

Occupational Compensation Survey: Pay Only

State of Hawaii,
August 1996



U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3085-37

Preface

This bulletin provides results of an August 1996 survey of occupational pay in the State of Hawaii. A bulletin providing results of the survey only for the Honolulu, HI Metropolitan Statistical Area has been published as Bulletin 3085-34. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. 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.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 606-STAT; TDD phone: (202) 606-5897; TDD message referral phone: 1-800-326-2577.

Occupational Compensation Survey: Pay Only

State of Hawaii,
August 1996



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

Bureau of Labor Statistics
Katharine G. Abraham,
Commissioner

January 1997

Bulletin 3085-37

Contents

	Page		Page
Introduction	2	Tables—Continued	
Tables:			
All establishments:			
A-1. Weekly hours and pay of professional and administrative occupations	3	A-7. Weekly hours and pay of technical and protective service occupations	20
A-2. Weekly hours and pay of technical and protective service occupations	8	A-8. Weekly hours and pay of clerical occupations	22
A-3. Weekly hours and pay of clerical occupations	10	A-9. Hourly pay of maintenance and toolroom occupations	24
A-4. Hourly pay of maintenance and toolroom occupations	13	A-10. Hourly pay of material movement and custodial occupations	25
A-5. Hourly pay of material movement and custodial occupations	14		
Establishments employing 500 workers or more:			
A-6. Weekly hours and pay of professional and administrative occupations	16	Appendixes:	
		A. Scope and method of survey	A-1
		B. Occupational descriptions	B-1

Introduction

This survey of occupational pay in the State of Hawaii 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.

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, Hawaii, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over	
PROFESSIONAL OCCUPATIONS																											
Accountants	874	40.0	\$749	\$706	\$602 - \$832	-	2	5	14	17	11	12	9	7	7	4	2	5	3	1	(³)	(³)	(³)	(³)	-	-	(³)
Private industry	540	40.0	783	740	600 - 897	-	3	6	16	10	7	10	6	9	8	4	3	8	6	2	1	(³)	(³)	(³)	(³)	-	(³)
Goods-producing industries	71	39.8	828	742	614 - 1,064	-	-	-	23	6	13	13	4	-	3	3	25	6	1	-	-	1	-	-	-	-	-
Manufacturing	48	39.6	761	689	596 - 862	-	-	-	31	8	17	13	6	-	2	2	2	8	6	2	-	2	-	2	-	-	-
Service-producing industries	469	40.0	776	737	600 - 884	-	3	7	15	11	7	10	7	10	8	4	3	6	6	2	1	(³)	-	(³)	(³)	(³)	
State and local government	334	40.0	694	677	616 - 762	-	-	4	10	27	16	16	13	3	6	2	1	1	-	(³)	-	-	-	-	-	-	
Level 1:																											
State and local government	16	40.0	542	525	516 - 557	-	-	63	31	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	261	40.0	603	590	560 - 626	-	5	13	40	20	8	8	2	1	1	(³)	-	-	-	-	-	-	-	-	-	-	-
Private industry	224	40.0	606	596	564 - 638	-	6	14	36	21	9	8	3	1	1	(³)	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	25	39.8	633	-	-	-	-	-	56	16	16	-	8	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	199	40.0	603	590	554 - 629	-	7	16	33	22	8	9	2	1	1	1	-	-	-	-	-	-	-	-	-	-	-
State and local government	37	40.0	587	579	560 - 582	-	-	8	68	14	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	328	40.0	753	733	626 - 832	-	-	-	2	26	13	14	7	15	11	5	1	5	-	-	-	-	-	-	-	-	-
Private industry	208	40.0	819	808	734 - 880	-	-	-	1	3	9	18	10	23	17	8	2	9	-	-	-	-	-	-	-	-	-
Goods-producing industries	34	39.8	910	-	-	-	-	-	-	-	12	26	-	-	3	6	6	47	-	-	-	-	-	-	-	-	-
Service-producing industries	174	40.0	801	808	732 - 865	-	-	-	2	4	9	16	12	27	20	8	1	1	-	-	-	-	-	-	-	-	-
State and local government	120	40.0	639	626	602 - 651	-	-	-	4	65	19	8	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Level 4	203	40.0	885	824	706 - 1,056	-	-	-	-	3	13	17	16	2	7	3	6	13	15	4	-	-	-	-	-	-	-
Private industry	92	40.0	1,058	1,056	989 - 1,155	-	-	-	-	-	-	-	8	-	2	7	13	28	33	10	-	-	-	-	-	-	-
Service-producing industries	84	40.0	1,056	1,056	989 - 1,155	-	-	-	-	-	-	-	7	-	2	7	14	29	31	10	-	-	-	-	-	-	-
State and local government	111	40.0	741	733	677 - 793	-	-	-	-	5	24	31	23	4	11	1	1	1	-	-	-	-	-	-	-	-	-
Level 5	59	40.0	927	857	793 - 964	-	-	-	-	-	-	10	29	8	12	12	7	3	-	7	7	3	2	-	-	-	
State and local government	49	40.0	845	812	762 - 927	-	-	-	-	-	-	12	35	10	14	14	8	4	-	2	-	-	-	-	-	-	-
Accountants, Public:																											
Level 2	18	40.0	623	625	612 - 633	-	-	-	11	78	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	18	40.0	623	625	612 - 633	-	-	-	11	78	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	18	40.0	623	625	612 - 633	-	-	-	11	78	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	52	40.0	729	715	692 - 773	-	-	-	2	2	27	38	15	13	2	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	52	40.0	729	715	692 - 773	-	-	-	2	2	27	38	15	13	2	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	52	40.0	729	715	692 - 773	-	-	-	2	2	27	38	15	13	2	-	-	-	-	-	-	-	-	-	-	-	-
Level 4	37	40.0	1,027	1,000	850 - 1,154	-	-	-	-	-	-	-	5	16	11	-	14	16	16	22	-	-	-	-	-	-	-
Private industry	37	40.0	1,027	1,000	850 - 1,154	-	-	-	-	-	-	-	5	16	11	-	14	16	16	22	-	-	-	-	-	-	-
Service-producing industries	37	40.0	1,027	1,000	850 - 1,154	-	-	-	-	-	-	-	5	16	11	-	14	16	16	22	-	-	-	-	-	-	-
Attorneys	420	40.0	1,122	1,104	929 - 1,263	-	-	-	-	-	-	2	7	5	8	7	6	14	18	13	6	6	5	3	1	(³)	
Private industry	29	40.0	1,422	-	-	-	-	-	-	-	-	-	-	-	-	-	3	10	17	7	7	7	14	14	14	7	
Service-producing industries	26	40.0	1,388	-	-	-	-	-	-	-	-	-	-	-	-	-	4	12	19	8	8	4	15	15	15	-	
State and local government	391	40.0	1,100	1,090	920 - 1,250	-	-	-	-	-	-	2	7	5	9	7	6	14	18	13	6	6	4	2	-	-	

