4	13	21	6	5	3	1		
State and local government .....	126	40.0	792	791	674 - 849	-	-	-	-	-	-	-	-	-	-	1	4	16	16	4	14	22	3	2	2	2		

See footnotes at end of table.

**Table A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, Phoenix, AZ, April 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	300 and under 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100		
Level VI: State and local government .....	128	40.0	\$914	\$916	\$870 - \$963	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	12	25	27	19	9	2	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																												
<b>Corrections Officers:</b> State and local government .....	1,738	40.0	465	447	414 - 521	( <sup>3</sup> )	( <sup>3</sup> )	1	15	14	23	16	3	6	10	8	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
<b>Firefighters</b> .....	864	52.5	697	753	604 - 773	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	8	9	23	5	3	32	18	-	-	-	-	-		
State and local government .....	846	52.8	700	769	617 - 773	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	8	9	23	5	3	33	19	-	-	-	-	-		
<b>Police Officers</b>																												
Level I .....	3,156	40.0	743	768	640 - 859	-	-	-	-	-	-	-	( <sup>3</sup> )	1	1	10	15	12	8	8	9	34	-	-	-	-		
State and local government .....	3,156	40.0	743	768	640 - 859	-	-	-	-	-	-	-	( <sup>3</sup> )	1	1	10	15	12	8	8	9	34	-	-	-	-		
Level II .....	12	40.0	718	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	42	-	17	-	42	-	-	-	-		
State and local government .....	12	40.0	718	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	42	-	17	-	42	-	-	-	-		

