

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Oakland, CA, January 1995

Occupation and level	Number of workers	Average weekly hours(-1) (standard)	Weekly pay (in dollars)(2)			Percent of workers receiving straight-time weekly pay (in dollars) of 0																					
			Mean	Median	Middle range	225	250	300	350	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	and over
						and under 250	300	350	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	and over	
TECHNICAL OCCUPATIONS																											
Computer Operators																											
Level II.....	223	39.9	\$521	\$506	\$456 - \$608	-	-	-	6	13	27	18	9	19	2	3	2	-	-	-	-	-	-	-	-	-	
Private industry.....	175	40.0	497	480	454 - 540	-	-	-	8	17	35	17	7	13	2	2	-	-	-	-	-	-	-	-	-	-	
Service-producing industries..	134	40.0	473	467	430 - 500	-	-	-	10	20	44	13	4	7	-	1	-	-	-	-	-	-	-	-	-	-	
State and local government.....	48	39.7	608	622	549 - 622	-	-	-	-	2	-	23	15	44	4	4	8	-	-	-	-	-	-	-	-	-	
Level III.....	203	39.7	619	614	549 - 669	-	-	-	-	5	9	12	16	23	17	3	7	4	3	-	-	-	-	-	-	-	
Private industry.....	154	39.8	606	603	520 - 660	-	-	-	-	7	12	12	19	16	19	5	6	5	-	-	-	-	-	-	-	-	
Service-producing industries..	112	39.7	590	577	502 - 652	-	-	-	-	10	14	14	21	14	10	6	4	7	-	-	-	-	-	-	-	-	
State and local government.....	49	39.6	660	617	611 - 692	-	-	-	-	-	-	12	6	47	12	-	8	-	14	-	-	-	-	-	-	-	
Level IV.....	68	39.9	632	-	-	-	-	-	-	-	-	34	18	4	13	18	4	9	-	-	-	-	-	-	-	-	
Private industry.....	67	39.9	631	-	-	-	-	-	-	-	-	34	18	3	13	18	4	9	-	-	-	-	-	-	-	-	
Drafters																											
Level II.....	62	40.0	644	-	-	-	-	-	-	10	18	5	11	8	5	6	11	13	13	-	-	-	-	-	-	-	
State and local government.....	33	40.0	767	781	702 - 842	-	-	-	-	-	-	-	6	6	9	12	18	24	24	-	-	-	-	-	-	-	
Level III.....	145	40.0	739	745	640 - 822	-	-	-	-	-	-	3	11	11	12	15	16	8	18	6	-	-	-	-	-	-	
Private industry.....	83	40.0	675	686	577 - 748	-	-	-	-	-	-	6	19	17	17	18	17	6	-	-	-	-	-	-	-	-	
State and local government.....	62	39.9	824	862	772 - 862	-	-	-	-	-	-	-	-	3	6	11	15	10	42	13	-	-	-	-	-	-	
Level IV.....	53	40.0	887	-	-	-	-	-	-	-	-	-	-	-	4	-	11	19	11	25	30	-	-	-	-	-	
Engineering Technicians																											
Level II.....	117	40.0	525	519	471 - 580	-	-	-	7	15	16	18	24	14	5	1	-	-	-	-	-	-	-	-	-	-	
Private industry.....	117	40.0	525	519	471 - 580	-	-	-	7	15	16	18	24	14	5	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries....	107	40.0	523	519	468 - 580	-	-	-	7	17	16	16	26	11	6	1	-	-	-	-	-	-	-	-	-	-	
Manufacturing.....	107	40.0	523	519	468 - 580	-	-	-	7	17	16	16	26	11	6	1	-	-	-	-	-	-	-	-	-	-	
Level III.....	276	40.0	652	666	590 - 720	-	-	-	-	-	7	7	12	14	28	23	3	5	-	-	-	-	-	-	-	-	
Private industry.....	269	40.0	648	666	587 - 710	-	-	-	-	-	7	7	13	15	29	24	3	3	-	-	-	-	-	-	-	-	
Goods-producing industries....	228	40.0	656	666	606 - 720	-	-	-	-	-	4	7	12	14	27	28	4	4	-	-	-	-	-	-	-	-	
Manufacturing.....	228	40.0	656	666	606 - 720	-	-	-	-	-	4	7	12	14	27	28	4	4	-	-	-	-	-	-	-	-	
Level IV.....	397	40.0	803	806	729 - 873	-	-	-	-	-	-	-	2	3	10	16	17	19	21	4	5	3	(3)	-	-	-	
Private industry.....	396	40.0	803	805	729 - 873	-	-	-	-	-	-	-	2	3	10	16	17	19	21	4	5	3	(3)	-	-	-	
Goods-producing industries....	313	40.0	817	827	756 - 874	-	-	-	-	-	-	-	1	3	9	12	16	21	24	4	6	3	(3)	-	-	-	
Manufacturing.....	313	40.0	817	827	756 - 874	-	-	-	-	-	-	-	1	3	9	12	16	21	24	4	6	3	(3)	-	-	-	
Service-producing industries..	83	40.0	748	742	708 - 807	-	-	-	-	-	-	-	4	6	14	30	20	13	10	2	-	-	-	-	-	-	
Level V.....	412	40.0	909	908	848 - 964	-	-	-	-	-	-	-	-	-	(3)	1	6	18	21	23	16	8	5	(3)	1	(3)	
Private industry.....	411	40.0	909	908	848 - 964	-	-	-	-	-	-	-	-	-	(3)	1	6	18	21	23	16	8	5	(3)	1	(3)	
Goods-producing industries....	143	40.0	\$942	\$964	\$886 - \$1,006	-	-	-	-	-	-	-	-	-	-	1	10	7	7	20	27	18	6	1	2	1	
Manufacturing.....	143	40.0	942	964	886 - 1,006	-	-	-	-	-	-	-	-	-	-	1	10	7	7	20	27	18	6	1	2	1	
Service-producing industries..	268	40.0	892	878	840 - 925	-	-	-	-	-	-	-	-	-	(3)	1	3	24	29	25	10	3	5	-	-	-	
Level VI.....	53	40.0	1,074	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32	6	8	4	34	4	13	
Private industry.....	53	40.0	1,074	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32	6	8	4	34	4	(4)13	
Engineering Technicians, Civil																											
Level II:																											
State and local government.....	37	40.0	662	623	583 - 742	-	-	-	-	-	-	5	35	19	-	22	14	-	5	-	-	-	-	-	-	-	
Level III.....	131	39.7	791	777	700 - 865	-	-	-	-	-	-	1	-	5	17	19	15	-	30	2	10	2	-	-	-	-	
State and local government.....	104	39.6	823	855	741 - 865	-	-	-	-	-	-	-	-	2	9	16	18	-	38	2	13	3	-	-	-	-	

