

Personnel Supervisors/Managers																							
Level II.....	94	39.1	\$1,435	\$1,442	\$1,337	- \$1,553	-	-	-	-	-	-	1	6	11	26	24	14	18	-	-	-	
Private industry.....	93	39.1	1,437	1,442	1,346	- 1,553	-	-	-	-	-	-	1	6	10	26	25	14	18	-	-	-	
Goods-producing industries....	27	39.4	1,508	-	-	-	-	-	-	-	-	-	4	4	4	4	37	15	33	-	-	-	
Manufacturing.....	27	39.4	1,508	-	-	-	-	-	-	-	-	-	4	4	4	4	37	15	33	-	-	-	
Service-producing industries..	66	39.0	1,408	-	-	-	-	-	-	-	-	-	-	8	12	35	20	14	12	-	-	-	
Level III.....	78	39.6	1,636	-	-	-	-	-	-	-	-	-	-	1	8	6	10	18	32	18	5	-	1
Private industry.....	78	39.6	1,636	-	-	-	-	-	-	-	-	-	-	1	8	6	10	18	32	18	5	-	1
Goods-producing industries....	33	40.0	1,577	-	-	-	-	-	-	-	-	-	-	3	9	12	18	15	21	15	6	-	-
Manufacturing.....	33	40.0	1,577	-	-	-	-	-	-	-	-	-	-	3	9	12	18	15	21	15	6	-	-
Tax Collectors																							
Level II.....	18	40.0	662	662	662	- 662	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government.....	18	40.0	662	662	662	- 662	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

3 Less than 0.5 percent.

4 Workers were distributed as follows: 5 percent at \$3,000 and under \$3,200; 3 percent at \$3,200 and under \$3,400; and 5 percent at \$3,400 and under \$3,600.