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

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

compute means, medians, and middle ranges.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Phoenix, AZ, April 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 700	700 - 750	750 and over		
<b>Clerks, Accounting</b>																												
Level II .....	884	39.8	\$360	\$350	\$319 - \$384	-	-	4	13	13	20	15	16	6	4	2	3	2	2	1	-	-	-	-	-	-	-	-
Private industry .....	856	39.8	361	350	319 - 384	-	-	4	13	13	20	15	16	6	4	2	3	2	2	1	-	-	-	-	-	-	-	
Goods-producing industries .....	100	40.0	428	419	410 - 450	-	-	-	-	-	10	-	12	35	9	16	8	8	2	-	-	-	-	-	-	-	-	
Manufacturing .....	78	40.0	431	-	-	-	-	-	-	-	13	-	15	17	12	21	10	10	3	-	-	-	-	-	-	-	-	
Service-producing industries .....	756	39.8	352	343	310 - 379	-	-	4	14	15	21	17	16	2	4	-	2	1	2	2	-	-	-	-	-	-		
State and local government .....	28	40.0	355	-	-	-	-	11	11	11	14	14	18	14	-	-	7	-	-	-	-	-	-	-	-	-		
Level III .....	1,078	39.9	416	400	351 - 479	-	-	-	8	7	10	15	9	10	6	8	9	6	3	2	2	1	2	1	2	1	-	
Private industry .....	706	39.8	418	400	360 - 467	-	-	-	2	5	10	21	8	14	7	8	7	7	4	1	2	1	( <sup>3</sup> )	2	1	2		
Goods-producing industries .....	168	39.5	489	496	428 - 532	-	-	-	-	-	-	4	5	14	8	9	13	20	13	4	5	4	1	1	1	-		
Manufacturing .....	168	39.5	489	496	428 - 532	-	-	-	-	-	-	4	5	14	8	9	13	20	13	4	5	4	1	1	1	-		
Service-producing industries .....	538	39.9	396	375	356 - 432	-	-	-	3	7	14	27	9	14	7	8	5	3	1	( <sup>3</sup> )	1	-	-	2	-	-		
State and local government .....	372	40.0	412	388	318 - 492	-	-	-	20	9	8	5	12	2	5	9	12	5	1	3	1	2	6	-	-	-		
Level IV .....	565	40.0	450	433	379 - 500	-	-	-	-	-	13	11	10	12	12	10	7	7	5	3	1	1	1	5	2	-		
Private industry:																												
Goods-producing industries .....	86	40.0	617	623	558 - 666	-	-	-	-	-	-	-	-	-	1	2	5	8	16	9	9	8	30	10	-	-		
Manufacturing .....	86	40.0	617	623	558 - 666	-	-	-	-	-	-	-	-	-	1	2	5	8	16	9	9	8	30	10	-	-		
State and local government .....	221	40.0	393	370	344 - 424	-	-	-	-	-	29	24	13	10	6	6	3	9	-	1	-	-	-	-	-	-		
<b>Clerks, General</b>																												
Level II .....	947	40.0	298	283	265 - 322	( <sup>3</sup> )	8	25	27	15	12	4	5	1	1	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	740	40.0	298	284	268 - 324	1	8	22	29	17	15	4	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	565	40.0	293	282	263 - 318	1	11	29	24	16	11	5	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	207	40.0	300	278	258 - 318	-	7	38	23	9	3	4	6	3	4	2	-	-	-	-	-	-	-	-	-	-		
Level III .....	1,723	40.0	353	340	299 - 390	-	( <sup>3</sup> )	12	14	16	12	16	8	8	6	4	2	1	( <sup>3</sup> )	-	( <sup>3</sup> )	2	-	-	-	-		
Private industry .....	1,081	40.0	371	361	319 - 400	-	( <sup>3</sup> )	2	9	17	13	22	11	9	5	5	2	1	( <sup>3</sup> )	-	( <sup>3</sup> )	4	-	-	-	-		
Goods-producing industries .....	161	40.0	430	437	381 - 472	-	-	-	-	-	-	20	11	9	16	26	16	2	1	-	-	-	-	-	-	-		
Manufacturing .....	161	40.0	430	437	381 - 472	-	-	-	-	-	-	20	11	9	16	26	16	2	1	-	-	-	-	-	-	-		
Service-producing industries .....	920	40.0	361	352	312 - 379	( <sup>3</sup> )	2	11	19	16	23	11	9	3	1	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	4	-	-	-	-			
State and local government .....	642	40.0	324	300	274 - 352	-	-	29	21	15	9	5	2	8	6	2	( <sup>3</sup> )	2	( <sup>3</sup> )	-	-	-	-	-	-	-		
Level IV .....	953	40.0	359	327	302 - 383	-	-	-	19	29	17	9	5	5	3	3	1	( <sup>3</sup> )	2	5	2	-	-	( <sup>3</sup> )	1	-		
Private industry .....	171	40.0	432	423	369 - 475	-	-	-	-	1	12	13	12	12	11	15	6	2	12	3	-	-	-	-	-	-		
State and local government .....	782	40.0	343	321	300 - 348	-	-	-	23	35	18	8	3	4	2	-	-	-	-	5	2	-	-	-	-	-		
<b>Key Entry Operators</b>																												
Level I .....	182	40.0	314	304	290 - 335	-	1	6	23	39	24	3	-	2	1	-	2	-	-	-	-	-	-	-	-	-	-	
Private industry .....	172	40.0	310	304	290 - 335	-	1	6	24	40	24	2	-	2	1	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	150	40.0	306	300	290 - 311	-	1	7	27	45	14	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-		
Level II .....	340	39.9	375	362	308 - 444	-	-	4	5	27	8	8	12	6	13	4	6	5	1	1	-	-	-	-	-	-		
Private industry .....	278	39.9	378	380	308 - 446	-	-	3	4	28	5	8	14	7	15	4	6	3	1	1	-	-	-	-	-	-		
Service-producing industries .....	260	39.9	370	369	308 - 426	-	-	3	4	30	6	8	15	8	16	5	4	1	-	1	-	-	-	-	-	-		
State and local government .....	62	40.0	358	327	303 - 388	-	-	13	11	19	21	10	2	2	2	2	5	15	-	-	-	-	-	-	-	-		

See footnotes at end of table.