Level IV.....	291	40.0	944	973	880	-	1,020	-	-	-	-	-	-	-	-	(3)	-	8	12	15	14	18	20	7	6	-	-
State and local government.....	257	40.0	956	973	883	-	1,020	-	-	-	-	-	-	-	-	(3)	-	7	7	14	14	19	23	7	7	-	-
Level V.....	81	40.0	1,053	1,077	1,003	-	1,087	-	-	-	-	-	-	-	-	-	-	1	-	4	10	25	36	25	-	-	
State and local government.....	71	40.0	1,060	1,077	1,003	-	1,106	-	-	-	-	-	-	-	-	-	-	-	-	3	11	20	38	28	-	-	
Level VI:																											
State and local government.....	6	40.0	1,134	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	33	-	67	-
Licensed Practical Nurses																											
Level II.....	1,056	40.0	653	636	593	-	712	-	-	-	-	2	5	20	30	11	13	18	1	-	-	-	-	-	-	-	-
Private industry.....	849	40.0	652	640	590	-	734	-	-	-	-	3	6	24	25	12	11	19	2	-	-	-	-	-	-	-	-
Service-producing industries..	846	40.0	652	640	590	-	734	-	-	-	-	3	6	24	25	12	10	19	2	-	-	-	-	-	-	-	-
State and local government.....	207	40.0	656	627	627	-	701	-	-	-	-	1	5	2	51	4	23	13	-	-	-	-	-	-	-	-	
Nursing Assistants																											
Level II.....	3,407	40.0	367	337	280	-	427	3	33	19	12	9	6	12	5	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	3,273	40.0	361	328	280	-	407	4	35	19	13	9	5	10	5	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries..	3,273	40.0	361	328	280	-	407	4	35	19	13	9	5	10	5	-	-	-	-	-	-	-	-	-	-	-	
State and local government.....	134	40.0	513	513	513	-	513	-	-	-	-	2	19	70	9	-	-	-	-	-	-	-	-	-	-	-	
PROTECTIVE SERVICE OCCUPATIONS																											
Corrections Officers.....	97	37.9	710	708	708	-	708	-	-	-	-	-	-	1	3	9	73	12	-	1	-	-	-	-	-	-	-
State and local government.....	97	37.9	710	708	708	-	708	-	-	-	-	-	-	1	3	9	73	12	-	1	-	-	-	-	-	-	-
Firefighters.....	835	52.8	905	955	829	-	1,028	-	-	-	-	-	-	-	(3)	-	8	8	27	5	1	22	28	-	-	-	
State and local government.....	835	52.8	905	955	829	-	1,028	-	-	-	-	-	-	-	(3)	-	8	8	27	5	1	22	28	-	-	-	
Police Officers																											
Level I.....	3,487	40.0	938	956	881	-	1,007	-	-	-	-	-	(3)	-	(3)	1	2	5	4	16	15	30	22	4	-	-	
Private industry.....	135	40.0	\$976	\$1,060	\$964	-	\$1,060	-	-	-	-	-	-	-	9	1	2	-	4	2	3	3	23	52	-	-	
Service-producing industries..	135	40.0	976	1,060	964	-	1,060	-	-	-	-	-	-	-	9	1	2	-	4	2	3	3	23	52	-	-	
State and local government.....	3,352	40.0	937	956	881	-	999	-	-	-	-	-	(3)	-	(3)	1	2	6	4	17	15	31	22	2	-	-	
Level II.....	76	40.0	1,049	1,055	1,055	-	1,055	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	84	-	-	
State and local government.....	76	40.0	1,049	1,055	1,055	-	1,055	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	84	-	-	