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Hawaii, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over
Engineers	1,881	40.0	\$1,005	\$961	\$769 - \$1,154	-	-	1	3	3	3	3	21	4	4	5	7	15	10	4	3	3	8	(³)	(³)	1
Private industry	1,250	40.0	1,038	998	769 - 1,223	-	-	(³)	4	3	1	1	27	3	1	3	6	14	10	5	3	3	12	1	1	2
Goods-producing industries:																										
Manufacturing	82	40.0	1,214	1,145	1,031 - 1,400	-	-	-	-	-	-	-	1	1	5	7	7	20	15	6	12	13	2	7	2	-
Service-producing industries	295	40.0	1,140	1,124	843 - 1,351	-	-	-	9	1	4	3	8	-	6	5	13	13	12	5	6	3	(³)	1	8	
State and local government	631	40.0	940	927	793 - 1,057	-	-	1	1	3	7	6	8	7	10	9	9	17	12	2	3	3	-	-	-	
Level 1	79	40.0	567	554	554 - 554	-	-	19	58	19	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	9	40.0	535	-	- - -	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2:																										
State and local government	20	40.0	655	602	582 - 705	-	-	-	35	30	5	10	5	5	10	-	-	-	-	-	-	-	-	-	-	-
Level 3	368	40.0	870	887	789 - 974	-	-	-	(³)	3	13	5	8	12	10	8	20	21	1	-	-	-	-	-	-	-
Private industry	212	40.0	951	961	923 - 1,000	-	-	-	-	-	-	-	6	8	4	14	34	33	1	-	-	-	-	-	-	-
Goods-producing industries	161	40.0	963	961	950 - 1,000	-	-	-	-	-	-	-	2	6	5	12	37	37	1	-	-	-	-	-	-	-
Manufacturing	26	40.0	993	-	- - -	-	-	-	-	-	-	-	-	4	8	23	23	35	8	-	-	-	-	-	-	-
State and local government	156	40.0	758	750	651 - 824	-	-	-	1	7	29	13	12	17	17	-	1	3	-	-	-	-	-	-	-	-
Level 4	336	40.0	1,037	1,039	930 - 1,154	-	-	-	-	-	-	5	-	4	7	12	6	29	33	3	1	1	-	-	-	-
Private industry	219	40.0	1,112	1,125	1,039 - 1,154	-	-	-	-	-	-	-	-	-	-	2	1	42	48	4	1	1	-	-	-	-
Goods-producing industries	156	40.0	1,107	1,108	1,039 - 1,154	-	-	-	-	-	-	-	-	-	-	1	2	45	47	2	2	2	-	-	-	-
Service-producing industries	63	40.0	1,125	1,152	1,055 - 1,189	-	-	-	-	-	-	-	-	-	-	5	-	35	51	10	-	-	-	-	-	-
State and local government	117	40.0	896	909	852 - 942	-	-	-	-	-	-	14	-	10	21	31	14	4	4	2	-	-	-	-	-	-
Level 5	473	40.0	1,236	1,258	1,020 - 1,514	-	-	-	-	-	-	7	1	1	4	9	18	4	12	9	4	31	1	-	-	-
Private industry	266	40.0	1,425	1,514	1,339 - 1,514	-	-	-	-	-	-	-	-	-	-	-	(³)	4	19	12	8	55	1	-	-	-
Service-producing industries	70	40.0	1,323	1,294	1,227 - 1,385	-	-	-	-	-	-	-	-	-	-	-	-	10	43	23	19	6	-	-	-	-
State and local government	207	40.0	992	1,003	927 - 1,057	-	-	-	-	-	-	15	2	2	10	20	40	3	2	4	-	-	-	-	-	-
Level 6	143	40.0	1,346	1,187	1,128 - 1,535	-	-	-	-	-	-	-	-	-	3	-	-	11	45	1	1	8	6	4	3	15
Private industry	51	40.0	1,709	1,731	1,505 - 1,933	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	18	12	10	⁴ 1	
State and local government	92	40.0	1,145	1,157	1,124 - 1,187	-	-	-	-	-	-	-	-	-	5	-	-	17	71	2	2	2	-	-	-	-
Level 7:																										
State and local government	30	40.0	1,374	1,399	1,321 - 1,435	-	-	-	-	-	-	-	-	-	-	-	-	3	3	10	33	50	-	-	-	-
Scientists	253	40.0	824	733	626 - 892	-	-	1	6	19	16	14	8	6	6	2	3	6	2	2	2	2	2	2	-	1
Private industry	73	40.0	1,127	1,077	846 - 1,376	-	-	3	1	-	3	4	3	12	5	5	4	16	5	4	8	8	7	5	-	4
State and local government	180	40.0	701	677	626 - 755	-	-	1	7	27	22	18	11	3	6	1	3	1	-	1	-	-	-	-	-	-
Level 2	49	40.0	660	626	602 - 673	-	-	-	16	45	14	4	6	14	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	36	40.0	617	602	602 - 626	-	-	-	19	61	14	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	99	40.0	712	677	626 - 738	-	-	-	4	27	26	18	7	2	5	5	3	2	-	-	-	-	-	-	-	-
State and local government	82	40.0	672	664	626 - 733	-	-	-	5	33	32	20	9	-	1	1	-	-	-	-	-	-	-	-	-	-
Level 4	58	40.0	827	793	733 - 857	-	-	-	-	14	28	19	7	12	2	3	10	3	-	2	-	-	-	-	-	-
State and local government	49	40.0	770	762	705 - 824	-	-	-	-	16	33	22	8	14	2	4	-	-	-	-	-	-	-	-	-	-
Level 5	32	40.0	1,211	-	- - -	-	-	-	-	-	-	-	-	6	6	-	9	19	6	9	16	19	9	-	-	-
State and local government	9	40.0	926	-	- - -	-	-	-	-	-	-	-	-	22	22	-	33	22	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Hawaii, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over	
Scientists, Physical/Biological	207	40.0	\$729	\$677	\$626 - \$793	-	-	1	7	24	20	16	10	7	6	1	3	2	-	(³)	1	1	-	-	-	-	
State and local government	180	40.0	701	677	626 - 755	-	-	1	7	27	22	18	11	3	6	1	3	1	-	1	-	-	-	-	-	-	
Level 2	49	40.0	660	626	602 - 673	-	-	-	16	45	14	4	6	14	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	36	40.0	617	602	602 - 626	-	-	-	19	61	14	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	87	40.0	683	677	626 - 733	-	-	-	5	31	30	18	8	2	3	1	1	-	-	-	-	-	-	-	-	-	
State and local government	82	40.0	672	664	626 - 733	-	-	-	5	33	32	20	9	-	1	1	-	-	-	-	-	-	-	-	-	-	
Level 4	52	40.0	793	762	712 - 849	-	-	-	-	-	15	31	21	8	13	2	4	4	-	-	2	-	-	-	-	-	
State and local government	49	40.0	770	762	705 - 824	-	-	-	-	-	16	33	22	8	14	2	4	-	-	-	-	-	-	-	-	-	
Level 5:																											
State and local government	9	40.0	926	-	- - -	-	-	-	-	-	-	-	-	-	22	22	-	33	22	-	-	-	-	-	-	-	
ADMINISTRATIVE OCCUPATIONS																											
Budget Analysts	80	40.0	736	733	651 - 793	-	-	-	4	17	17	20	27	2	6	-	-	2	2	-	-	-	-	-	-	-	-
Private industry	25	40.0	767	-	- - -	-	-	-	4	36	4	8	20	8	4	-	-	8	8	-	-	-	-	-	-	-	-
State and local government	55	40.0	721	733	651 - 793	-	-	-	4	9	24	25	31	-	7	-	-	-	-	-	-	-	-	-	-	-	-
Level 3:																											
State and local government	7	40.0	644	-	- - -	-	-	-	-	57	29	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 4:																											
State and local government	44	40.0	741	733	684 - 793	-	-	-	-	-	25	32	34	-	9	-	-	-	-	-	-	-	-	-	-	-	-
Buyer/Contracting Specialists	176	40.0	679	660	596 - 739	2	3	7	13	21	14	17	10	2	6	2	-	1	1	1	-	-	-	-	-	-	-
Private industry	130	40.0	693	674	588 - 768	3	3	6	15	16	11	19	9	3	8	2	-	1	2	2	-	-	-	-	-	-	-
Goods-producing industries	46	40.0	748	739	623 - 742	-	-	-	-	33	2	41	4	4	9	-	-	2	4	4	-	-	-	-	-	-	-
Manufacturing	28	39.9	757	-	- - -	-	-	-	-	7	4	68	7	4	7	-	-	-	4	-	-	-	-	-	-	-	-
Service-producing industries	84	40.0	663	648	558 - 772	5	5	10	24	7	15	7	12	2	7	4	-	1	1	-	-	-	-	-	-	-	-
State and local government	46	40.0	641	626	602 - 677	-	4	9	7	35	24	11	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 1	27	40.0	548	-	- - -	15	-	33	33	11	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	88	40.0	661	651	596 - 739	-	7	3	16	22	15	27	3	2	3	1	-	-	-	-	-	-	-	-	-	-	-
Private industry	80	40.0	669	660	607 - 739	-	5	4	14	22	14	30	4	2	4	1	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	35	40.0	698	-	- - -	-	-	-	-	40	-	51	6	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	45	40.0	646	651	587 - 727	-	9	7	24	9	24	13	2	4	4	2	-	-	-	-	-	-	-	-	-	-	-
State and local government	8	40.0	586	-	- - -	-	25	-	38	13	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	57	40.0	740	714	640 - 793	-	-	-	-	26	18	9	25	4	12	4	-	2	2	-	-	-	-	-	-	-	-
State and local government	33	40.0	666	651	616 - 706	-	-	-	-	45	27	12	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Hawaii, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over		
Computer Programmers	265	40.0	\$640	\$618	\$560 -- \$677	3	4	11	16	27	16	6	4	6	4	2	(³)	-	-	-	-	-	-	-	-	-	-	-
Private industry	114	39.9	617	577	529 -- 697	8	9	19	18	17	7	4	3	9	5	-	1	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	111	40.0	610	577	528 -- 684	8	9	20	19	17	7	5	3	8	4	-	1	-	-	-	-	-	-	-	-	-	-	
State and local government	151	40.0	657	640	602 -- 677	-	-	5	15	34	23	8	5	4	3	3	-	-	-	-	-	-	-	-	-	-	-	
Level 2	78	40.0	569	560	535 -- 577	-	6	27	47	10	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	53	40.0	569	558	529 -- 577	-	9	36	32	9	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	53	40.0	569	558	529 -- 577	-	9	36	32	9	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	25	40.0	568	560	560 -- 582	-	-	8	80	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	134	39.9	671	640	616 -- 698	-	-	1	4	46	24	7	3	7	6	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	43	39.8	714	697	623 -- 808	-	-	5	9	33	9	5	5	21	14	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	40	40.0	703	673	623 -- 808	-	-	5	10	35	10	5	5	20	10	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	91	40.0	651	640	616 -- 677	-	-	-	2	53	31	9	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4	31	40.0	783	-	- -- -	-	-	-	-	3	19	13	23	19	6	13	3	-	-	-	-	-	-	-	-	-	-	
State and local government	28	40.0	776	793	684 -- 824	-	-	-	-	4	21	14	21	18	7	14	-	-	-	-	-	-	-	-	-	-	-	
Computer Systems Analysts	600	40.0	822	793	706 -- 895	-	-	-	(³)	4	11	19	17	15	9	6	6	9	2	1	1	-	-	-	-	-	-	
Private industry	302	39.9	888	877	774 -- 998	-	-	-	(³)	3	5	10	14	12	11	11	10	17	3	2	2	-	-	-	-	-	-	
Service-producing industries	295	39.9	889	880	774 -- 999	-	-	-	(³)	3	5	11	14	11	11	12	10	17	3	2	2	-	-	-	-	-	-	
State and local government	298	40.0	756	761	702 -- 824	-	-	-	(³)	5	17	28	21	18	7	1	2	1	-	-	-	-	-	-	-	-	-	
Level 1	105	39.9	750	722	673 -- 808	-	-	-	1	12	16	25	18	12	9	3	4	-	-	-	-	-	-	-	-	-	-	
Private industry	90	39.9	759	747	702 -- 819	-	-	-	1	9	13	27	21	13	9	2	4	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	84	39.9	756	722	693 -- 819	-	-	-	1	10	14	29	20	10	10	2	5	-	-	-	-	-	-	-	-	-	-	
State and local government	15	40.0	700	651	626 -- 733	-	-	-	-	33	33	13	-	7	7	7	-	-	-	-	-	-	-	-	-	-	-	
Level 2	253	40.0	829	813	733 -- 906	-	-	-	(³)	3	6	19	18	13	11	12	11	8	-	-	-	-	-	-	-	-	-	
Private industry	146	39.9	883	895	802 -- 976	-	-	-	-	1	3	5	14	14	14	20	16	13	-	-	-	-	-	-	-	-	-	
Service-producing industries	146	39.9	883	895	802 -- 976	-	-	-	-	1	3	5	14	14	14	20	16	13	-	-	-	-	-	-	-	-	-	
State and local government	107	40.0	754	734	706 -- 793	-	-	-	1	6	9	39	22	12	7	1	3	-	-	-	-	-	-	-	-	-	-	
Level 3	242	40.0	847	823	703 -- 942	-	-	-	-	1	15	16	17	18	7	2	2	14	4	2	2	-	-	-	-	-	-	
Private industry	66	39.9	1,075	1,056	1,038 -- 1,165	-	-	-	-	-	-	-	3	3	8	5	2	48	15	9	8	-	-	-	-	-	-	
Service-producing industries	65	39.9	1,073	1,054	1,038 -- 1,154	-	-	-	-	-	-	-	3	3	8	5	2	49	15	8	8	-	-	-	-	-	-	
State and local government	176	40.0	762	761	702 -- 824	-	-	-	-	2	20	22	22	23	7	1	2	2	-	-	-	-	-	-	-	-	-	
Computer Systems Analyst Supervisors/Managers	65	40.0	999	904	856 -- 1,137	-	-	-	-	-	-	-	3	22	25	8	11	6	8	5	8	5	2	-	-	-	-	
Level 1	27	40.0	970	-	- -- -	-	-	-	-	-	-	-	4	37	4	-	26	7	11	7	-	4	-	-	-	-		
Level 2	37	39.9	1,013	-	- -- -	-	-	-	-	-	-	-	3	11	41	14	-	5	5	-	14	5	3	-	-	-		

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Hawaii, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over
Personnel Specialists	760	39.9	\$785	\$733	\$645 - \$913	1	2	4	6	13	16	13	10	5	6	6	5	7	2	2	1	(³)	—	2	—	—
Private industry	464	39.8	816	756	641 - 939	1	3	3	5	13	13	7	9	7	7	8	7	8	3	2	1	1	—	3	—	—
Goods-producing industries	49	39.8	897	942	760 - 1,021	—	2	—	2	20	—	—	4	2	12	8	—	43	4	2	—	—	—	—	—	—
Manufacturing	48	39.8	903	978	762 - 1,072	—	2	—	2	19	—	—	4	2	13	8	—	44	4	2	—	—	—	—	—	—
Service-producing industries	415	39.9	807	750	640 - 923	1	3	4	6	12	14	8	9	8	6	8	7	4	3	2	1	1	—	3	—	—
State and local government	296	40.0	737	705	651 - 793	—	1	5	6	13	22	21	11	2	3	4	3	5	1	2	(³)	—	—	—	—	—
Level 1	34	40.0	513	—	—	9	26	47	12	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	13	40.0	523	—	—	—	15	77	8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 2	221	39.9	640	626	587 - 692	(³)	3	6	16	29	24	9	10	1	1	—	—	—	—	—	—	—	—	—	—	—
Private industry	185	39.9	650	651	613 - 698	1	4	5	11	27	28	10	12	2	1	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	169	39.9	649	655	613 - 698	1	4	5	12	24	31	11	12	1	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	36	40.0	588	582	560 - 602	—	—	11	42	42	3	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	208	39.8	797	808	677 - 899	—	—	—	2	15	11	11	9	15	13	10	8	7	(³)	—	—	—	—	—	—	—
Private industry	158	39.8	845	843	769 - 923	—	—	—	1	5	4	9	11	20	16	13	10	9	1	—	—	—	—	—	—	—
Service-producing industries	138	39.8	826	819	765 - 922	—	—	—	1	6	5	11	12	22	17	13	12	1	—	—	—	—	—	—	—	—
State and local government	50	40.0	647	626	602 - 677	—	—	—	6	46	30	16	—	2	—	—	—	—	—	—	—	—	—	—	—	—
Level 4	242	39.9	854	793	706 - 963	—	—	—	—	—	20	22	13	1	3	10	8	12	6	4	(³)	—	—	—	—	—
Private industry	79	39.8	1,050	1,079	950 - 1,114	—	—	—	—	—	—	—	—	—	5	19	18	30	16	10	1	—	—	—	—	—
Service-producing industries	66	39.8	1,045	1,059	925 - 1,115	—	—	—	—	—	—	—	—	—	5	21	21	23	18	11	2	—	—	—	—	—
State and local government	163	40.0	759	733	677 - 793	—	—	—	—	—	30	33	20	1	2	6	4	2	1	1	—	—	—	—	—	—
Level 5	55	39.9	1,191	1,099	958 - 1,471	—	—	—	—	—	—	—	4	5	11	4	7	20	5	9	5	5	—	24	—	—
State and local government	34	40.0	1,004	1,006	857 - 1,096	—	—	—	—	—	—	—	6	9	18	6	9	32	6	12	3	—	—	—	—	—
Personnel Supervisors/Managers	43	39.9	1,244	1,192	1,050 - 1,442	—	—	—	—	—	—	—	—	—	2	14	5	21	9	5	14	16	7	—	5	2
State and local government	22	40.0	1,172	1,131	1,011 - 1,355	—	—	—	—	—	—	—	—	—	5	9	9	23	18	9	9	9	9	—	—	—
Level 1:	7	40.0	965	—	—	—	—	—	—	—	—	—	—	—	14	29	29	29	—	—	—	—	—	—	—	—
State and local government	7	40.0	965	—	—	—	—	—	—	—	—	—	—	—	14	29	29	29	—	—	—	—	—	—	—	—
Tax Collectors:																										
Level 2	26	40.0	542	524	514 - 578	—	19	46	12	15	8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	26	40.0	542	524	514 - 578	—	19	46	12	15	8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	21	40.0	639	626	601 - 676	—	—	—	14	43	19	24	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	21	40.0	639	626	601 - 676	—	—	—	14	43	19	24	—	—	—	—	—	—	—	—	—	—	—	—	—	—

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

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

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 16 percent at \$1,800 and under \$1,900 and 25 percent at \$1,900 and under \$2,000.