Goods-producing industries....	533	40.0	740	731	680	-	808	-	-	-	-	-	-	-	1	2	9	29	18	14	21	2	2	2	1	-	-	
Manufacturing.....	533	40.0	740	731	680	-	808	-	-	-	-	-	-	-	1	2	9	29	18	14	21	2	2	2	1	-	-	
Service-producing industries..	334	40.0	785	790	760	-	832	-	-	-	-	-	-	-	-	7	7	3	5	52	6	10	2	8	-	-	-	
Level V.....	501	40.0	861	870	776	-	895	-	-	-	-	-	-	-	(3)	-	2	14	17	12	30	9	3	11	2	-	-	
Private industry.....	501	40.0	861	870	776	-	895	-	-	-	-	-	-	-	(3)	-	2	14	17	12	30	9	3	11	2	-	-	
Goods-producing industries....	442	40.0	854	866	776	-	893	-	-	-	-	-	-	-	(3)	-	2	15	17	13	32	8	2	10	1	-	-	
Manufacturing.....	442	40.0	854	866	776	-	893	-	-	-	-	-	-	-	(3)	-	2	15	17	13	32	8	2	10	1	-	-	
Level VI.....	183	40.0	963	922	875	-	1,022	-	-	-	-	-	-	-	-	-	-	-	-	11	28	26	7	10	9	9	-	
Private industry.....	183	40.0	963	922	875	-	1,022	-	-	-	-	-	-	-	-	-	-	-	-	11	28	26	7	10	9	9	-	
Engineering Technicians, Civil																												
Level I:																												
State and local government.....	71	37.5	481	496	459	-	496	-	-	-	-	-	23	72	1	4	-	-	-	-	-	-	-	-	-	-	-	-
Level II:																												
State and local government.....	129	37.4	587	623	536	-	623	-	-	-	-	-	2	3	24	12	57	2	-	-	-	-	-	-	-	-	-	-
Level III.....	180	38.4	651	635	608	-	694	-	-	-	-	-	2	1	15	44	19	12	6	2	-	-	-	-	-	-	-	
Private industry.....	99	39.7	640	635	628	-	673	-	-	-	-	-	3	-	12	49	30	3	2	-	-	-	-	-	-	-	-	
State and local government.....	81	36.8	663	641	605	-	737	-	-	-	-	-	-	1	19	37	6	22	11	4	-	-	-	-	-	-	-	
Level IV.....	289	39.6	801	828	669	-	925	-	-	-	-	-	-	-	6	12	7	13	5	17	6	21	13	-	-	-	-	
Level V.....	202	39.7	950	980	860	-	1,007	-	-	-	-	-	-	-	-	-	-	-	9	11	5	11	29	29	5	-	-	
State and local government.....	49	38.6	978	988	972	-	988	-	-	-	-	-	-	-	-	-	-	-	-	-	2	14	69	14	-	-	-	
Level VI.....	22	37.5	1,014	1,030	1,030	-	1,030	-	-	-	-	-	-	-	-	-	-	-	-	5	-	5	-	91	-	-	-	
State and local government.....	22	37.5	1,014	1,030	1,030	-	1,030	-	-	-	-	-	-	-	-	-	-	-	-	5	-	5	-	91	-	-	-	
Licensed Practical Nurses																												
Level I.....	175	39.3	\$575	\$603	\$525	-	\$603	-	-	-	-	-	1	15	11	7	64	2	-	-	-	-	-	-	-	-	-	
State and local government.....	121	40.0	575	603	603	-	603	-	-	-	-	-	-	21	1	2	76	-	-	-	-	-	-	-	-	-	-	
Level II.....	1,986	39.6	635	640	598	-	675	-	-	-	-	-	(3)	6	5	14	37	21	10	2	1	3	(3)	(3)	(3)	-	-	
Private industry.....	1,712	39.6	637	640	594	-	681	-	-	-	-	-	(3)	7	4	15	31	24	10	3	1	3	(3)	(3)	(3)	-	-	
Service-producing industries..	1,712	39.6	637	640	594	-	681	-	-	-	-	-	(3)	7	4	15	31	24	10	3	1	3	(3)	(3)	(3)	-	-	
State and local government.....	274	40.0	625	642	611	-	642	-	-	-	-	-	1	1	5	9	75	1	7	-	-	-	-	-	-	-	-	
Nursing Assistants																												
Level I.....	1,281	40.0	426	441	420	-	441	-	(3)	2	(3)	7	9	82	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government.....	1,270	40.0	427	441	420	-	441	-	(3)	1	(3)	6	9	83	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II.....	7,434	39.8	384	373	326	-	428	1	4	19	12	14	12	20	14	3	(3)	-	-	-	-	-	-	-	-	-	-	
Private industry.....	6,552	39.7	374	366	322	-	410	1	5	21	14	16	13	19	7	4	(3)	-	-	-	-	-	-	-	-	-	-	
Service-producing industries..	6,552	39.7	374	366	322	-	410	1	5	21	14	16	13	19	7	4	(3)	-	-	-	-	-	-	-	-	-	-	
State and local government.....	882	40.0	457	482	433	-	482	-	-	-	(3)	2	8	24	65	-	-	-	-	-	-	-	-	-	-	-	-	
Level III.....	923	39.9	394	388	340	-	442	-	5	14	13	11	12	24	12	7	3	-	-	-	-	-	-	-	-	-	-	
Private industry.....	921	39.9	394	388	340	-	442	-	5	14	13	11	12	24	12	7	3	-	-	-	-	-	-	-	-	-	-	
Service-producing industries..	921	39.9	394	388	340	-	442	-	5	14	13	11	12	24	12	7	3	-	-	-	-	-	-	-	-	-	-	
PROTECTIVE SERVICE OCCUPATIONS																												
Corrections Officers.....	2,851	40.0	656	677	591	-	708	-	-	-	-	-	3	2	3	19	3	20	49	-	-	-	-	-	-	-	-	
State and local government.....	2,851	40.0	656	677	591	-	708	-	-	-	-	-	3	2	3	19	3	20	49	-	-	-	-	-	-	-	-	
Firefighters.....	4,698	42.0	678	670	639	-	698	-	-	-	-	-	-	2	6	6	19	42	3	15	6	(3)	1	-	-	-	-	
State and local government.....	4,698	42.0	678	670	639	-	698	-	-	-	-	-	-	2	6	6	19	42	3	15	6	(3)	1	-	-	-	-	
Police Officers																												
Level I.....	7,007	40.0	694	713	642	-	753	-	-	-	-	-	1	4	6	8	13	18	23	21	6	2	1	(3)	(3)	-	-	
Private industry.....	223	40.0	607	648	540	-	680	-	-	-	-	-	13	5	9	3	24	43	2	-	-	-	-	-	-	-	-	
Service-producing industries..	223	40.0	607	648	540	-	680	-	-	-	-	-	13	5	9	3	24	43	2	-	-	-	-	-	-	-	-	
State and local government.....	6,784	40.0	696	717	646	-	753	-	-	-	-	-	(3)	3	6	8	12	17	23	21	7	2	1	(3)	(3)	-	-	