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: 2 percent at \$1,200 and under \$1,250; 6 percent at \$1,250 and under \$1,300; 4 percent at \$1,350 and under \$1,400; and 2 percent at \$1,500 and under \$1,550.

Service-producing industries..	294	39.7	421	419	356	-	471	-	-	9	14	18	3	9	10	12	10	8	4	(3)	-	1	-	-	-	-	-	-	-	-	
State and local government.....	41	39.8	518	529	487	-	529	-	-	-	-	-	-	-	2	22	5	54	17	-	-	-	-	-	-	-	-	-	-		
Personnel Assistants (Employment)																															
Level II:																															
State and local government.....	12	40.0	555	-	-	-	-	-	-	-	-	-	-	-	-	-	17	67	-	-	17	-	-	-	-	-	-	-	-	-	
Level IV:																															
State and local government.....	19	40.0	591	566	566	-	641	-	-	-	-	-	-	-	-	-	-	-	68	21	11	-	-	-	-	-	-	-	-	-	
Secretaries																															
Level I.....	53	39.9	420	-	-	-	-	-	-	8	4	11	17	13	6	23	6	13	-	-	-	-	-	-	-	-	-	-	-	-	
Level II.....	583	39.8	516	511	461	-	569	-	-	1	(3)	3	2	9	7	8	15	20	21	7	4	3	-	-	-	-	-	-	-	-	
Private industry.....	376	39.6	501	485	440	-	571	-	-	2	1	5	3	11	9	7	18	15	13	11	5	-	-	-	-	-	-	-	-	-	
Goods-producing industries....	52	40.0	534	-	-	-	-	-	-	-	-	-	4	12	4	8	10	13	29	17	4	-	-	-	-	-	-	-	-	-	
Manufacturing.....	52	40.0	534	-	-	-	-	-	-	-	-	-	4	12	4	8	10	13	29	17	4	-	-	-	-	-	-	-	-	-	
Service-producing industries..	324	39.6	495	485	440	-	550	-	-	2	1	6	3	11	10	7	20	15	11	10	5	-	-	-	-	-	-	-	-	-	
State and local government.....	207	40.0	545	540	500	-	569	-	-	-	-	-	-	4	4	9	8	30	36	-	1	9	-	-	-	-	-	-	-	-	
Level III.....	1,104	39.7	620	618	568	-	680	-	-	-	1	(3)	-	(3)	2	2	2	11	21	27	20	8	5	3	-	-	-	-	-	-	
Private industry.....	771	39.8	594	607	552	-	632	-	-	-	1	(3)	-	(3)	2	3	2	14	24	35	12	3	2	1	-	-	-	-	-	-	
Goods-producing industries....	157	40.0	578	558	504	-	632	-	-	-	-	-	-	-	10	9	3	24	18	13	9	6	4	4	-	-	-	-	-	-	
Manufacturing.....	157	40.0	578	558	504	-	632	-	-	-	-	-	-	-	10	9	3	24	18	13	9	6	4	4	-	-	-	-	-	-	
Service-producing industries..	614	39.8	598	608	565	-	632	-	-	-	1	(3)	-	(3)	(3)	1	2	12	25	41	13	2	2	-	-	-	-	-	-	-	
State and local government.....	333	39.5	679	684	633	-	707	-	-	-	-	-	-	-	(3)	1	4	15	7	38	18	10	7	-	-	-	-	-	-	-	
Level IV.....	867	39.7	686	692	616	-	752	-	-	-	-	-	(3)	1	1	1	7	11	12	20	22	13	5	6	1	(3)	(3)	(3)	(3)	(3)	
Private industry.....	657	39.7	666	669	592	-	731	-	-	-	-	-	(3)	1	1	2	10	14	14	19	20	12	4	2	1	(3)	(3)	(3)	(3)	(3)	