**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Phoenix, AZ, April 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 700	700 - 750	750 and over	
<b>Secretaries</b>																											
Level I .....	90	40.0	\$407	\$400	\$375 - \$451	-	-	1	3	2	14	3	11	37	2	6	6	14	-	-	-	-	-	-	-	-	-
Private industry .....	57	40.0	379	-	- - -	-	-	2	5	4	23	4	5	49	2	4	4	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	55	40.0	378	-	- - -	-	-	2	5	4	24	4	5	47	2	4	4	-	-	-	-	-	-	-	-	-	
Level II .....	1,871	39.8	425	408	348 - 507	-	-	( <sup>3</sup> )	6	10	9	14	8	8	6	4	5	7	11	1	1	1	( <sup>3</sup> )	-	-	-	
Private industry .....	965	39.5	461	454	368 - 547	-	-	-	( <sup>3</sup> )	3	8	17	8	5	8	6	4	7	10	17	2	1	2	1	-	-	
Service-producing industries .....	905	39.5	458	443	366 - 547	-	-	-	( <sup>3</sup> )	3	8	18	9	6	8	4	4	6	10	18	1	1	3	1	-	-	
State and local government .....	906	40.0	387	371	320 - 435	-	-	( <sup>3</sup> )	13	17	11	11	8	11	8	6	3	4	4	3	( <sup>3</sup> )	1	-	( <sup>3</sup> )	-	-	
Level III .....	2,378	39.8	439	415	358 - 513	-	-	-	( <sup>3</sup> )	6	13	13	7	13	6	7	6	8	7	3	4	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	
Private industry .....	1,056	39.7	497	499	422 - 548	-	-	-	-	1	1	2	2	21	4	11	10	12	14	6	7	6	2	2	1	1	
Goods-producing industries .....	400	39.3	535	535	504 - 568	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	6	12	19	26	10	11	9	2	1	-	-	
Manufacturing .....	400	39.3	535	535	504 - 568	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	6	12	19	26	10	11	9	2	1	-	-	
Service-producing industries .....	656	39.9	474	462	402 - 526	-	-	-	-	1	2	2	3	33	4	14	8	7	7	4	5	4	1	2	1	1	
State and local government .....	1,322	40.0	393	365	339 - 426	-	-	-	( <sup>3</sup> )	10	23	22	11	7	8	3	4	5	1	1	2	1	( <sup>3</sup> )	1	-	-	
Level IV .....	1,041	39.9	534	533	431 - 616	-	-	-	-	( <sup>3</sup> )	3	8	9	10	4	6	9	9	5	9	8	6	10	5	1	1	
Private industry .....	655	39.9	569	570	508 - 627	-	-	-	-	-	-	( <sup>3</sup> )	2	8	2	7	12	14	6	12	11	8	13	3	1		
Goods-producing industries .....	177	39.5	622	632	591 - 661	-	-	-	-	-	-	-	-	-	-	3	2	6	8	17	12	18	32	2	1	1	
Manufacturing .....	177	39.5	622	632	591 - 661	-	-	-	-	-	-	-	-	-	-	3	2	6	8	17	12	18	32	2	1	1	
Service-producing industries .....	478	40.0	549	538	497 - 604	-	-	-	-	-	-	-	( <sup>3</sup> )	3	11	3	9	15	17	5	10	11	4	6	4	2	
State and local government .....	386	40.0	474	427	394 - 522	-	-	-	-	( <sup>3</sup> )	7	20	20	13	8	3	4	2	2	3	2	3	5	7	-	-	
Level V .....	92	40.0	632	605	556 - 696	-	-	-	-	-	-	-	-	7	2	2	1	9	2	9	10	13	4	17	1	23	
Private industry .....	61	40.0	680	-	- - -	-	-	-	-	-	-	-	-	-	-	-	2	3	8	8	18	7	23	2	<sup>4</sup> 30		
State and local government .....	31	40.0	540	524	443 - 588	-	-	-	-	-	-	-	-	19	6	6	3	23	-	10	13	3	-	6	-	<sup>5</sup> 10	
<b>Switchboard Operator-Receptionists</b>																											
Level II .....	617	39.9	322	280	277 - 342	( <sup>3</sup> )	( <sup>3</sup> )	1	56	7	11	9	4	2	1	4	2	( <sup>3</sup> )	1	2	-	-	-	-	-	-	
Private industry .....	574	39.8	319	280	277 - 340	( <sup>3</sup> )	( <sup>3</sup> )	1	60	6	11	7	4	2	1	4	2	( <sup>3</sup> )	1	2	-	-	-	-	-	-	
Service-producing industries .....	538	39.9	313	277	277 - 336	( <sup>3</sup> )	( <sup>3</sup> )	1	64	6	11	5	4	2	1	2	1	-	1	2	-	-	-	-	-	-	
State and local government .....	43	40.0	355	354	320 - 365	-	-	-	5	26	14	37	2	7	7	-	-	2	-	-	-	-	-	-	-	-	
<b>Word Processors</b>																											
Level II .....	181	39.9	375	344	318 - 415	-	-	-	1	34	19	12	4	10	4	4	3	3	2	1	4	-	-	-	-	-	
State and local government .....	157	40.0	364	338	316 - 376	-	-	-	1	39	22	13	4	5	4	1	3	3	-	1	4	-	-	-	-	-	