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.

Manufacturing..... 260 18.64 19.34 17.67 - 19.34 - - - - - - - - (2) - - 6 - 12 5 4 7 50 8 - 9 - -

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 All workers were at \$8.00 and under \$8.50.

Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Boston, MA, May 1995

Occupation and level	Number of workers	Hourly pay (in dollars)(1)			Percent of workers receiving straight-time hourly pay (in dollars) of 0																					
		Mean	Median	Middle range	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00
					and under	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00
20.00																										
21.00					5.50																					
Forklift Operators.....	937	\$13.10	\$14.00	\$11.93 - \$14.33	-	-	-	-	2	3	1	1	1	2	3	2	7	5	17	3	42	-	2	9	-	-
Private industry.....	937	13.10	14.00	11.93 - 14.33	-	-	-	-	2	3	1	1	1	2	3	2	7	5	17	3	42	-	2	9	-	-
Goods-producing industries....	500	13.31	14.00	12.18 - 14.33	-	-	-	-	-	-	1	(2)	(2)	2	3	2	9	7	7	1	67	-	-	-	-	-
Manufacturing.....	500	13.31	14.00	12.18 - 14.33	-	-	-	-	-	-	1	(2)	(2)	2	3	2	9	7	7	1	67	-	-	-	-	-
Service-producing industries..	437	12.85	12.15	11.25 - 14.38	-	-	-	-	4	6	2	3	1	2	2	3	4	4	27	5	14	-	4	20	-	-
Guards																										
Level I.....	9,628	7.37	7.00	6.00 - 8.00	6	3	22	12	21	9	7	3	4	4	2	1	1	2	1	(2)	(2)	1	-	-	-	-
Private industry.....	9,406	7.28	7.00	6.00 - 7.85	7	3	23	12	21	9	7	3	4	4	2	1	1	1	(2)	(2)	(2)	1	-	-	-	-
Goods-producing industries....	161	12.58	12.42	9.98 - 15.47	-	-	-	-	4	6	7	2	6	7	6	7	4	1	1	3	46	-	-	-	-	-
Manufacturing.....	160	12.58	12.94	9.91 - 15.47	-	-	-	-	4	6	7	2	6	7	6	7	4	1	1	3	46	-	-	-	-	-
Service-producing industries..	9,245	7.19	7.00	6.00 - 7.75	7	3	23	13	22	9	7	3	4	1	1	1	1	1	(2)	(2)	(2)	(2)	-	-	-	-
State and local government.....	222	10.97	11.23	9.47 - 11.98	-	-	-	-	-	-	-	11	19	2	5	5	12	22	16	5	3	-	-	-	-	-
Level II.....	294	11.95	11.52	10.85 - 12.29	-	-	-	-	-	1	-	3	2	5	26	6	29	5	10	4	2	-	6	-	-	-
Private industry.....	237	11.70	11.42	10.85 - 12.21	-	-	-	-	-	-	-	-	2	3	6	32	8	24	6	12	5	3	-	-	-	-
Service-producing industries..	207	11.66	11.58	10.85 - 11.93	-	-	-	-	-	-	-	-	2	3	3	35	6	28	5	14	1	3	-	-	-	-
Janitors.....	18,951	8.46	7.95	7.39 - 8.57	1	6	5	6	7	35	14	3	2	3	2	2	2	3	4	3	2	(2)	-	(2)	-	-
Private industry.....	16,609	7.97	7.95	7.17 - 8.20	1	7	5	7	8	39	15	3	2	2	2	1	2	2	1	1	(2)	-	(2)	-	-	-
Goods-producing industries....	451	11.57	11.79	9.48 - 13.96	-	-	-	-	2	7	2	8	14	3	9	2	1	2	11	16	23	-	-	-	-	-
Manufacturing.....	451	11.57	11.79	9.48 - 13.96	-	-	-	-	2	7	2	8	14	3	9	2	1	2	11	16	23	-	-	-	-	-
Service-producing industries..	16,158	7.87	7.95	7.03 - 8.20	1	8	6	7	8	40	16	3	2	2	1	1	1	2	2	(2)	(2)	(2)	-	(2)	-	-