Goods-producing industries....	126	40.0	749	749	687	-	817	-	-	-	-	-	-	-	-	6	2	4	16	21	21	13	10	4	2	1	-	-	-	-	
Manufacturing.....	119	40.0	751	751	691	-	829	-	-	-	-	-	-	-	-	7	3	3	15	22	20	13	11	4	2	1	-	-	-	-	
Service-producing industries..	531	39.6	646	654	577	-	718	-	-	-	-	-	(3)	1	2	2	11	16	17	19	19	9	2	1	-	(3)	(3)	(3)	(3)	(3)	
State and local government.....	210	39.6	750	716	699	-	829	-	-	-	-	-	-	-	-	-	1	4	23	27	16	9	17	2	-	-	-	-	-	-	
Level V.....	99	39.8	\$805	\$792	\$730	-	\$881	-	-	-	-	-	-	-	-	-	2	-	3	12	10	32	10	10	13	1	6	-	-	-	
Private industry.....	71	39.8	812	-	-	-	-	-	-	-	-	-	-	-	-	3	-	3	15	14	13	11	14	17	1	8	-	-	-	-	
Service-producing industries..	57	39.7	818	-	-	-	-	-	-	-	-	-	-	-	-	4	-	4	11	16	12	11	14	21	-	-	-	-	-	-	
State and local government.....	28	39.9	789	792	792	-	792	-	-	-	-	-	-	-	-	-	-	4	4	-	82	7	-	4	-	-	-	-	-	-	
Switchboard Operator-Receptionists..	904	39.7	407	400	360	-	454	(3)	2	10	9	15	13	13	11	12	5	5	4	1	-	-	-	-	-	-	-	-	-	-	
Private industry.....	859	39.7	401	392	356	-	444	(3)	2	11	9	16	13	13	11	11	5	4	2	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries....	261	40.0	383	364	340	-	423	2	7	9	11	26	9	12	8	10	4	1	1	(3)	-	-	-	-	-	-	-	-	-	-	
Manufacturing.....	210	40.0	384	380	340	-	433	2	8	11	13	15	11	13	6	12	5	1	1	(3)	-	-	-	-	-	-	-	-	-	-	
Service-producing industries..	598	39.5	409	404	360	-	450	-	1	12	9	12	15	13	13	11	6	6	3	1	-	-	-	-	-	-	-	-	-	-	
State and local government.....	45	39.7	516	530	459	-	577	-	-	-	-	-	-	2	9	29	4	16	31	9	-	-	-	-	-	-	-	-	-	-	
Word Processors																															
Level I.....	77	40.0	448	-	-	-	-	-	-	9	-	4	12	19	31	14	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II.....	270	39.0	524	515	490	-	539	-	-	-	2	-	4	5	11	5	54	5	9	3	2	-	-	-	-	-	-	-	-	-	
Private industry.....	126	37.9	531	539	463	-	593	-	-	-	-	5	-	3	8	10	2	40	11	17	3	-	-	-	-	-	-	-	-	-	
Service-producing industries..	117	37.7	535	539	475	-	593	-	-	-	-	5	-	-	9	11	3	38	12	19	3	-	-	-	-	-	-	-	-	-	
State and local government.....	144	40.0	517	515	499	-	515	-	-	-	-	-	-	4	2	12	7	67	-	1	3	4	-	-	-	-	-	-	-	-	
Level III.....	72	38.9	611	-	-	-	-	-	-	-	-	-	-	-	-	-	25	14	7	18	19	3	-	14	-	-	-	-	-	-	
Private industry.....	63	38.7	614	-	-	-	-	-	-	-	-	-	-	-	-	-	29	13	5	13	22	3	-	16	-	-	-	-	-	-	
Service-producing industries..	52	38.5	614	-	-	-	-	-	-	-	-	-	-	-	-	-	35	13	-	4	25	4	-	19	-	-	-	-	-	-	

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.