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, Hawaii, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	325 and under 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 - 675	675 - 700	700 - 725	725 - 750	750 - 800	800 - 850	850 - 900	900 and over
TECHNICAL OCCUPATIONS																										
Computer Operators	273	40.0	\$510	\$499	\$441 - \$576	4	5	9	3	6	11	15	10	7	5	5	4	2	7	3	-	1	1	1	-	-
Private industry	205	40.0	499	491	413 - 560	6	6	12	2	7	13	12	7	7	3	6	3	2	7	3	-	1	1	1	-	-
Service-producing industries	198	40.0	492	480	402 - 556	6	7	12	3	7	14	12	7	8	4	6	3	2	7	3	-	-	1	-	-	-
State and local government	68	40.0	541	514	495 - 601	-	-	-	3	4	4	26	19	4	10	1	9	1	9	4	-	3	-	-	-	-
Level 2	105	40.0	469	457	420 - 499	11	7	3	7	13	20	16	9	3	4	-	2	1	-	-	-	2	-	3	-	-
Private industry	95	40.0	469	460	413 - 499	13	7	3	5	12	20	18	8	2	4	-	2	-	-	-	-	2	-	3	-	-
Service-producing industries	89	39.9	451	456	402 - 499	13	8	3	6	12	21	18	9	2	4	-	2	-	-	-	-	-	-	-	-	-
State and local government	10	40.0	475	-	-	-	-	-	20	30	20	-	10	10	-	-	-	10	-	-	-	-	-	-	-	-
Level 3	122	40.0	560	543	495 - 625	-	-	-	-	2	6	19	15	11	8	8	6	3	16	7	-	-	-	-	-	-
Private industry	71	39.9	574	576	519 - 659	-	-	-	-	3	8	7	8	18	4	13	6	6	20	7	-	-	-	-	-	-
Service-producing industries	70	39.9	573	567	519 - 659	-	-	-	-	3	9	7	9	19	4	13	6	4	20	7	-	-	-	-	-	-
State and local government	51	40.0	541	514	495 - 556	-	-	-	-	-	2	35	24	2	14	2	6	-	10	6	-	-	-	-	-	-
Level 4:																										
State and local government	7	40.0	636	-	-	-	-	-	-	-	-	-	-	14	-	-	43	-	14	-	-	29	-	-	-	-
Drafters	118	40.0	608	582	514 - 704	-	-	1	4	1	6	8	5	8	9	8	6	2	6	6	5	8	16	-	-	-
State and local government	98	40.0	589	556	514 - 704	-	-	1	5	1	7	10	6	9	11	9	2	2	7	3	6	9	10	-	-	-
Level 2:																										
State and local government	10	40.0	468	-	-	-	-	10	30	-	20	20	10	-	-	-	10	-	-	-	-	-	-	-	-	-
Level 3	37	40.0	615	-	-	-	-	-	5	3	14	5	3	5	11	3	-	-	5	16	-	3	27	-	-	-
State and local government	23	40.0	538	535	457 - 578	-	-	-	9	4	22	9	4	9	17	4	-	-	9	9	-	-	4	-	-	-
Level 4	64	40.0	628	614	540 - 732	-	-	-	-	-	-	8	6	11	11	13	2	3	8	2	9	14	14	-	-	-
State and local government	64	40.0	628	614	540 - 732	-	-	-	-	-	-	8	6	11	11	13	2	3	8	2	9	14	14	-	-	-
Engineering Technicians	100	40.0	777	796	694 - 863	-	-	-	-	-	2	1	-	-	-	-	12	1	-	10	9	2	17	20	14	12
Private industry	95	40.0	789	796	704 - 889	-	-	-	-	-	-	-	-	-	-	-	13	-	-	11	8	2	18	21	15	³ 13
Level 4	70	40.0	830	835	767 - 897	-	-	-	-	-	-	-	-	-	-	-	3	-	-	6	4	-	24	26	20	17
Private industry	70	40.0	830	835	767 - 897	-	-	-	-	-	-	-	-	-	-	-	3	-	-	6	4	-	24	26	20	¹ 17
Engineering Technicians, Civil	123	40.0	630	601	514 - 761	-	3	1	6	1	2	7	11	3	10	7	2	3	7	5	3	3	7	8	8	2
State and local government	99	40.0	615	588	514 - 704	-	1	1	4	1	2	8	10	4	12	9	3	4	6	6	4	4	9	10	1	-
Level 2:																										
State and local government	6	40.0	461	-	-	-	17	17	17	-	-	17	17	-	-	-	17	-	-	-	-	-	-	-	-	-
Level 3	28	40.0	545	-	-	-	-	-	11	4	4	14	25	7	-	4	7	4	11	4	7	-	-	-	-	-
State and local government	25	40.0	530	514	475 - 578	-	-	-	12	4	4	16	28	8	-	4	8	4	-	4	8	-	-	-	-	-
Level 4	44	40.0	660	638	556 - 761	-	-	-	-	-	2	7	5	2	18	9	-	7	9	7	2	5	7	7	14	-
State and local government	38	40.0	624	602	556 - 676	-	-	-	-	-	3	8	5	3	21	11	-	8	11	8	3	5	8	8	-	-
Level 5	36	40.0	736	-	-	-	-	-	-	-	-	-	-	3	11	11	-	-	6	6	3	6	17	19	11	8
State and local government	30	40.0	705	732	592 - 823	-	-	-	-	-	-	-	-	3	13	13	-	-	7	7	3	7	20	23	3	-

See footnotes at end of table.

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Hawaii, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	325 and under 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 - 675	675 - 700	700 - 725	725 - 750	750 - 800	800 - 850	850 - 900	900 and over		
PROTECTIVE SERVICE OCCUPATIONS																												
Corrections Officers	723	40.0	\$551	\$580	\$513 - \$580	-	-	-	-	-	(⁵)	13	18	11	2	53	2	(⁵)	-	-	-	-	-	-	-	-	-	-
State and local government	723	40.0	551	580	513 - 580	-	-	-	-	-	(⁵)	13	18	11	2	53	2	(⁵)	-	-	-	-	-	-	-	-	-	
Firefighters	874	53.0	607	592	569 - 616	-	-	-	-	-	-	-	-	-	40	30	9	4	2	8	2	2	1	1	(⁵)	-		
State and local government	874	53.0	607	592	569 - 616	-	-	-	-	-	-	-	-	-	40	30	9	4	2	8	2	2	1	1	(⁵)	-		
Police Officers	1,670	40.2	651	613	589 - 706	-	-	-	-	-	-	2	-	-	2	23	24	11	6	7	10	6	2	7	(⁵)	-		
State and local government	1,670	40.2	651	613	589 - 706	-	-	-	-	-	-	2	-	-	2	23	24	11	6	7	10	6	2	7	(⁵)	-		
Level 1	1,607	40.2	649	613	589 - 689	-	-	-	-	-	-	2	-	-	2	24	24	11	6	7	9	6	2	7	(⁵)	-		
State and local government	1,607	40.2	649	613	589 - 689	-	-	-	-	-	-	2	-	-	2	24	24	11	6	7	9	6	2	7	(⁵)	-		
Level 2	63	40.5	700	715	638 - 748	-	-	-	-	-	-	-	-	-	-	-	11	14	14	8	24	13	8	8	-	-		
State and local government	63	40.5	700	715	638 - 748	-	-	-	-	-	-	-	-	-	-	-	11	14	14	8	24	13	8	8	-	-		

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.
² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and methods used to compute means, medians, and middle ranges.

³ Workers were distributed as follows: 6 percent at \$900 and under \$950 and 6 percent at \$950 and under \$1,000.
⁴ Workers were distributed as follows: 9 percent at \$900 and under \$950 and 9 percent at \$950 and under \$1,000.
⁵ Less than 0.5 percent.