State and local government.....	2,342	11.95	12.01	10.64 - 13.55	-	-	-	-	(2)	(2)	3	3	4	9	6	6	4	15	19	19	9	3	-	(2)	-	-
Material Handling Laborers.....	1,137	10.78	10.66	8.68 - 13.80	-	-	-	-	4	8	10	6	13	2	2	17	2	2	6	17	10	1	(2)	-	-	-
Private industry.....	1,135	10.78	10.66	8.68 - 13.80	-	-	-	-	4	8	10	6	13	2	2	17	2	2	6	17	10	1	(2)	-	-	-
Goods-producing industries....	476	12.27	13.80	11.17 - 13.80	-	-	-	-	3	3	8	3	5	1	1	1	3	4	14	40	12	3	-	-	-	-
Manufacturing.....	476	12.27	13.80	11.17 - 13.80	-	-	-	-	3	3	8	3	5	1	1	1	3	4	14	40	12	3	-	-	-	-
Service-producing industries..	659	9.71	9.19	8.42 - 10.66	-	-	-	-	5	12	11	9	19	3	2	28	1	1	(2)	(2)	8	-	(2)	-	-	-
Order Fillers:																										
Private industry:																										
Goods-producing industries....	403	10.86	11.00	9.55 - 11.80	-	-	-	-	-	8	7	-	5	14	6	7	22	8	7	15	-	-	-	-	-	-
Manufacturing.....	403	10.86	11.00	9.55 - 11.80	-	-	-	-	-	8	7	-	5	14	6	7	22	8	7	15	-	-	-	-	-	-
Service-producing industries..	1,002	10.21	8.17	7.50 - 12.01	-	-	-	-	23	16	12	4	7	1	2	2	6	1	2	1	1	7	1	13	-	-
Shipping/Receiving Clerks.....	1,510	\$11.73	\$11.50	\$9.87 - \$13.70	-	-	-	-	1	1	6	5	5	11	8	7	5	12	11	5	10	7	6	1	-	(2)
Private industry.....	1,500	11.73	11.50	9.87 - 13.70	-	-	-	-	1	1	6	5	5	11	8	7	5	12	11	4	10	8	6	1	-	-
Goods-producing industries....	887	11.94	11.73	10.29 - 13.70	-	-	-	-	-	1	5	3	7	11	10	5	15	13	6	17	6	(2)	-	-	-	-
Manufacturing.....	887	11.94	11.73	10.29 - 13.70	-	-	-	-	-	1	5	3	7	11	10	5	15	13	6	17	6	(2)	-	-	-	-
Service-producing industries..	613	11.42	10.53	9.14 - 13.95	-	-	-	-	3	1	13	5	7	16	5	2	4	9	8	2	(2)	10	13	1	-	-
State and local government.....	10	12.53	-	-	-	-	-	-	-	-	-	-	-	40	-	-	10	10	10	10	-	-	-	-	-	20
Truckdrivers																										
Light Truck:																										
State and local government.....	14	12.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29	-	36	-	36	-	-	-	-	-
Medium Truck.....	1,776	15.99	16.47	14.38 - 18.82	-	-	-	-	-	-	-	-	(2)	1	4	(2)	1	1	9	7	10	6	33	(2)	9	18
Private industry.....	1,775	15.99	16.47	14.37 - 18.82	-	-	-	-	-	-	-	-	(2)	1	4	(2)	1	1	9	7	10	6	33	(2)	9	18
Service-producing industries..	1,657	16.19	16.47	14.93 - 18.82	-	-	-	-	-	-	-	-	(2)	(2)	4	(2)	(2)	-	9	7	7	7	36	(2)	10	20
Heavy Truck.....	1,090	14.80	14.03	13.34 - 15.30	-	-	-	-	-	-	-	-	-	-	7	1	2	2	1	34	6	27	2	4	2	13
Private industry.....	1,090	14.80	14.03	13.34 - 15.30	-	-	-	-	-	-	-	-	-	-	7	1	2	2	1	34	6	27	2	4	2	13
Goods-producing industries....	406	15.23	13.87	13.87 - 15.35	-	-	-	-	-	-	-	-	-	-	-	-	(2)	-	1	50	1	26	4	4	(2)	14
Manufacturing.....	161	16.63	15.23	15.00 - 19.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	64	-	2	-	31	-