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: 5 percent at \$7.00 and under \$7.50; 3 percent at \$7.50 and under \$8.00; and 2 percent at \$8.00 and under \$8.50.

Tractor Trailer.....	1,796	16.31	16.47	15.44	-	17.24	-	-	-	-	-	-	-	-	-	-	-	1	1	-	8	11	15	32	16	11	6	(2)	-
Private industry.....	1,796	16.31	16.47	15.44	-	17.24	-	-	-	-	-	-	-	-	-	-	-	1	1	-	8	11	15	32	16	11	6	(2)	-
Goods-producing industries....	277	16.91	17.24	16.21	-	17.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	13	68	-	1	1	-
Manufacturing.....	228	17.10	17.24	17.00	-	17.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	16	80	-	-	-	-
Service-producing industries..	1,519	16.20	16.30	15.44	-	17.30	-	-	-	-	-	-	-	-	-	-	-	1	1	-	10	13	15	36	6	13	6	-	-
Warehouse Specialists.....	8,077	11.42	10.65	10.45	-	11.33	-	-	-	1	1	1	1	1	5	(2)	62	7	2	3	5	6	3	1	1	1	1	(2)	-
Private industry.....	7,916	11.34	10.65	10.45	-	11.14	-	-	-	1	1	1	1	1	5	(2)	63	7	2	2	5	6	3	1	1	1	(2)	(2)	-
Goods-producing industries....	759	12.89	13.75	10.50	-	15.64	-	-	-	-	2	1	3	6	4	1	14	8	3	18	7	23	3	5	2	-	(2)	-	
Manufacturing.....	759	12.89	13.75	10.50	-	15.64	-	-	-	-	2	1	3	6	4	1	14	8	3	18	7	23	3	5	2	-	(2)	-	
Service-producing industries..	7,157	11.18	10.65	10.45	-	10.95	-	-	-	1	1	1	(2)	1	5	(2)	68	6	1	(2)	5	4	3	(2)	1	(2)	(2)	-	
State and local government.....	161	15.13	14.13	13.40	-	16.93	-	-	-	-	-	-	-	-	2	-	2	7	7	27	4	3	25	3	-	14	4	-	

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.

State and local government.....	71	39.4	960	996	900	-	1,038	-	-	-	-	1	14	7	37	32	8	-	-	-	-	-	-	-	-	-	-
Level IV.....	205	39.8	1,121	1,109	1,005	-	1,269	-	-	-	-	-	1	9	12	28	19	14	13	3	2	-	-	-	-	-	-
Private industry.....	152	39.9	1,133	1,113	1,010	-	1,275	-	-	-	-	-	-	9	11	28	18	14	13	4	3	-	-	-	-	-	-
Service-producing industries..	98	39.8	1,052	1,051	962	-	1,115	-	-	-	-	-	-	13	16	39	16	11	3	1	-	-	-	-	-	-	-
State and local government.....	53	39.7	1,086	1,097	967	-	1,240	-	-	-	-	-	6	9	13	26	19	13	13	-	-	-	-	-	-	-	-
Level V.....	60	40.0	1,377	-	-	-	-	-	-	-	-	-	-	7	2	15	7	25	15	15	5	10	-	-	-	-	-
Private industry.....	51	40.0	1,411	-	-	-	-	-	-	-	-	-	-	6	-	10	8	25	16	18	6	12	-	-	-	-	-
State and local government.....	9	39.7	1,190	-	-	-	-	-	-	-	-	-	-	11	11	44	-	22	11	-	-	-	-	-	-	-	-

Personnel Supervisors/Managers

Level II:																												
State and local government.....	13	39.2	1,447	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	8	31	46	-	-	-	-	-	-	-

Tax Collectors

Level I.....	42	40.0	\$524	\$530	\$489	-	\$561	-	29	31	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government.....	42	40.0	524	530	489	-	561	-	29	31	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II.....	73	40.0	610	620	595	-	620	-	-	3	23	74	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government.....	73	40.0	610	620	595	-	620	-	-	3	23	74	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III.....	27	40.0	749	740	705	-	807	-	-	-	-	19	48	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government.....	27	40.0	749	740	705	-	807	-	-	-	-	19	48	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