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

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

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 13 percent at \$750 and under \$800; 5 percent at \$800 and under \$850; 10 percent at \$850 and under \$900; and 2 percent at \$900 and under \$950.

<sup>5</sup> Workers were distributed as follows: 6 percent at \$750 and under \$800 and 3 percent at \$800 and under \$850.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.





# Appendix A.

## Scope and Method of Survey

### Scope

This survey of the Phoenix, AZ Metropolitan Statistical Area covered establishments employing 50 workers or more in *goods producing industries* (mining, construction, and manufacturing); *service producing industries* (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments.<sup>1</sup> Private households, agriculture, the Federal Government, and the self-employed were excluded from the survey. Table 1 in this appendix shows the estimated number of establishments and workers within scope of the survey and the number actually included in the survey sample.

### Sampling frame

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the State unemployment insurance reports for the Phoenix, AZ Metropolitan Statistical Area (April 1992). Establishments with 50 workers or more during the sampling frame's reference period were included in the survey sample even if they employed fewer than 50 workers at the time of the survey.

The sampling frame was reviewed for completeness and accuracy prior to the survey and, when necessary, corrections were made: Missing establishments were added; out-of-business and out-of-scope establishments were removed; and addresses, employment levels, industry classification, and other information were updated.

### Survey design

The survey design includes classifying individual establishments into groups (strata) based on industry and employment size, determining the size of the sample for each group (stratum), and selecting an establishment sample from each stratum. The establishment sample size in a stratum was determined by expected number of employees to be found (based on previous occupational pay surveys) in professional, administrative, technical, protective service, and clerical occupations. In other words, the larger the number of employees expected to be found in

designated occupations, the larger the establishment sample in that stratum. An upward adjustment to the establishment sample size also was made in strata expected to have relatively high sampling error for certain occupations, based on previous survey experiences. (See section on "Reliability of estimates" below for discussion of sampling error.)

### Data collection and payroll reference

Data for the survey were obtained primarily by personal visits of the Bureau's field economists to a sample of establishments within the Phoenix, AZ Metropolitan Statistical Area. Collection for the survey was from February 1996 through July 1996 and reflects an average payroll reference month of April 1996. Data obtained for a payroll period prior to the end of May 1996 were updated to include general wage changes, if granted, scheduled to be effective through that date.

### Occupational pay

Occupational pay data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Pay data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included in the pay data.