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

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Hawaii, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950
						and under 250	- 275	- 300	- 325	- 350	- 375	- 400	- 425	- 450	- 475	- 500	- 600	- 650	- 700	- 750	- 800	- 850	- 900	- 950	- 1000	
Clerks, Accounting	2,710	40.0	\$491	\$473	\$415 – \$559	-	-	(³)	1	6	4	7	13	8	11	6	15	16	6	5	2	-	-	-	-	-
Private industry	2,360	40.0	497	490	415 – 574	-	-	(³)	1	6	4	7	11	8	11	4	16	18	6	6	2	-	-	-	-	-
Goods-producing industries:																										
Manufacturing	85	40.0	511	497	456 – 557	-	-	-	2	4	4	14	1	-	13	13	16	13	-	16	4	-	-	-	-	-
Service-producing industries	2,137	40.0	498	485	415 – 574	-	-	(³)	1	4	4	6	12	8	12	4	14	19	7	5	3	-	-	-	-	-
State and local government	350	40.0	448	439	423 – 475	-	-	-	-	2	4	14	28	12	10	13	9	4	3	(³)	-	-	-	-	-	-
Level 2	524	40.0	421	412	369 – 463	-	-	-	2	18	6	13	19	5	24	6	5	(³)	-	3	-	-	-	-	-	-
Private industry	519	40.0	421	410	369 – 463	-	-	-	2	18	6	13	18	4	24	6	5	(³)	-	3	-	-	-	-	-	-
Goods-producing industries	40	40.0	469	392	377 – 658	-	-	-	5	7	10	40	-	5	-	-	-	-	-	32	-	-	-	-	-	-
Service-producing industries	479	40.0	417	414	368 – 463	-	-	-	2	19	6	11	20	4	27	6	5	(³)	-	(³)	-	-	-	-	-	-
Level 3	1,076	40.0	454	440	410 – 511	-	-	-	1	1	7	12	17	16	12	7	24	4	-	-	(³)	-	-	-	-	-
Private industry	966	40.0	459	442	415 – 525	-	-	-	1	1	6	9	17	16	13	6	26	4	-	-	(³)	-	-	-	-	-
Goods-producing industries	112	40.0	525	525	525 – 548	-	-	-	-	-	-	2	2	-	8	12	64	10	-	-	3	-	-	-	-	-
Manufacturing	50	40.0	522	526	487 – 557	-	-	-	-	-	-	4	2	-	18	22	26	22	-	-	6	-	-	-	-	-
Service-producing industries	854	40.0	450	440	415 – 497	-	-	-	1	1	7	10	19	19	13	6	21	3	-	-	-	-	-	-	-	-
State and local government	110	40.0	408	391	376 – 439	-	-	-	-	6	11	40	15	7	3	11	5	1	-	-	-	-	-	-	-	-
Level 4	1,063	40.0	569	577	508 – 627	-	-	-	-	-	(³)	8	3	5	5	11	37	15	12	5	-	-	-	-	-	-
Private industry	828	40.0	598	577	559 – 627	-	-	-	-	-	-	-	-	(³)	2	2	11	46	18	15	7	-	-	-	-	-
Service-producing industries	803	40.0	598	577	559 – 627	-	-	-	-	-	-	-	-	(³)	2	2	11	46	18	14	7	-	-	-	-	-
State and local government	235	40.0	467	457	423 – 495	-	-	-	-	-	-	2	33	14	14	15	11	6	5	(³)	-	-	-	-	-	-
Clerks, General	3,070	40.0	418	391	376 – 439	(³)	1	2	3	7	9	36	14	5	4	3	9	1	7	(³)	-	-	-	-	-	-
Private industry:																										
Goods-producing industries	80	40.0	443	437	400 – 497	-	-	1	1	1	5	-	40	5	13	17	16	-	-	-	-	-	-	-	-	-
State and local government	1,845	40.0	395	376	376 – 407	-	-	-	(³)	7	7	53	18	5	3	4	3	(³)	-	-	-	-	-	-	-	-
Level 2	402	40.0	334	335	299 – 358	1	6	18	20	18	24	5	4	1	1	-	-	-	-	-	-	-	-	-	-	-
Private industry	394	40.0	334	335	296 – 358	1	6	19	20	18	24	6	4	1	2	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	389	40.0	334	335	296 – 358	1	6	19	20	18	24	6	4	1	2	-	-	-	-	-	-	-	-	-	-	-
Level 3	513	39.8	403	390	362 – 437	-	-	-	3	16	11	25	18	7	8	4	5	2	(³)	(³)	-	-	-	-	-	-
Private industry	314	39.6	418	404	375 – 456	-	-	-	4	6	10	21	23	10	11	5	8	3	(³)	(³)	-	-	-	-	-	-
Service-producing industries	266	39.6	419	406	375 – 456	-	-	-	5	8	10	25	15	11	9	6	9	3	(³)	(³)	-	-	-	-	-	-
State and local government	199	40.0	379	376	348 – 391	-	-	-	2	30	14	32	12	3	4	3	2	-	-	-	-	-	-	-	-	-
Level 4:																										
State and local government	1,638	40.0	398	391	376 – 407	-	-	-	-	4	7	56	18	5	3	4	3	(³)	-	-	-	-	-	-	-	-
Clerks, Order	136	40.0	418	438	370 – 463	-	-	-	4	15	10	2	1	24	43	-	-	-	-	-	-	-	-	-	-	-
Private industry	136	40.0	418	438	370 – 463	-	-	-	4	15	10	2	1	24	43	-	-	-	-	-	-	-	-	-	-	-
Level 1	134	40.0	418	438	370 – 463	-	-	-	4	16	10	2	-	25	43	-	-	-	-	-	-	-	-	-	-	-
Private industry	134	40.0	418	438	370 – 463	-	-	-	4	16	10	2	-	25	43	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Hawaii, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	
Level 3	652	40.0	\$611	\$602	\$556 - \$676	-	-	-	-	-	-	-	-	-	2	1	3	17	22	24	14	13	3	(³)	-	-	-
Private industry	381	40.0	591	582	540 - 636	-	-	-	-	-	-	-	-	-	3	2	4	22	26	25	10	2	6	1	-	-	-
Service-producing industries	328	40.0	590	580	538 - 624	-	-	-	-	-	-	-	-	-	4	2	4	20	29	24	7	2	6	1	-	-	-
State and local government	271	40.0	639	626	578 - 704	-	-	-	-	-	-	-	-	-	-	-	1	10	16	24	21	29	-	-	-	-	-
Level 4	414	40.0	721	732	676 - 761	-	-	-	-	-	-	-	-	(³)	-	-	1	1	5	10	15	22	35	5	5	1	-
Private industry	224	39.9	714	738	669 - 759	-	-	-	-	-	-	-	-	(³)	-	-	1	2	4	11	15	20	44	2	(³)	(³)	-
Service-producing industries	217	39.9	714	740	670 - 759	-	-	-	-	-	-	-	-	(³)	-	-	1	2	4	11	15	20	44	2	(³)	(³)	-
State and local government	190	40.0	730	732	676 - 792	-	-	-	-	-	-	-	-	-	-	-	-	5	10	16	25	25	8	10	1	-	-
Level 5	72	40.0	822	856	761 - 926	-	-	-	-	-	-	-	-	-	-	-	-	1	3	1	10	8	19	3	24	25	6
State and local government	53	40.0	846	891	792 - 926	-	-	-	-	-	-	-	-	-	-	-	-	-	2	9	2	19	4	26	32	6	6
Switchboard-Operator-Receptionists	353	40.0	394	400	344 - 429	-	2	3	15	14	8	10	21	11	8	3	2	4	-	-	-	-	-	1	-	-	-
Private industry	353	40.0	394	400	344 - 429	-	2	3	15	14	8	10	21	11	8	3	2	4	-	-	-	-	-	1	-	-	-
Goods-producing industries	45	39.9	371	310	302 - 432	-	-	-	60	2	2	-	7	22	-	-	-	2	-	-	-	-	-	4	-	-	-
Manufacturing	31	39.8	399	-	-	-	-	-	45	3	3	-	6	32	-	-	-	3	-	-	-	-	-	6	-	-	-
Service-producing industries	308	40.0	398	408	344 - 429	-	2	3	8	16	8	12	23	9	10	3	2	5	-	-	-	-	-	-	-	-	-
Word Processors	47	40.0	458	438	372 - 520	-	-	-	4	6	15	6	13	9	15	-	19	-	-	13	-	-	-	-	-	-	-
Private industry	47	40.0	458	438	372 - 520	-	-	-	4	6	15	6	13	9	15	-	19	-	-	13	-	-	-	-	-	-	-
Service-producing industries	46	40.0	457	437	372 - 520	-	-	-	4	7	15	7	13	9	15	-	17	-	-	13	-	-	-	-	-	-	-
Level 2	26	40.0	432	-	-	-	-	-	-	8	27	12	-	15	4	-	35	-	-	-	-	-	-	-	-	-	-
Private industry	26	40.0	432	-	-	-	-	-	-	8	27	12	-	15	4	-	35	-	-	-	-	-	-	-	-	-	-
Service-producing industries	25	40.0	429	-	-	-	-	-	-	8	28	12	-	16	4	-	32	-	-	-	-	-	-	-	-	-	-

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

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

compute means, medians, and middle ranges.

³ Less than 0.5 percent.

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, Hawaii, August 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	5.25 and under 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 and over	
Guards	4,444	\$8.24	\$8.00	\$6.50 - \$10.36	21	-	(²)	3	3	13	9	7	10	2	1	11	4	7	2	5	2	(²)	(²)	(²)	-	-	-	-
Private industry	4,375	8.19	7.87	6.50 - 10.36	21	-	(²)	3	3	13	10	7	10	2	1	11	4	6	1	5	2	(²)	(²)	(²)	-	-	-	-
Service-producing industries	4,359	8.18	7.87	6.50 - 10.36	22	-	(²)	3	3	13	10	7	10	2	1	11	4	6	1	5	2	(²)	(²)	(²)	-	-	-	-
State and local government	69	11.75	11.89	11.42 - 12.36	-	-	-	-	-	-	-	-	-	4	1	4	10	26	26	19	9	-	-	-	-	-	-	-
Level 1	4,037	7.89	7.50	6.00 - 9.00	23	-	(²)	4	3	14	10	8	11	2	1	12	4	2	1	3	2	(²)	-	-	-	-	-	-
Private industry	4,027	7.88	7.50	6.00 - 9.00	23	-	(²)	4	3	14	10	8	11	2	1	12	4	2	1	3	2	(²)	-	-	-	-	-	-
Service-producing industries	4,011	7.88	7.50	6.00 - 9.00	23	-	(²)	4	3	14	11	8	11	2	1	12	4	2	1	3	2	(²)	-	-	-	-	-	-
Janitors	6,960	8.02	8.72	5.50 - 9.69	24	6	3	4	2	3	2	2	4	2	31	5	6	4	1	(²)	(²)	(²)	(²)	-	-	-	-	-
Private industry	4,996	7.36	6.05	5.35 - 9.50	33	8	5	6	3	4	3	3	6	3	4	6	8	5	1	(²)	1	(²)	(²)	-	-	-	-	-
Goods-producing industries	31	9.70	-	-	-	-	-	-	-	3	-	45	-	13	13	-	-	-	6	3	3	13	-	-	-	-	-	-
Manufacturing	31	9.70	-	-	-	-	-	-	-	3	-	45	-	13	13	-	-	-	6	3	3	13	-	-	-	-	-	-
Service-producing industries	4,965	7.34	6.00	5.35 - 9.50	33	8	5	6	3	4	3	3	6	3	4	6	8	5	1	(²)	(²)	(²)	(²)	-	-	-	-	-
State and local government	1,964	9.69	9.69	9.69 - 9.69	-	-	-	-	-	-	-	-	-	(²)	99	(²)	(²)	-	-	-	-	-	-	-	-	-	-	-
Material Movement and Storage Workers	1,700	10.92	10.54	9.00 - 12.18	-	-	-	-	2	4	3	6	9	7	6	14	5	4	9	12	7	11	(²)	1	-	-	2	(²)
Private industry	1,683	10.92	10.55	9.00 - 12.18	-	-	-	-	2	4	3	6	9	7	6	14	5	4	9	12	7	11	(²)	1	-	-	2	(²)
Goods-producing industries	209	12.78	13.90	11.10 - 13.90	-	-	-	-	-	-	-	1	3	-	-	(²)	19	19	1	1	30	20	(²)	4	-	-	1	-
Manufacturing	178	13.00	13.90	11.19 - 14.50	-	-	-	-	-	-	-	2	3	-	-	-	8	22	1	-	35	23	1	4	-	-	-	-
Service-producing industries	1,474	10.66	10.00	8.85 - 12.08	-	-	-	-	2	5	3	7	10	8	6	16	3	1	10	13	3	9	(²)	(²)	-	2	(²)	
State and local government	17	10.66	10.38	10.38 - 11.25	-	-	-	-	-	-	-	-	-	-	6	47	18	29	-	-	-	-	-	-	-	-	-	-
Level 2	1,509	11.14	10.93	9.40 - 12.18	-	-	-	-	2	4	2	4	8	6	4	16	6	4	10	13	7	12	(²)	1	-	-	2	(²)
Private industry	1,492	11.15	10.93	9.28 - 12.18	-	-	-	-	2	4	2	4	8	6	4	15	6	3	10	13	8	12	(²)	1	-	-	2	(²)
Goods-producing industries	199	12.96	13.90	11.19 - 14.49	-	-	-	-	-	-	-	-	-	-	-	1	20	20	1	1	32	21	-	4	-	-	1	-
Manufacturing	168	13.23	13.90	11.28 - 14.50	-	-	-	-	-	-	-	-	-	-	-	-	8	24	1	-	38	24	-	5	-	-	-	-
Service-producing industries	1,293	10.87	10.25	9.00 - 12.10	-	-	-	-	3	5	2	4	9	7	4	17	4	1	11	15	4	11	(²)	(²)	-	3	(²)	
State and local government	17	10.66	10.38	10.38 - 11.25	-	-	-	-	-	-	-	-	-	-	6	47	18	29	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Hawaii, August 1996 — Continued

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	5.25 and under 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 and over	
Truckdrivers:																												
Private industry:																												
Goods-producing industries	685	\$12.34	\$10.65	\$10.37 - \$15.82	-	-	-	-	-	-	-	2	4	-	(²)	39	13	4	1	-	-	5	7	23	-	1	(²)	-
Manufacturing	632	12.10	10.50	10.37 - 15.82	-	-	-	-	-	-	-	2	4	-	(²)	43	14	4	1	-	-	5	3	23	-	(²)	-	
State and local government	194	11.70	11.71	11.71 - 12.19	-	-	-	-	-	-	-	-	-	-	-	7	-	-	15	46	31	-	-	-	-	-	-	
Light Truck	153	9.13	8.74	8.00 - 9.74	-	-	-	1	-	5	10	23	28	6	5	14	1	1	-	1	2	2	1	-	-	1	1	
Private industry	140	9.01	8.74	8.00 - 9.25	-	-	-	1	-	5	11	25	31	6	5	6	1	1	-	1	2	2	1	-	-	1	1	
Service-producing industries	83	9.13	8.25	7.65 - 9.25	-	-	-	2	-	8	19	22	17	11	7	-	-	1	-	1	4	4	1	-	-	1	1	
Medium Truck:																												
Private industry:																												
Goods-producing industries	103	12.21	10.63	10.25 - 14.00	-	-	-	-	-	-	-	-	-	-	1	33	23	-	-	-	-	27	14	2	-	-	-	
Manufacturing	103	12.21	10.63	10.25 - 14.00	-	-	-	-	-	-	-	-	-	-	1	33	23	-	-	-	-	27	14	2	-	-	-	
State and local government	31	11.26	11.25	11.25 - 11.25	-	-	-	-	-	-	-	-	-	-	-	-	-	97	3	-	-	-	-	-	-	-	-	
Heavy Truck	1,016	11.91	11.10	10.37 - 13.36	-	-	-	-	-	-	-	1	2	3	-	24	17	6	16	6	8	9	3	6	(²)	-	(²)	
Private industry	927	11.93	11.05	10.37 - 13.36	-	-	-	-	-	-	-	1	2	3	-	26	18	7	8	6	9	10	3	7	(²)	-	(²)	
Goods-producing industries	375	11.84	10.37	10.37 - 14.82	-	-	-	-	-	-	-	-	-	-	-	61	8	6	-	-	2	6	17	-	-	-	(²)	
Service-producing industries	552	11.99	11.73	10.79 - 13.36	-	-	-	-	-	-	-	1	3	5	-	3	25	7	13	10	15	16	1	(²)	1	-	-	
State and local government	89	11.71	11.71	11.71 - 11.71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	-	-	-	-	-	-	
Tractor Trailer	480	13.82	13.00	12.19 - 14.85	-	-	-	-	-	-	-	-	-	-	-	1	8	(²)	1	23	27	15	2	19	1	2	1	
Private industry	419	14.06	13.00	13.00 - 16.75	-	-	-	-	-	-	-	-	-	-	-	1	9	(²)	1	12	31	18	3	22	1	2	1	
Goods-producing industries	150	15.00	16.75	11.10 - 16.75	-	-	-	-	-	-	-	-	-	-	-	-	-	24	1	3	-	-	7	60	-	4	-	
Service-producing industries	269	13.54	13.00	13.00 - 14.73	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	19	48	28	-	1	1	1	1	

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

² Less than 0.5 percent.