3 Less than 0.5 percent.

Table A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, Oakland, CA, January 1995

Occupation and level	Number of workers	Average weekly hours(-1) (standard)	Weekly pay (in dollars)(2)			Percent of workers receiving straight-time weekly pay (in dollars) of 0																						
			Mean	Median	Middle range	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150		
						and under 300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200		
TECHNICAL OCCUPATIONS																												
Computer Operators																												
Level II.....	104	39.9	\$589	\$608	\$536 -	\$625	-	-	-	-	5	9	16	17	39	4	6	4	-	-	-	-	-	-	-	-	-	-
Private industry.....	56	40.0	572	-	- -	-	-	-	-	-	7	16	11	20	36	4	7	-	-	-	-	-	-	-	-	-	-	
State and local government.....	48	39.7	608	622	549 -	622	-	-	-	-	2	-	23	15	44	4	4	8	-	-	-	-	-	-	-	-	-	
Level III.....	124	39.7	618	614	522 -	692	-	-	-	-	9	13	10	11	23	10	3	8	6	6	-	-	-	-	-	-	-	
Private industry.....	75	39.8	591	-	- -	-	-	-	-	-	15	21	8	15	8	9	5	8	11	-	-	-	-	-	-	-	-	
Service-producing industries..	60	39.7	578	-	- -	-	-	-	-	-	18	27	10	12	3	3	7	7	13	-	-	-	-	-	-	-	-	
State and local government.....	49	39.6	660	617	611 -	692	-	-	-	-	-	-	12	6	47	12	-	8	-	14	-	-	-	-	-	-	-	
Drafters																												
Level II:																												
State and local government.....	13	40.0	674	-	- -	-	-	-	-	-	-	-	-	-	15	15	23	31	15	-	-	-	-	-	-	-	-	
Level III.....	84	39.9	779	782	732 -	862	-	-	-	-	-	-	-	-	5	15	14	26	13	26	-	-	-	-	-	-	-	
State and local government.....	50	39.9	801	821	745 -	862	-	-	-	-	-	-	-	-	4	8	14	18	12	44	-	-	-	-	-	-	-	
Engineering Technicians																												
Level III.....	81	40.0	633	633	519 -	740	-	-	-	-	-	22	14	7	9	14	16	6	12	-	-	-	-	-	-	-	-	
Private industry.....	74	40.0	616	-	- -	-	-	-	-	-	-	24	15	8	9	15	18	5	5	-	-	-	-	-	-	-		
Level IV.....	189	40.0	781	779	712 -	840	-	-	-	-	-	-	-	2	5	14	19	21	18	9	7	4	1	1	-	-		
Private industry.....	188	40.0	780	778	712 -	840	-	-	-	-	-	-	-	2	5	14	19	21	18	9	6	4	1	1	-	-		
Goods-producing industries....	146	40.0	796	792	722 -	847	-	-	-	-	-	-	-	1	3	11	18	21	21	10	8	5	1	1	-	-		
Manufacturing.....	146	40.0	796	792	722 -	847	-	-	-	-	-	-	-	1	3	11	18	21	21	10	8	5	1	1	-	-		
Engineering Technicians, Civil																												
Level II.....	34	40.0	650	617	583 -	742	-	-	-	-	-	-	6	38	21	-	24	6	-	6	-	-	-	-	-	-		
State and local government.....	34	40.0	650	617	583 -	742	-	-	-	-	-	-	6	38	21	-	24	6	-	6	-	-	-	-	-	-		
Level III.....	58	39.7	812	782	741 -	861	-	-	-	-	-	-	-	-	3	2	29	19	-	26	3	17	-	-	-	-		
State and local government.....	58	39.7	812	782	741 -	861	-	-	-	-	-	-	-	-	3	2	29	19	-	26	3	17	-	-	-	-		
Level IV.....	110	40.0	917	919	836 -	1,012	-	-	-	-	-	-	-	-	1	-	17	9	12	30	1	17	4	9	-	-		
State and local government.....	110	40.0	917	919	836 -	1,012	-	-	-	-	-	-	-	-	1	-	17	9	12	30	1	17	4	9	-	-		
Level V.....	47	40.0	1,044	1,077	1,003 -	1,077	-	-	-	-	-	-	-	-	-	-	-	-	-	4	9	30	49	9	-	-		
State and local government.....	47	40.0	1,044	1,077	1,003 -	1,077	-	-	-	-	-	-	-	-	-	-	-	-	-	4	9	30	49	9	-	-		
Level VI.....	6	40.0	1,134	-	- -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	33	-	67		
State and local government.....	6	40.0	1,134	-	- -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	33	-	67		
Licensed Practical Nurses																												
Level II.....	636	40.0	\$686	\$692	\$627 -	\$761	-	-	-	-	(3)	3	9	27	12	18	28	2	-	-	-	-	-	-	-	-		
Private industry.....	429	40.0	700	712	616 -	777	-	-	-	-	-	2	12	15	16	15	36	3	-	-	-	-	-	-	-	-		
Service-producing industries..	429	40.0	700	712	616 -	777	-	-	-	-	-	2	12	15	16	15	36	3	-	-	-	-	-	-	-	-		
State and local government.....	207	40.0	656	627	627 -	701	-	-	-	-	-	1	5	2	51	4	23	13	-	-	-	-	-	-	-	-		
Nursing Assistants																												
Level II.....	1,043	40.0	\$468	\$513	\$354 -	\$548	2	4	15	7	8	2	6	38	17	-	-	-	-	-	-	-	-	-	-	-		
Private industry.....	909	40.0	461	518	354 -	548	2	5	18	8	9	2	4	34	19	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries..	909	40.0	461	518	354 -	548	2	5	18	8	9	2	4	34	19	-	-	-	-	-	-	-	-	-	-	-		
State and local government.....	134	40.0	513	513	513 -	513	-	-	-	-	-	2	19	70	9	-	-	-	-	-	-	-	-	-	-	-		
PROTECTIVE SERVICE OCCUPATIONS																												