Unless otherwise indicated, the pay data following the job titles are for all industries combined. Pay data for some of the occupations for all industries combined (or for some industry divisions within the scope of the survey) are not presented in the A-series tables because either (1) data did not provide statistically reliable results, or (2) there was the possibility of disclosure of individual establishment data. Pay data not shown separately for industry divisions are included in data for all industries combined.

Average pay reflect areawide estimates. Industries and establishments differ in pay levels and job staffing, and thus contribute differently to the estimates for each job. Therefore, average pay may not reflect the pay differential among jobs within individual establishments. A-series tables provide distributions of workers by pay intervals

The *mean* is computed for each job by totaling the pay of all workers and dividing by the number of workers. The *median* designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The *middle range* is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Medians and middle ranges are not provided when they do not meet reliability criteria.

Occupations surveyed are common to a variety of public and private industries, and were selected from the following employment groups: (1) Professional and administrative; (2) technical and protective service; (3) clerical; (4) maintenance and toolroom; and (5) material movement and custodial. Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B, along with corresponding occupational codes and titles from the 1980 edition of the *Standard Occupational Classification Manual*. Job descriptions used to classify employees in this survey usually are more generalized than those used in individual establishments to allow for minor differences among establishments in specific duties performed.

Average weekly hours for professional, administrative, technical, protective service, and clerical occupations refer to the standard workweek (rounded to the nearest tenth of an hour) for which employees receive regular straight-time pay. Average weekly pay for these occupations are rounded to the nearest dollar.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied.

### Survey nonresponse

Data were not available from 12.3 percent of the sample establishments (representing 68,139 employees covered by the survey). An additional 7.1 percent of the sample establishments (representing 31,187 employees) were either out of business or outside the scope of the survey.

If data were not provided by a sample member, the weights (based on the probability of selection in the sample) of responding sample establishments were adjusted to account for the missing data. The weights for establishments which were out of business or outside the scope of the survey were changed to zero.

Some sampled establishments had a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates for the survey as a result of these missing data. In all but two of the occupational work levels published in this bulletin, the proportion of employees for whom pay data were not available was less than 5 percent. The two jobs were Buyer/Contracting Specialists II (6.1 percent) and Systems Analyst Supervisors/Managers II (8.8 percent).

### Reliability of estimates

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey—sampling and nonsampling.

*Sampling errors* occur because observations come only from a sample, not the entire population. The particular sample used in this survey is one of a number of all possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. For example, if the estimated average weekly salary of Secretaries Level IV is \$500 and the standard error is \$8, the RSE is 1.6 percent, or  $\$8/\$500 \times 100 = 1.6\%$ .

Estimates of relative standard errors for this survey vary among the occupational work levels depending on such factors as the frequency with which the job occurs, the dispersion of salaries for the job, and the survey design. The distribution of published work levels for one relative standard error was as follows:

<i>Relative standard error</i>	<i>Percent of published occupational work levels</i>
Less than 1 percent	14.8
1 and under 3 percent	53.1
3 and under 5 percent	28.1
5 percent and over	3.9

The standard error can be used to calculate a "confidence interval" around a sample estimate. For example, a 95 percent confidence interval is centered at the sample estimate and includes all values within 2 times the estimate's standard error. If all possible samples were selected to estimate the population value, the interval

from each sample would include the true population value approximately 95 percent of the time.

Using the RSE example above, there is 95 percent confidence that the true population value for Secretaries Level IV is between \$484 and \$516 (i.e., \$500 plus or minus 2 x \$8).

*Nonsampling errors* can stem from many sources, such as inability to obtain information from some establishments; difficulties with survey definitions; inability of respondents to provide correct information; mistakes in recording or coding the data obtained; and other errors of collection, response, coverage, and estimation of missing data. Although not specifically measured, the survey's nonsampling errors are expected to be minimal due to the high response rate, the extensive and continuous training of field economists who gather survey data by personal visit, careful screening of data at several levels of review, annual evaluation of the suitability of job definitions, and thorough field testing of new or revised job definitions.