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, Hawaii, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over		
PROFESSIONAL OCCUPATIONS																												
Accountants	498	40.0	\$735	\$705	\$616 -- \$794	-	(³)	5	12	20	12	15	12	5	7	3	1	2	1	2	1	(³)	-	(³)	-	(³)	-	(³)
Private industry	182	39.9	813	768	625 -- 897	-	1	6	14	7	6	14	10	7	10	5	2	4	4	5	2	1	-	1	-	1	-	1
Service-producing industries	166	40.0	802	761	623 -- 880	-	1	7	15	8	5	14	11	8	11	6	1	1	3	5	2	1	-	1	-	1	-	1
State and local government	316	40.0	690	677	616 -- 762	-	-	4	11	27	16	16	13	3	6	2	1	1	-	(³)	-	-	-	-	-	-	-	-
Level 1:																												
State and local government	16	40.0	542	525	516 -- 557	-	-	63	31	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	108	40.0	618	591	560 -- 676	-	1	12	46	11	10	13	4	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	72	40.0	634	596	571 -- 712	-	1	15	35	10	13	17	6	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	69	40.0	631	596	571 -- 712	-	1	16	36	10	9	17	6	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	36	40.0	588	579	560 -- 597	-	-	6	69	14	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	183	40.0	707	651	616 -- 794	-	-	-	3	44	13	12	6	7	10	3	2	2	-	-	-	-	-	-	-	-	-	-
Private industry	69	39.9	821	827	744 -- 881	-	-	-	-	7	3	19	13	16	25	9	4	4	-	-	-	-	-	-	-	-	-	-
Service-producing industries	62	40.0	810	826	744 -- 880	-	-	-	-	8	3	18	15	18	27	10	2	-	-	-	-	-	-	-	-	-	-	-
State and local government	114	40.0	638	626	602 -- 651	-	-	-	4	66	18	8	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 4	130	40.0	799	748	677 -- 857	-	-	-	-	5	21	25	22	3	8	2	1	4	5	5	-	-	-	-	-	-	-	-
Private industry	28	39.8	1,037	-	-	-	-	-	-	-	-	-	21	-	4	11	4	14	25	21	-	-	-	-	-	-	-	-
State and local government	102	40.0	734	733	677 -- 793	-	-	-	-	6	26	31	22	4	10	-	-	1	-	-	-	-	-	-	-	-	-	-
Level 5	56	40.0	916	841	770 -- 964	-	-	-	-	-	-	11	30	9	13	11	5	4	-	7	7	4	-	-	-	-	-	-
State and local government	47	40.0	841	812	762 -- 927	-	-	-	-	-	-	13	36	11	15	13	6	4	-	2	-	-	-	-	-	-	-	-
Attorneys	420	40.0	1,122	1,104	929 -- 1,263	-	-	-	-	-	-	2	7	5	8	7	6	14	18	13	6	6	5	3	1	(³)	(³)	
Private industry	29	40.0	1,422	-	-	-	-	-	-	-	-	-	-	-	-	-	3	10	17	7	7	7	14	14	14	15	7	
Service-producing industries	26	40.0	1,388	-	-	-	-	-	-	-	-	-	-	-	-	-	4	12	19	8	8	4	15	15	15	-	-	
State and local government	391	40.0	1,100	1,090	920 -- 1,250	-	-	-	-	-	-	2	7	5	9	7	6	14	18	13	6	6	4	2	2	-	-	
Engineers	694	40.0	965	964	824 -- 1,081	-	-	1	1	3	5	6	7	7	10	9	10	18	12	3	4	3	(³)	(³)	-	-	-	
State and local government	575	40.0	948	928	824 -- 1,057	-	-	1	1	3	6	6	8	7	11	9	10	18	12	2	4	3	-	-	-	-	-	
Level 1:																												
State and local government	6	40.0	535	-	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	36	40.0	721	-	-	-	-	-	17	17	6	17	17	14	8	6	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	19	40.0	659	602	594 -- 705	-	-	-	32	32	5	11	5	5	11	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	178	40.0	815	824	702 -- 883	-	-	-	1	5	17	11	10	17	18	6	6	8	1	-	-	-	-	-	-	-	-	-
State and local government	136	40.0	770	788	681 -- 824	-	-	-	1	7	23	15	13	18	20	-	1	4	-	-	-	-	-	-	-	-	-	
Level 4	144	40.0	949	920	857 -- 1,019	-	-	-	-	-	-	9	-	8	17	25	13	12	9	3	2	1	-	-	-	-	-	
State and local government	114	40.0	900	909	852 -- 942	-	-	-	-	-	-	11	-	11	22	32	14	4	4	2	-	-	-	-	-	-	-	
Level 5	216	40.0	1,040	1,034	969 -- 1,057	-	-	-	-	-	-	-	13	2	1	7	19	37	4	6	6	2	1	1	-	-	-	
State and local government	192	40.0	999	1,003	927 -- 1,057	-	-	-	-	-	-	-	15	3	2	8	21	41	4	3	5	-	-	-	-	-	-	
Level 6	80	40.0	1,148	1,173	1,128 -- 1,187	-	-	-	-	-	-	-	-	-	6	-	-	15	71	2	2	2	-	-	-	-	-	
State and local government	80	40.0	1,148	1,173	1,128 -- 1,187	-	-	-	-	-	-	-	-	-	6	-	-	15	71	2	2	2	-	-	-	-	-	

See footnotes at end of table.

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

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over	
Scientists	182	40.0	\$711	\$677	\$626 - \$762	-	-	1	6	26	20	18	10	7	4	3	3	2	-	-	-	-	-	-	-	-	-
State and local government	169	40.0	696	677	626 - 733	-	-	1	7	28	22	19	11	3	5	1	3	1	-	-	-	-	-	-	-	-	-
Level 2	40	40.0	659	626	602 - 651	-	-	-	13	52	13	2	2	17	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	33	40.0	620	602	602 - 626	-	-	-	15	64	15	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3:																											
State and local government	79	40.0	671	651	626 - 733	-	-	-	5	34	30	19	9	-	1	1	-	-	-	-	-	-	-	-	-	-	-
Level 4	46	40.0	762	733	705 - 793	-	-	-	-	-	17	35	24	9	11	-	4	-	-	-	-	-	-	-	-	-	-
State and local government	46	40.0	762	733	705 - 793	-	-	-	-	-	17	35	24	9	11	-	4	-	-	-	-	-	-	-	-	-	-
Scientists, Physical/Biological	176	40.0	702	677	626 - 762	-	-	1	6	27	21	18	11	7	5	1	3	1	-	-	-	-	-	-	-	-	-
State and local government	169	40.0	696	677	626 - 733	-	-	1	7	28	22	19	11	3	5	1	3	1	-	-	-	-	-	-	-	-	-
Level 2	40	40.0	659	626	602 - 651	-	-	-	13	52	13	2	2	17	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	33	40.0	620	602	602 - 626	-	-	-	15	64	15	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	79	40.0	671	651	626 - 733	-	-	-	5	34	30	19	9	-	1	1	-	-	-	-	-	-	-	-	-	-	-
State and local government	79	40.0	671	651	626 - 733	-	-	-	5	34	30	19	9	-	1	1	-	-	-	-	-	-	-	-	-	-	-
Level 4	46	40.0	762	733	705 - 793	-	-	-	-	-	17	35	24	9	11	-	4	-	-	-	-	-	-	-	-	-	-
State and local government	46	40.0	762	733	705 - 793	-	-	-	-	-	17	35	24	9	11	-	4	-	-	-	-	-	-	-	-	-	-
ADMINISTRATIVE OCCUPATIONS																											
Budget Analysts	69	40.0	746	733	651 - 793	-	-	-	3	7	20	23	32	3	7	-	-	1	3	-	-	-	-	-	-	-	-
State and local government	54	40.0	724	733	651 - 793	-	-	-	2	9	24	26	31	-	7	-	-	-	-	-	-	-	-	-	-	-	-
Level 3:																											
State and local government	7	40.0	644	-	- - -	-	-	-	-	57	29	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 4:																											
State and local government	44	40.0	741	733	684 - 793	-	-	-	-	-	25	32	34	-	9	-	-	-	-	-	-	-	-	-	-	-	-
Buyer/Contracting Specialists	115	40.0	681	651	582 - 768	3	3	10	14	19	16	8	14	3	4	3	-	1	2	2	-	-	-	-	-	-	-
Private industry	69	40.0	707	671	568 - 793	4	1	12	19	9	10	6	16	4	7	4	-	1	3	3	-	-	-	-	-	-	-
Service-producing industries	56	40.0	668	625	558 - 782	5	2	14	23	9	13	-	16	4	5	5	-	2	2	-	-	-	-	-	-	-	-
State and local government	46	40.0	641	626	602 - 677	-	4	9	7	35	24	11	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	39	40.0	652	-	- - -	-	8	8	26	13	18	10	5	5	5	3	-	-	-	-	-	-	-	-	-	-	-
Private industry	31	40.0	669	-	- - -	-	3	10	23	13	16	13	6	6	6	3	-	-	-	-	-	-	-	-	-	-	-
State and local government	8	40.0	586	-	- - -	-	25	-	38	13	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	50	40.0	729	706	626 - 782	-	-	-	-	30	18	8	28	2	6	4	-	2	2	-	-	-	-	-	-	-	-
State and local government	33	40.0	666	651	616 - 706	-	-	-	-	45	27	12	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, Hawaii, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over		
Computer Programmers	224	40.0	\$640	\$619	\$577 - \$677	-	4	11	17	29	19	6	3	4	4	2	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	83	39.9	619	591	529 - 684	-	12	19	22	19	10	5	2	5	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	80	40.0	610	584	529 - 665	-	13	20	22	20	10	5	2	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	141	40.0	651	629	602 - 677	-	-	6	15	35	24	7	4	4	2	3	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	66	40.0	569	560	530 - 577	-	8	24	50	8	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	42	40.0	570	558	523 - 577	-	12	33	33	5	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	42	40.0	570	558	523 - 577	-	12	33	33	5	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	24	40.0	569	560	560 - 582	-	-	8	79	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	122	39.9	662	640	616 - 677	-	-	2	5	49	26	7	2	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	34	39.8	691	-	- - -	-	-	6	12	41	12	3	3	9	15	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	31	40.0	673	-	- - -	-	-	6	13	45	13	3	3	6	10	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	88	40.0	651	640	616 - 677	-	-	-	2	52	32	8	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Computer Systems Analysts	492	40.0	820	793	720 - 886	-	-	-	(³)	3	11	19	18	17	9	6	6	7	2	1	1	-	-	-	-	-	-	-
Private industry	197	39.9	917	899	808 - 1,000	-	-	-	-	1	2	7	14	14	13	13	12	15	5	3	3	-	-	-	-	-	-	-
Service-producing industries	190	39.9	919	902	808 - 1,000	-	-	-	-	1	2	7	13	13	13	13	12	15	5	3	3	-	-	-	-	-	-	-
State and local government	295	40.0	755	761	702 - 824	-	-	-	(³)	5	17	27	21	19	6	1	2	1	-	-	-	-	-	-	-	-	-	-
Level 1	68	39.9	784	791	720 - 841	-	-	-	-	10	9	16	22	19	13	4	6	-	-	-	-	-	-	-	-	-	-	-
State and local government	15	40.0	700	651	626 - 733	-	-	-	-	33	33	13	-	7	7	7	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	212	40.0	821	810	733 - 903	-	-	-	(³)	3	6	21	17	14	11	11	10	6	-	-	-	-	-	-	-	-	-	-
Private industry	106	39.9	887	901	813 - 966	-	-	-	-	3	4	11	15	16	22	17	12	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	106	39.9	887	901	813 - 966	-	-	-	-	3	4	11	15	16	22	17	12	-	-	-	-	-	-	-	-	-	-	-
State and local government	106	40.0	754	734	706 - 793	-	-	-	1	6	9	39	23	12	7	1	3	-	-	-	-	-	-	-	-	-	-	-
Level 3	212	40.0	830	791	703 - 857	-	-	-	-	1	17	18	18	19	5	(³)	1	9	5	3	2	-	-	-	-	-	-	-
Private industry	38	39.8	1,152	-	- - -	-	-	-	-	-	-	-	-	-	-	3	42	26	16	13	-	-	-	-	-	-	-	-
Service-producing industries	37	39.8	1,149	-	- - -	-	-	-	-	-	-	-	-	-	-	3	43	27	14	14	-	-	-	-	-	-	-	-
State and local government	174	40.0	760	761	702 - 824	-	-	-	-	2	21	22	22	24	6	1	1	2	-	-	-	-	-	-	-	-	-	-
Computer Systems Analyst Supervisors/Managers	56	40.0	985	892	845 - 1,078	-	-	-	-	-	-	-	2	25	29	7	11	7	2	2	9	5	2	-	-	-	-	-
Level 2	35	39.9	1,013	-	- - -	-	-	-	-	-	-	-	3	11	43	11	-	6	3	-	14	6	3	-	-	-	-	-

See footnotes at end of table.