	Service-producing industries..	684	14.54	14.03	13.34	-	15.30	-	-	-	-	-	-	-	-	-	-	-	11	2	2	3	1	25	9	27	1	4	4	12	-
1	Tractor Trailer.....	1,937	15.37	15.46	13.61	-	17.25	-	-	-	-	-	-	-	(2)	3	3	2	2	8	8	4	25	9	32	-	9	32	-	3	-
1	Private industry.....	1,937	15.37	15.46	13.61	-	17.25	-	-	-	-	-	-	-	(2)	3	3	2	2	8	8	4	25	9	32	-	9	32	-	3	-
	Goods-producing industries....	282	13.94	13.61	12.80	-	15.77	-	-	-	-	-	-	-	1	7	-	4	-	26	16	14	32	-	-	-	-	-	-	1	-
	Manufacturing.....	280	13.90	13.61	12.80	-	15.77	-	-	-	-	-	-	-	1	7	-	4	-	26	16	14	32	-	-	-	-	-	-	-	-
2	Service-producing industries..	1,655	15.61	16.47	15.14	-	17.25	-	-	-	-	-	-	-	-	2	3	2	2	5	6	3	23	11	37	-	37	-	3	-	
1	Warehouse Specialists.....	2,216	12.76	12.80	11.28	-	13.76	-	-	-	-	1	2	2	3	3	7	6	5	9	19	22	5	11	-	-	2	(2)	2	-	
1	Private industry.....	2,129	12.62	12.80	11.23	-	13.60	-	-	-	-	1	2	2	3	3	7	6	6	9	19	23	5	11	-	-	1	(2)	1	-	
	Goods-producing industries....	795	12.52	12.80	11.29	-	13.76	-	-	-	-	1	1	-	3	(2)	6	7	13	5	33	14	11	5	-	-	-	-	1	-	
	Manufacturing.....	787	12.45	12.80	11.29	-	13.76	-	-	-	-	1	1	-	3	(2)	6	7	13	5	34	14	11	5	-	-	-	-	-	-	
1	Service-producing industries..	1,334	12.68	12.98	10.94	-	13.60	-	-	-	-	(2)	3	3	3	5	8	6	2	11	10	28	1	15	-	-	2	(2)	1	-	
28	Transportation and utilities	68	16.41	19.44	11.39	-	20.57	-	-	-	-	-	4	4	-	-	7	-	13	-	-	-	4	9	-	-	1	1	26	-	

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.