To measure and better control nonsampling errors that occur during data collection, a quality control procedure was applied to the survey design. The procedure, job match validation (JMV), is designed to identify the frequency,

reasons for, and sources of incorrect decisions made by Bureau field economists in matching company jobs to survey occupations. Once identified, the problems are discussed promptly with the field economists while the data are still being collected. Subsequently, the JMV results are tallied, reported to BLS staff, and become the basis for remedial action for future surveys.

Approximately 7 percent of the 656 sampled job match decisions reviewed by the JMV reviewers and checked with the respondents were subsequently changed by the JMV reviewers. These results are from a similar survey conducted in 1994, see *Occupational Compensation Survey: Pay Only, Phoenix, AZ*, BLS Bulletin 3075-29.

<sup>1</sup> For this survey, an establishment is an economic unit which produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. In manufacturing industries, the establishment is usually at a single physical location. In service-producing industries, all locations of an individual company in a Metropolitan Statistical Area are usually considered an establishment. In government, an establishment is defined as all locations of a government entity.

**Appendix table 1. Establishments and workers within scope of survey and number studied, Phoenix, AZ<sup>1</sup>, April 1996**

Industry division <sup>2</sup>	Number of establishments		Workers in establishments		
	Within scope of survey <sup>3</sup>	Studied	Within scope of survey <sup>4</sup>		Studied
			Number	Percent	
<b>ALL ESTABLISHMENTS</b>					
All divisions .....	2,201	241	709,099	100	278,803
Private industry .....	2,136	224	573,201	81	184,378
Goods producing .....	435	51	130,394	18	57,524
Manufacturing .....	246	40	102,285	14	55,126
Construction <sup>5</sup> .....	187	9	27,823	4	2,112
Service producing .....	1,701	173	442,807	62	126,854
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	89	15	41,119	6	19,531
Wholesale trade <sup>7</sup> .....	176	18	20,029	3	4,027
Retail trade <sup>7</sup> .....	436	20	131,187	19	26,387
Finance, insurance, and real estate <sup>7</sup> .....	153	22	59,120	8	29,929
Services <sup>7</sup> .....	847	98	191,352	27	46,980
State and local government .....	65	17	135,898	19	94,425
<b>ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE</b>					
All divisions .....	253	82	441,040	100	251,120
Private industry .....	222	69	312,976	71	157,727
Goods producing .....	47	17	78,399	18	51,241
Manufacturing .....	36	16	71,579	16	50,621
Service producing .....	175	52	234,577	53	106,486
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	15	7	26,871	6	18,081
Wholesale trade <sup>7</sup> .....	6	3	3,954	1	2,104
Retail trade <sup>7</sup> .....	68	11	80,701	18	25,121
Finance, insurance, and real estate <sup>7</sup> .....	21	10	41,137	9	28,003
Services <sup>7</sup> .....	65	21	81,914	19	33,177
State and local government .....	31	13	128,064	29	93,393

<sup>1</sup> The Phoenix Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Maricopa County. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey.

<sup>2</sup> The *Standard Industrial Classification Manual* was used in classifying establishments by industry.

<sup>3</sup> Includes all establishments with at least 50 total employees. In goods producing, an establishment is defined as a single physical location where industrial operations are performed. In service producing industries, an establishment is defined as all locations of a company in the area within the same industry division. In government, an establishment is generally defined

as all locations of a government entity.

<sup>4</sup> Includes all workers in all establishments with total employment (within an area) at or above the minimum limitations.

<sup>5</sup> Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "goods producing" estimates.

<sup>6</sup> Abbreviated to "Transportation and utilities" in the A-series tables. This division is represented in the "all industries" and "service producing" estimates.

<sup>7</sup> Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "service producing" estimates.

Note: Overall industries may include data for industry divisions not shown separately.