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

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over
Personnel Specialists	504	39.9	\$766	\$733	\$650 - \$857	(³)	1	5	6	13	18	16	10	6	5	5	4	6	3	2	1	1	-	-	-	-
Private industry	209	39.7	805	765	646 - 922	1	1	4	7	12	13	9	7	11	7	6	6	6	5	3	1	1	-	-	-	-
Service-producing industries	198	39.7	800	751	640 - 918	1	1	5	7	13	14	9	6	11	7	6	6	6	5	3	2	2	-	-	-	-
State and local government	295	40.0	738	705	651 - 793	-	1	5	6	13	22	21	12	2	3	4	3	5	1	2	(³)	-	-	-	-	
Level 1:																										
State and local government	12	40.0	519	-	- - -	-	17	83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	104	39.9	628	615	579 - 655	1	1	7	25	32	21	6	3	3	2	-	-	-	-	-	-	-	-	-	-	
Private industry	68	39.8	649	643	603 - 678	1	1	4	16	26	31	7	4	4	3	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	63	39.8	638	635	588 - 669	2	2	5	17	27	33	8	3	3	-	-	-	-	-	-	-	-	-	-	-	
State and local government	36	40.0	588	582	560 - 602	-	-	11	42	42	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	126	39.7	735	731	640 - 815	-	-	-	3	23	17	17	9	16	8	6	1	2	-	-	-	-	-	-	-	
Private industry	76	39.5	792	801	732 - 865	-	-	-	1	8	8	17	14	25	13	9	1	3	-	-	-	-	-	-	-	
Service-producing industries	72	39.6	784	794	731 - 846	-	-	-	1	8	8	18	14	26	14	8	1	-	-	-	-	-	-	-	-	
State and local government	50	40.0	647	626	602 - 677	-	-	-	6	46	30	16	-	2	-	-	-	-	-	-	-	-	-	-	-	
Level 4	208	39.9	822	762	705 - 933	-	-	-	-	-	24	25	15	1	3	8	8	7	5	3	(³)	-	-	-	-	
Private industry	45	39.6	1,050	1,067	962 - 1,115	-	-	-	-	-	-	-	-	-	7	13	22	24	20	11	2	-	-	-	-	
Service-producing industries	43	39.7	1,045	1,060	962 - 1,114	-	-	-	-	-	-	-	-	-	7	14	23	26	19	9	2	-	-	-	-	
State and local government	163	40.0	759	733	677 - 793	-	-	-	-	-	30	33	20	1	2	6	4	2	1	1	-	-	-	-	-	
Level 5	42	39.9	1,060	1,029	857 - 1,222	-	-	-	-	-	-	-	5	7	14	5	10	26	7	12	7	7	-	-	-	
State and local government	34	40.0	1,004	1,006	857 - 1,096	-	-	-	-	-	-	-	6	9	18	6	9	32	6	12	3	-	-	-	-	
Personnel Supervisors/Managers	42	39.9	1,232	1,191	1,050 - 1,426	-	-	-	-	-	-	-	-	-	2	14	5	21	10	5	14	17	7	-	2	
State and local government	22	40.0	1,172	1,131	1,011 - 1,355	-	-	-	-	-	-	-	-	-	5	9	9	23	18	9	9	9	9	-	-	
Level 1:																										
State and local government	7	40.0	965	-	- - -	-	-	-	-	-	-	-	-	-	14	29	29	29	-	-	-	-	-	-	-	
Tax Collectors:																										
Level 2	26	40.0	542	524	514 - 578	-	19	46	12	15	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	26	40.0	542	524	514 - 578	-	19	46	12	15	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	21	40.0	639	626	601 - 676	-	-	-	14	43	19	24	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	21	40.0	639	626	601 - 676	-	-	-	14	43	19	24	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

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

compute means, medians, and middle ranges.

³ Less than 0.5 percent.

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, Hawaii, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	325 and under 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 - 675	675 - 700	700 - 725	725 - 750	750 - 775	775 - 800	800 - 825	825 and over	
TECHNICAL OCCUPATIONS																											
Computer Operators	188	40.0	\$516	\$514	\$457 - \$576	6	5	2	4	5	11	15	11	7	7	6	6	3	4	2	-	2	1	-	2	-	-
Private industry	122	39.9	501	492	420 - 560	10	8	3	4	6	15	8	7	9	6	8	5	3	2	-	-	2	2	-	2	-	-
Service-producing industries	116	39.9	488	484	415 - 556	10	9	3	4	6	16	9	8	9	6	9	5	3	2	-	-	2	-	2	-	-	-
State and local government	66	40.0	543	514	495 - 601	-	-	-	3	5	3	27	18	5	11	2	9	2	9	5	-	3	-	-	-	-	-
Level 2	73	39.9	474	460	402 - 517	16	5	3	10	11	16	5	12	4	5	-	3	1	-	-	-	3	-	-	4	-	
Private industry	64	39.9	474	463	373 - 517	19	6	3	8	8	17	6	13	3	6	-	3	-	-	-	-	3	-	-	5	-	
Service-producing industries	59	39.9	448	459	368 - 501	20	7	3	8	8	19	7	14	3	7	-	3	-	-	-	-	-	-	-	-	-	
State and local government	9	40.0	477	-	- - -	-	-	-	22	33	11	-	11	11	-	-	-	11	-	-	-	-	-	-	-	-	
Level 3	91	40.0	548	533	495 - 585	-	-	-	-	1	7	24	13	11	11	10	8	4	8	3	-	-	-	-	-	-	
Private industry	41	39.9	555	556	519 - 588	-	-	-	-	2	12	10	2	22	7	20	10	10	5	-	-	-	-	-	-	-	
Service-producing industries	40	39.9	553	550	501 - 587	-	-	-	-	2	13	10	2	22	7	20	10	7	5	-	-	-	-	-	-	-	
State and local government	50	40.0	542	514	495 - 556	-	-	-	-	-	2	36	22	2	14	2	6	-	10	6	-	-	-	-	-	-	
Level 4:																											
State and local government	7	40.0	636	-	- - -	-	-	-	-	-	-	-	-	-	14	-	-	43	-	14	-	-	29	-	-	-	
Drafters	99	40.0	597	578	514 - 694	-	-	1	4	1	7	9	6	7	10	9	6	2	7	6	4	10	10	-	-	-	
State and local government	88	40.0	590	556	500 - 704	-	-	1	5	1	8	10	7	8	11	9	1	2	8	2	5	10	11	-	-	-	
Level 2:																											
State and local government	8	40.0	457	-	- - -	-	-	13	25	-	25	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	26	40.0	563	-	- - -	-	-	-	8	4	19	8	4	4	15	4	-	-	8	19	-	4	4	-	-	-	
State and local government	21	40.0	531	514	457 - 556	-	-	-	10	5	24	10	5	5	19	5	-	-	10	5	-	5	-	5	-	-	
Level 4	59	40.0	629	626	535 - 732	-	-	-	-	-	-	8	7	10	10	12	2	3	8	2	7	15	15	-	-	-	
State and local government	59	40.0	629	626	535 - 732	-	-	-	-	-	-	8	7	10	10	12	2	3	8	2	7	15	15	-	-	-	
Engineering Technicians, Civil	91	40.0	612	578	514 - 704	-	1	1	4	1	2	8	11	3	13	9	2	4	7	5	3	4	8	1	10	1	
State and local government	91	40.0	612	578	514 - 704	-	1	1	4	1	2	8	11	3	13	9	2	4	7	5	3	4	8	1	10	1	
Level 3	23	40.0	532	514	475 - 601	-	-	-	13	4	4	13	30	4	-	4	9	4	-	4	9	-	-	-	-	-	
State and local government	23	40.0	532	514	475 - 601	-	-	-	13	4	4	13	30	4	-	4	9	4	-	4	9	-	-	-	-	-	
Level 4	37	40.0	623	578	556 - 676	-	-	-	-	-	3	8	5	3	22	11	-	8	11	5	3	5	5	3	8	-	
State and local government	37	40.0	623	578	556 - 676	-	-	-	-	-	3	8	5	3	22	11	-	8	11	5	3	5	5	3	8	-	
Level 5	26	40.0	702	732	592 - 823	-	-	-	-	-	-	-	-	4	15	12	-	-	8	8	-	8	19	-	23	4	
State and local government	26	40.0	702	732	592 - 823	-	-	-	-	-	-	-	-	4	15	12	-	-	8	8	-	8	19	-	23	4	

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, Hawaii, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range	325 and under 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 - 675	675 - 700	700 - 725	725 - 750	750 - 775	775 - 800	800 - 825	825 and over			
PROTECTIVE SERVICE OCCUPATIONS																													
Corrections Officers	723	40.0	\$551	\$580	\$513 - \$580	-	-	-	-	-	(³)	13	18	11	2	53	2	(³)	-	-	-	-	-	-	-	-	-	-	-
State and local government	723	40.0	551	580	513 - 580	-	-	-	-	-	(³)	13	18	11	2	53	2	(³)	-	-	-	-	-	-	-	-	-	-	-
Firefighters	874	53.0	607	592	569 - 616	-	-	-	-	-	-	-	-	-	40	30	9	4	2	8	2	2	(³)	(³)	1	1	-	-	
State and local government	874	53.0	607	592	569 - 616	-	-	-	-	-	-	-	-	-	40	30	9	4	2	8	2	2	(³)	(³)	1	1	-	-	
Police Officers	1,670	40.2	651	613	589 - 706	-	-	-	-	-	-	2	-	-	2	23	24	11	6	7	10	6	(³)	2	4	3	-	-	
State and local government	1,670	40.2	651	613	589 - 706	-	-	-	-	-	-	2	-	-	2	23	24	11	6	7	10	6	(³)	2	4	3	-	-	
Level 1	1,607	40.2	649	613	589 - 689	-	-	-	-	-	-	2	-	-	2	24	24	11	6	7	9	6	(³)	2	3	3	-	-	
State and local government	1,607	40.2	649	613	589 - 689	-	-	-	-	-	-	2	-	-	2	24	24	11	6	7	9	6	(³)	2	3	3	-	-	
Level 2	63	40.5	700	715	638 - 748	-	-	-	-	-	-	-	-	-	-	-	-	11	14	14	8	24	13	-	8	6	2	-	
State and local government	63	40.5	700	715	638 - 748	-	-	-	-	-	-	-	-	-	-	-	-	11	14	14	8	24	13	-	8	6	2	-	

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

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

compute means, medians, and middle ranges.

³ Less than 0.5 percent.