Corrections Officers.....	97	37.9	710	708	708	-	708	-	-	-	-	-	-	-	1	3	9	73	12	-	1	-	-	-	-	-	-
State and local government.....	97	37.9	710	708	708	-	708	-	-	-	-	-	-	-	1	3	9	73	12	-	1	-	-	-	-	-	-
Firefighters.....	723	52.7	927	955	829	-	1,028	-	-	-	-	-	-	-	(3)	-	(3)	9	29	3	1	26	32	-	-	-	
State and local government.....	723	52.7	927	955	829	-	1,028	-	-	-	-	-	-	-	(3)	-	(3)	9	29	3	1	26	32	-	-	-	
Police Officers																											
Level I.....	2,823	40.0	938	956	899	-	989	-	-	-	-	-	-	(3)	-	(3)	1	1	3	4	16	18	35	15	5	-	-
Private industry.....	135	40.0	976	1,060	964	-	1,060	-	-	-	-	-	-	-	9	1	2	-	4	2	3	3	23	52	-	-	
Service-producing industries..	135	40.0	976	1,060	964	-	1,060	-	-	-	-	-	-	-	9	1	2	-	4	2	3	3	23	52	-	-	
State and local government.....	2,688	40.0	936	956	896	-	983	-	-	-	-	-	-	(3)	-	(3)	1	1	3	4	16	19	37	15	3	-	-
Level II.....	12	40.0	1,015	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	-
State and local government.....	12	40.0	1,015	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	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.

Service-producing industries..	366	39.8	631	628	565	-	703	-	-	-	-	-	1	2	2	3	7	7	18	19	16	19	7	1	-	-	(3)	(3)
State and local government.....	170	39.7	755	716	706	-	844	-	-	-	-	-	-	-	-	-	-	-	2	5	15	34	15	6	21	2	-	-
Level V.....	72	39.7	792	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	4	15	13	32	8	8	11	1	4
State and local government.....	28	39.9	789	792	792	-	792	-	-	-	-	-	-	-	-	-	-	-	-	4	4	-	82	7	-	4	-	-
Switchboard Operator-Receptionists..	142	39.7	435	432	381	-	491	1	-	7	12	13	10	18	7	17	6	4	4	1	-	-	-	-	-	-	-	-
Private industry.....	125	39.8	421	430	378	-	466	2	-	8	14	14	10	21	8	18	5	-	-	1	-	-	-	-	-	-	-	-
Service-producing industries..	112	39.8	423	430	380	-	473	2	-	4	14	15	10	22	7	20	5	-	-	-	-	-	-	-	-	-	-	-
State and local government.....	17	39.1	534	530	521	-	568	-	-	-	-	-	6	-	-	12	12	29	35	6	-	-	-	-	-	-	-	-
Word Processors																												
Level II.....	151	40.0	516	515	490	-	515	-	-	-	-	-	4	4	11	8	49	15	1	1	3	4	-	-	-	-	-	-
State and local government.....	144	40.0	517	515	499	-	515	-	-	-	-	-	4	2	12	7	51	15	-	1	3	4	-	-	-	-	-	-