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, Hawaii, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000
Clerks, Accounting	634	40.0	\$469	\$457	\$423 - \$514	-	(³)	(³)	3	3	10	19	9	10	12	10	9	7	5	1	(³)	-	-	-	-	-
Private industry	287	39.9	496	508	444 - 534	-	(³)	(³)	3	3	6	8	6	11	11	15	17	11	6	2	1	-	-	-	-	-
Service-producing industries	271	39.9	495	509	444 - 534	-	(³)	(³)	3	3	6	8	6	10	10	15	18	12	7	2	-	-	-	-	-	-
State and local government	347	40.0	448	439	423 - 475	-	-	-	2	4	14	28	12	10	14	7	2	4	3	(³)	-	-	-	-	-	-
Level 2	51	39.9	427	423	354 - 512	-	-	2	18	14	12	8	4	8	8	25	2	-	-	-	-	-	-	-	-	-
Private industry	46	39.8	428	421	350 - 512	-	-	2	20	13	13	4	-	9	9	28	2	-	-	-	-	-	-	-	-	-
Service-producing industries	43	39.8	431	461	350 - 512	-	-	2	21	12	9	5	-	9	9	30	2	-	-	-	-	-	-	-	-	-
Level 3	309	40.0	462	464	403 - 522	-	-	-	2	5	18	11	8	10	12	10	16	8	-	-	1	-	-	-	-	-
Private industry	200	40.0	492	500	452 - 530	-	-	-	1	6	9	8	13	13	13	23	11	-	-	1	-	-	-	-	-	-
Service-producing industries	187	40.0	489	502	449 - 530	-	-	-	1	6	9	9	12	12	14	25	12	-	-	-	-	-	-	-	-	-
State and local government	109	40.0	408	391	376 - 439	-	-	-	6	11	39	16	7	3	11	5	1	1	-	-	-	-	-	-	-	-
Level 4	273	40.0	486	457	423 - 514	-	-	-	-	-	1	29	12	12	13	8	3	8	11	3	-	-	-	-	-	-
Private industry	40	40.0	597	606	578 - 637	-	-	-	-	-	-	5	-	-	2	7	2	22	45	15	-	-	-	-	-	-
Service-producing industries	40	40.0	597	606	578 - 637	-	-	-	-	-	-	5	-	-	2	7	2	22	45	15	-	-	-	-	-	-
State and local government	233	40.0	467	457	423 - 495	-	-	-	-	-	2	33	14	14	15	8	3	6	5	(³)	-	-	-	-	-	-
Clerks, General	2,061	39.9	399	390	376 - 423	-	(³)	1	7	8	49	17	6	4	4	2	1	1	(³)	(³)	-	-	-	-	-	-
Private industry	235	39.5	426	425	375 - 468	-	3	4	8	9	14	12	13	16	10	3	4	3	1	(³)	(³)	-	-	-	-	-
Service-producing industries	204	39.4	420	416	372 - 464	-	3	5	9	9	16	14	13	13	5	3	4	3	1	(³)	(³)	-	-	-	-	-
State and local government	1,826	40.0	395	376	376 - 407	-	-	(³)	7	7	54	18	5	3	4	1	1	(³)	-	-	-	-	-	-	-	-
Level 2	29	40.0	353	-	- - -	-	24	17	17	3	17	7	14	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	319	39.6	390	376	348 - 415	-	-	4	22	15	25	14	6	8	2	1	1	1	(³)	(³)	-	-	-	-	-	-
Private industry	131	39.1	407	397	362 - 446	-	-	7	11	15	18	17	9	15	2	2	2	2	1	1	-	-	-	-	-	-
Service-producing industries	117	39.0	402	395	362 - 428	-	-	8	12	15	20	19	9	9	3	2	2	2	1	1	-	-	-	-	-	-
State and local government	188	40.0	378	376	348 - 391	-	-	2	30	14	31	12	3	4	2	1	1	-	-	-	-	-	-	-	-	-
Level 4	1,713	40.0	401	391	376 - 423	-	-	-	4	6	54	18	6	4	5	2	2	1	(³)	-	-	-	-	-	-	-
Private industry	83	40.0	473	471	434 - 497	-	-	-	1	1	6	7	17	20	25	6	8	6	1	-	-	-	-	-	-	-
State and local government	1,630	40.0	397	380	376 - 407	-	-	-	4	7	57	18	5	3	4	1	1	(³)	-	-	-	-	-	-	-	-
Key Entry Operators	125	40.0	385	381	316 - 430	-	6	20	3	10	18	16	8	11	5	1	-	-	2	-	-	-	-	-	-	-
Private industry	80	40.0	371	358	301 - 430	-	10	31	4	13	6	9	7	14	2	1	-	-	2	-	-	-	-	-	-	-
Service-producing industries	74	40.0	362	355	301 - 426	-	11	34	4	14	3	9	8	15	3	-	-	-	-	-	-	-	-	-	-	-
State and local government	45	40.0	409	407	376 - 423	-	-	-	2	7	38	29	9	7	9	-	-	-	-	-	-	-	-	-	-	-
Level 1	59	40.0	339	312	301 - 373	-	14	42	3	17	8	8	2	5	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	59	40.0	339	312	301 - 373	-	14	42	3	17	8	8	2	5	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	66	40.0	427	423	391 - 457	-	-	-	3	5	26	23	14	17	9	2	-	-	3	-	-	-	-	-	-	-
State and local government	45	40.0	409	407	376 - 423	-	-	-	2	7	38	29	9	7	9	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Hawaii, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000
Personnel Assistants	427	39.9	\$495	\$475	\$439 - \$544	-	-	(³)	(³)	2	6	12	6	15	19	8	7	11	7	4	1	1	-	-	-	-
Private industry	170	39.8	500	493	455 - 551	-	-	1	1	5	4	8	5	15	16	10	9	12	9	4	1	1	-	-	-	-
Service-producing industries	158	39.8	497	492	442 - 551	-	-	1	1	6	4	9	5	16	14	11	8	13	9	4	-	1	-	-	-	-
State and local government	257	40.0	492	475	439 - 535	-	-	-	-	(³)	7	15	6	15	21	7	5	11	6	5	1	1	-	-	-	-
Level 2	86	39.9	429	410	391 - 468	-	-	-	1	8	27	24	7	10	12	6	2	2	-	-	-	-	-	-	-	-
Private industry	54	39.8	443	440	402 - 486	-	-	-	2	11	9	20	11	17	15	7	4	4	-	-	-	-	-	-	-	-
Service-producing industries	52	39.8	442	440	402 - 485	-	-	-	2	12	10	21	10	17	13	8	4	4	-	-	-	-	-	-	-	-
Level 3	192	39.8	494	475	439 - 535	-	-	-	2	1	15	8	13	23	10	8	11	6	2	1	-	-	-	-	-	-
Private industry	86	39.7	511	499	462 - 546	-	-	-	3	2	2	3	19	22	13	10	12	10	1	1	-	-	-	-	-	-
Service-producing industries	77	39.6	508	493	460 - 552	-	-	-	4	3	3	4	21	19	14	6	13	12	1	-	-	-	-	-	-	-
State and local government	106	40.0	481	475	423 - 514	-	-	-	-	-	25	11	8	25	8	7	11	3	2	-	-	-	-	-	-	-
Level 4	144	40.0	538	520	462 - 601	-	-	-	-	-	1	3	21	18	8	6	17	13	10	1	2	-	-	-	-	-
Private industry	25	40.0	598	-	-	-	-	-	-	-	-	-	-	-	8	12	32	24	20	-	4	-	-	-	-	-
State and local government	119	40.0	526	495	457 - 578	-	-	-	-	-	2	3	25	22	8	4	14	10	8	2	2	-	-	-	-	-
Secretaries	1,479	40.0	621	626	535 - 676	-	-	-	(³)	(³)	(³)	(³)	2	3	10	6	6	14	19	16	12	6	2	2	1	(³)
Private industry	444	40.0	603	601	525 - 681	-	-	-	(³)	1	(³)	1	4	7	5	7	9	16	18	10	12	7	1	1	(³)	(³)
Service-producing industries	429	40.0	604	605	525 - 681	-	-	-	(³)	1	(³)	1	3	7	5	7	9	15	18	10	12	7	1	1	(³)	(³)
State and local government	1,035	40.0	628	626	556 - 676	-	-	-	-	-	-	1	2	12	6	4	14	19	19	12	6	2	3	2	(³)	(³)
Level 2	650	40.0	553	556	495 - 626	-	-	-	(³)	(³)	(³)	1	4	6	20	9	7	16	20	16	-	-	-	-	-	-
Private industry	127	40.0	499	498	456 - 540	-	-	-	2	2	2	4	11	21	13	16	9	9	11	-	-	-	-	-	-	-
Service-producing industries	124	40.0	500	498	456 - 540	-	-	-	2	2	2	4	10	21	13	16	10	11	-	-	-	-	-	-	-	-
State and local government	523	40.0	566	556	495 - 626	-	-	-	-	-	-	2	3	22	8	7	17	22	20	-	-	-	-	-	-	-
Level 3	430	40.0	622	624	577 - 676	-	-	-	-	-	-	-	(³)	1	2	6	7	21	26	17	20	(³)	(³)	-	-	-
Private industry	167	40.0	597	593	552 - 631	-	-	-	-	-	-	1	2	3	5	13	29	29	10	5	1	1	-	-	-	-
Service-producing industries	160	40.0	599	594	546 - 636	-	-	-	-	-	-	1	2	2	6	14	27	29	11	5	1	1	-	-	-	-
State and local government	263	40.0	638	626	578 - 704	-	-	-	-	-	-	-	-	1	6	3	16	24	21	29	-	-	-	-	-	-
Level 4	319	40.0	717	729	667 - 761	-	-	-	-	-	(³)	-	-	(³)	-	1	5	11	18	27	24	6	6	1	-	-
Private industry	131	39.9	698	704	651 - 752	-	-	-	-	-	1	-	-	1	-	3	5	13	21	31	21	3	1	1	-	-
Service-producing industries	126	39.9	697	704	654 - 751	-	-	-	-	-	1	-	-	1	-	3	6	13	20	31	21	3	1	1	-	-
State and local government	188	40.0	730	732	676 - 792	-	-	-	-	-	-	-	-	-	-	5	10	16	25	25	8	10	1	-	-	-
Level 5	70	40.0	821	856	760 - 926	-	-	-	-	-	-	-	-	-	-	1	3	1	10	9	19	3	23	26	6	6
State and local government	53	40.0	846	891	792 - 926	-	-	-	-	-	-	-	-	-	-	-	2	9	2	19	4	26	32	6	-	-
Switchboard-Operator-Receptionists	45	39.9	404	422	363 - 433	4	-	11	9	9	13	20	16	2	4	2	7	2	-	-	-	-	-	-	-	-
Private industry	45	39.9	404	422	363 - 433	4	-	11	9	9	13	20	16	2	4	2	7	2	-	-	-	-	-	-	-	-
Service-producing industries	43	39.9	400	416	340 - 433	5	-	12	9	9	14	21	14	2	5	2	7	-	-	-	-	-	-	-	-	-

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

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

compute means, medians, and middle ranges.

³ Less than 0.5 percent.

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

Table A-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, Hawaii, August 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																								
		Mean	Median	Middle range	9.50 and under 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 15.50	15.50 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 and over		
General Maintenance Workers	516	\$14.53	\$12.94	\$12.94 - \$16.92	(²)	-	1	3	2	5	40	4	4	3	3	5	2	3	9	12	3	-	-	-	-	-	-	-	
Private industry	310	15.59	15.42	13.36 - 18.02	1	-	2	5	3	9	1	7	7	5	4	8	3	6	16	20	5	-	-	-	-	-	-	-	
Service-producing industries	309	15.59	15.42	13.36 - 18.02	1	-	2	5	3	9	1	7	7	5	4	8	3	6	16	20	5	-	-	-	-	-	-	-	
State and local government	206	12.93	12.94	12.94 - 12.94	-	-	1	-	-	-	99	-	-	-	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-	
Level 1	86	13.14	12.43	11.44 - 14.66	2	-	6	17	-	29	-	2	2	8	9	21	-	1	1	-	-	-	-	-	-	-	-	-	
Private industry	84	13.20	12.43	12.10 - 14.66	2	-	4	18	-	30	-	2	2	8	10	21	-	1	1	-	-	-	-	-	-	-	-	-	
Service-producing industries	83	13.16	12.43	12.10 - 14.66	2	-	4	18	-	30	-	2	2	8	10	22	-	-	1	-	-	-	-	-	-	-	-	-	
Level 2	422	14.76	12.94	12.94 - 17.30	-	-	(²)	(²)	2	(²)	49	5	5	2	1	2	2	3	11	14	4	-	-	-	-	-	-	-	
Private industry	218	16.46	17.25	13.99 - 18.85	-	-	1	(²)	4	1	1	9	10	4	2	3	4	5	21	28	8	-	-	-	-	-	-	-	
Service-producing industries	218	16.46	17.25	13.99 - 18.85	-	-	1	(²)	4	1	1	9	10	4	2	3	4	5	21	28	8	-	-	-	-	-	-	-	
State and local government	204	12.95	12.94	12.94 - 12.94	-	-	-	-	-	-	100	-	-	-	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-	
Maintenance Electricians	123	16.07	15.04	13.44 - 17.00	-	-	-	-	-	-	-	38	1	-	-	15	16	2	5	2	14	2	-	-	-	-	-	5	
Private industry	73	17.80	15.62	15.35 - 19.74	-	-	-	-	-	-	-	-	-	-	-	26	25	3	8	4	23	3	-	-	-	-	-	8	
Service-producing industries	25	19.20	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	8	12	68	8	-	-	-	-	-	-	
State and local government	50	13.54	13.44	13.44 - 13.44	-	-	-	-	-	-	-	94	2	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	
Maintenance Electronics Technicians	120	17.63	16.67	14.16 - 21.08	-	-	-	22	-	-	-	-	2	-	1	3	1	21	4	5	10	5	5	5	7	2	6		
Private industry	94	18.11	19.39	11.26 - 22.07	-	-	-	29	-	-	-	-	-	-	4	1	3	5	6	13	6	6	6	9	3	7			
Service-producing industries	90	18.23	19.72	11.26 - 22.07	-	-	-	30	-	-	-	-	-	-	-	1	3	6	7	13	7	7	7	9	3	8			
State and local government	26	15.88	16.19	16.19 - 16.19	-	-	-	-	-	-	-	-	12	-	4	-	-	85	-	-	-	-	-	-	-	-	-		
Level 2	62	16.05	15.41	11.18 - 21.15	-	-	-	44	-	-	-	-	-	2	6	-	8	6	-	2	5	8	8	6	5	-			
Private industry	56	16.06	15.28	11.18 - 21.15	-	-	-	48	-	-	-	-	-	-	7	-	7	-	2	5	9	9	7	5	-	-			
Service-producing industries	52	16.12	11.26	11.18 - 21.61	-	-	-	52	-	-	-	-	-	-	-	-	-	8	-	2	6	10	10	8	6	-			
State and local government	6	15.96	-	-	-	-	-	-	-	-	-	-	-	17	-	-	83	-	-	-	-	-	-	-	-	-			
Level 3	38	20.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	45	-	-	21	3	-	3	11	-	³ 18			
Maintenance Machinists	31	17.93	-	-	-	-	-	-	-	-	-	-	6	-	-	23	19	32	-	-	-	-	-	-	-	-	419		
Maintenance Mechanics, Machinery	65	14.84	14.37	12.94 - 14.81	-	-	-	-	-	-	37	-	-	22	17	-	6	-	18	-	-	-	-	-	-	-	-		
State and local government	26	13.06	12.94	12.94 - 12.94	-	-	-	-	-	-	92	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-		
Maintenance Mechanics, Motor Vehicle:																													
State and local government	89	13.53	13.44	13.44 - 13.44	-	-	-	-	-	-	1	84	12	1	-	1	-	-	-	-	-	-	-	-	-	-	-		
Skilled Multi-Craft Maintenance Workers	274	17.67	16.90	15.62 - 18.64	-	-	-	-	-	-	3	-	1	(²)	8	10	13	16	14	19	3	-	-	12	-	-	3		
Private industry	264	17.83	17.16	15.62 - 18.64	-	-	-	-	-	-	-	-	-	-	8	11	13	16	14	19	3	-	-	13	-	-	3		
Service-producing industries	189	18.30	17.42	16.65 - 18.96	-	-	-	-	-	-	-	-	-	-	6	-	5	22	20	27	4	-	-	17	-	-	-		

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

² Less than 0.5 percent.

³ Workers were distributed as follows: 3 percent at \$25.00 and under \$26.00; 3 percent at \$26.00 and under \$27.00; 5 percent at

\$27.00 and under \$28.00; 5 percent at \$28.00 and under \$29.00; and 3 percent at \$29.00 and under \$30.00.

⁴ Workers were distributed as follows: 16 percent at \$26.00 and under \$27.00 and 3 percent at \$29.00 and under \$30.00.

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

Table A-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Hawaii, August 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	5.25 and under 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 and over	
Guards	499	\$11.79	\$11.89	\$10.81 - \$12.74	-	-	-	-	-	-	-	1	1	3	2	1	28	8	10	29	16	2	(²)	(²)	-	-	-	-
Private industry	430	11.80	11.99	10.81 - 12.78	-	-	-	-	-	-	-	1	1	3	3	(²)	31	5	7	30	17	2	(²)	(²)	-	-	-	-
Service-producing industries	425	11.83	12.00	10.81 - 12.79	-	-	-	-	-	-	-	1	1	1	3	(²)	31	5	7	31	18	2	(²)	(²)	-	-	-	-
State and local government	69	11.75	11.89	11.42 - 12.36	-	-	-	-	-	-	-	-	-	4	1	4	10	26	26	19	9	-	-	-	-	-	-	-
Level 1	377	11.67	11.69	10.81 - 12.73	-	-	-	-	-	-	-	1	1	4	3	1	33	5	4	29	19	1	-	-	-	-	-	-
Private industry	367	11.72	12.00	10.81 - 12.73	-	-	-	-	-	-	-	1	1	3	3	(²)	33	5	4	30	19	1	-	-	-	-	-	-
Service-producing industries	362	11.75	12.00	10.81 - 12.73	-	-	-	-	-	-	-	1	1	2	3	(²)	33	5	4	30	19	1	-	-	-	-	-	-
Level 2	108	12.21	11.89	11.42 - 12.88	-	-	-	-	-	-	-	-	-	-	-	-	16	19	19	31	10	4	1	1	-	-	-	-
Private industry	49	12.42	12.64	10.92 - 12.89	-	-	-	-	-	-	-	-	-	-	-	-	27	6	4	41	10	8	2	2	-	-	-	-
Service-producing industries	49	12.42	12.64	10.92 - 12.89	-	-	-	-	-	-	-	-	-	-	-	-	27	6	4	41	10	8	2	2	-	-	-	-
Janitors	4,187	8.71	9.69	5.50 - 9.69	24	2	(²)	(²)	1	1	1	1	1	1	48	5	7	6	1	(²)	1	(²)	1	-	-	-	-	-
Private industry	2,230	7.86	6.30	5.25 - 10.76	45	5	(²)	1	1	2	2	1	2	1	3	8	14	11	2	1	1	(²)	1	-	-	-	-	-
Service-producing industries	2,214	7.83	6.18	5.25 - 10.76	45	5	(²)	1	1	2	2	1	2	1	3	8	14	11	2	1	1	-	1	-	-	-	-	-
State and local government	1,957	9.69	9.69	9.69 - 9.69	-	-	-	-	-	-	-	-	-	-	(²)	99	(²)	(²)	-	-	-	-	-	-	-	-	-	-
Material Movement and Storage Workers	437	11.43	10.86	9.10 - 13.17	-	-	-	-	1	1	3	8	10	7	7	3	14	5	4	9	7	11	1	(²)	-	8	(²)	
Private industry	420	11.47	10.91	9.04 - 13.25	-	-	-	-	1	1	4	8	10	7	7	2	14	4	4	10	7	12	1	(²)	-	8	(²)	
Service-producing industries	393	11.49	10.93	8.85 - 13.25	-	-	-	-	1	2	4	9	11	8	8	2	11	3	4	10	8	13	1	(²)	-	8	(²)	
State and local government	17	10.66	10.38	10.38 - 11.25	-	-	-	-	-	-	-	-	-	-	6	47	18	29	-	-	-	-	-	-	-	-	-	
Level 2	324	12.27	11.69	10.42 - 14.67	-	-	-	-	1	1	(²)	3	5	6	5	4	18	6	4	10	9	15	1	(²)	-	10	(²)	
Private industry	307	12.36	11.80	10.70 - 14.67	-	-	-	-	1	1	(²)	3	5	7	5	2	18	5	4	11	10	16	1	(²)	-	11	(²)	
Service-producing industries	280	12.48	12.10	10.23 - 14.67	-	-	-	-	1	1	(²)	3	6	7	5	1	15	2	4	11	11	18	1	(²)	-	12	(²)	
State and local government	17	10.66	10.38	10.38 - 11.25	-	-	-	-	-	-	-	-	-	-	6	47	18	29	-	-	-	-	-	-	-	-	-	
Shipping/Receiving Clerks	63	11.69	11.38	10.93 - 12.61	-	-	-	-	-	-	-	-	-	-	6	2	-	30	13	2	27	21	-	-	-	-	-	
Private industry	63	11.69	11.38	10.93 - 12.61	-	-	-	-	-	-	-	-	-	-	6	2	-	30	13	2	27	21	-	-	-	-	-	
Service-producing industries	57	11.75	12.02	10.93 - 12.73	-	-	-	-	-	-	-	-	-	-	7	2	-	33	4	2	30	23	-	-	-	-	-	

See footnotes at end of table.

Table A-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Hawaii, August 1996 — Continued

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	5.25 and under 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 and over
Truckdrivers	393	\$11.65	\$11.64	\$10.65 - \$12.19	-	-	-	-	-	-	-	-	-	1	2	13	19	14	24	17	3	3	1	1	1	1	1
Private industry	199	11.61	10.86	10.22 - 11.21	-	-	-	-	-	-	-	-	-	3	4	20	37	13	3	3	6	6	1	2	2	2	
Service-producing industries	61	13.67	13.77	10.25 - 14.67	-	-	-	-	-	-	-	-	-	8	11	7	2	2	-	10	18	18	3	5	5	7	
State and local government	194	11.70	11.71	11.71 - 12.19	-	-	-	-	-	-	-	-	-	-	-	7	-	15	46	31	-	-	-	-	-	-	
Light Truck	32	11.81	-	- -	-	-	-	-	-	-	-	-	-	-	-	66	-	3	-	3	9	9	3	-	-	3	
Medium Truck	81	10.91	11.24	10.22 - 11.25	-	-	-	-	-	-	-	-	-	6	10	25	9	37	1	6	5	1	-	-	-	-	
Private industry	50	10.70	10.22	9.90 - 10.65	-	-	-	-	-	-	-	-	-	10	16	40	14	-	-	10	8	2	-	-	-	-	
State and local government	31	11.26	11.25	11.25 - 11.25	-	-	-	-	-	-	-	-	-	-	-	-	-	97	3	-	-	-	-	-	-	-	
Heavy Truck	168	11.65	11.71	10.92 - 11.71	-	-	-	-	-	-	-	-	-	-	-	7	18	13	53	-	2	4	1	-	2	-	
Private industry	79	11.59	10.86	10.86 - 11.21	-	-	-	-	-	-	-	-	-	-	-	15	38	28	-	-	5	9	1	-	4	-	
State and local government	89	11.71	11.71	11.71 - 11.71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	-	-	-	-	-	
Tractor Trailer	109	12.04	12.19	10.65 - 12.19	-	-	-	-	-	-	-	-	-	-	-	-	33	2	5	56	-	-	-	-	-	2	

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

² Less than 0.5 percent.

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 State of Hawaii 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.¹ 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 State of Hawaii (June 1994). 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 State of Hawaii. Collection for the survey was from July 1996 through October 1996 and reflects an average payroll reference month of August 1996. Data obtained for a payroll period prior to the end of August 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 11.8 percent of the sample establishments (representing 40,064 employees covered by the survey). An additional 1.6 percent of the sample establishments (representing 2,591 employees) were either out of business or outside the scope of the survey.

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

Some sampled establishments had a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates for the survey as a result of these missing data. The proportion of employees for whom pay data were not available was less than 5 percent.

Reliability of estimates

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

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

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

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

<i>Relative standard error</i>	<i>Percent of published occupational work levels</i>
Less than 1 percent	5.4
1 and under 3 percent	66.2
3 and under 5 percent	25.4
5 percent and over	3.1

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.

¹ 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, Hawaii¹, August 1996

Industry division ²	Number of establishments		Workers in establishments		
	Within scope of survey ³	Studied	Within scope of survey ⁴		Studied
			Number	Percent	
ALL ESTABLISHMENTS					
All divisions	1,199	273	299,763	100	168,620
Private industry	1,192	266	235,856	79	104,713
Goods producing	170	35	23,556	8	8,454
Manufacturing	72	19	13,490	5	5,185
Construction ⁵	92	14	9,810	3	3,177
Service producing	1,022	231	212,300	71	96,259
Transportation, communication, electric, gas, and sanitary services ⁶	122	26	26,530	9	8,603
Wholesale trade ⁷	71	6	5,937	2	483
Retail trade ⁷	310	43	62,191	21	22,966
Finance, insurance, and real estate ⁷	92	11	17,192	6	6,775
Services ⁷	427	145	100,450	34	57,432
State and local government	7	7	63,907	21	63,907
ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE					
All divisions	99	71	165,682	100	136,091
Private industry	93	65	102,127	62	72,536
Goods producing	6	5	5,353	3	4,346
Manufacturing	4	3	3,992	2	2,985
Service producing	87	60	96,774	58	68,190
Transportation, communication, electric, gas, and sanitary services ⁶	10	4	14,754	9	5,258
Retail trade ⁷	26	16	26,961	16	18,858
Finance, insurance, and real estate ⁷	7	4	9,174	6	5,485
Services ⁷	44	36	45,885	28	38,589
State and local government	6	6	63,555	38	63,555

¹ 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.

² The *Standard Industrial Classification Manual* was used in classifying establishments by industry.

³ 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.

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

⁵ 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.

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

⁷ 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.