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

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

3 Less than 0.5 percent.

Table A-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, Oakland, CA, January 1995

Occupation and level	Number of workers	Hourly pay (in dollars)(1)					Percent of workers receiving straight-time hourly pay (in dollars) of 2																			
		Mean	Median	Middle range	Under	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	21.00	22.00	23.00	24.00	25.00
					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	21.00	22.00	23.00	24.00	25.00	26.00
26.00																										
27.00																										
General Maintenance Workers.....	118	\$13.57	\$12.65	\$11.93	- \$15.27	9	-	1	-	2	-	8	9	28	2	7	18	1	-	4	10	1	-	-	-	-
Private industry.....	64	11.58	-	-	-	17	-	2	-	3	-	16	-	50	3	9	-	-	-	-	-	-	-	-	-	-
Service-producing industries..	62	11.63	-	-	-	(2)18	-	2	-	-	-	16	-	52	3	10	-	-	-	-	-	-	-	-	-	-
State and local government.....	54	15.92	15.27	14.61	- 18.87	-	-	-	-	-	-	20	2	-	4	39	2	-	9	22	2	-	-	-	-	-
Maintenance Electricians.....	278	21.55	22.52	20.33	- 23.85	-	-	-	-	-	-	-	-	-	-	1	5	1	12	4	16	10	21	11	20	-
Private industry.....	148	20.36	20.37	18.17	- 22.52	-	-	-	-	-	-	-	-	-	-	-	9	-	18	5	25	9	32	-	1	-
Goods-producing industries....	95	19.17	19.88	18.17	- 20.37	-	-	-	-	-	-	-	-	-	-	-	-	14	-	28	8	38	12	-	-	-
Manufacturing.....	95	19.17	19.88	18.17	- 20.37	-	-	-	-	-	-	-	-	-	-	-	-	14	-	28	8	38	12	-	-	-
State and local government.....	130	22.91	23.85	21.98	- 24.34	-	-	-	-	-	-	-	-	-	-	3	-	2	5	2	6	11	7	24	42	-
Maintenance Electronics Technicians																										
Level II:																										
Private industry:																										
Goods-producing industries....	98	19.45	19.01	19.01	- 20.37	-	-	-	-	-	-	-	-	-	-	-	-	-	6	62	30	2	-	-	-	-
Manufacturing.....	98	19.45	19.01	19.01	- 20.37	-	-	-	-	-	-	-	-	-	-	-	-	-	6	62	30	2	-	-	-	-
State and local government.....	81	19.25	19.00	17.40	- 20.53	-	-	-	-	-	-	-	-	-	1	11	2	28	6	1	30	5	5	10	-	-
Level III:																										
State and local government.....	20	23.17	23.60	22.89	- 23.60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	5	5	5	60	10
Maintenance Machinists.....	152	20.13	20.35	18.43	- 20.37	-	-	-	-	-	-	-	-	-	-	-	-	-	25	7	44	15	1	8	-	-
Private industry.....	150	20.09	20.33	18.17	- 20.37	-	-	-	-	-	-	-	-	-	-	-	-	-	25	7	45	15	1	7	-	-
Goods-producing industries....	138	19.81	20.33	18.17	- 20.37	-	-	-	-	-	-	-	-	-	-	-	-	-	28	7	49	17	-	-	-	-
Manufacturing.....	138	19.81	20.33	18.17	- 20.37	-	-	-	-	-	-	-	-	-	-	-	-	-	28	7	49	17	-	-	-	-
Maintenance Mechanics, Machinery....	192	18.44	18.79	16.05	- 18.79	-	-	-	-	-	-	-	-	-	-	-	32	1	52	1	1	2	13	-	-	-
Private industry.....	186	18.31	18.79	16.05	- 18.79	-	-	-	-	-	-	-	-	-	-	-	33	1	54	1	1	2	10	-	-	-
Maintenance Mechanics, Motor Vehicle	465	21.06	22.20	20.51	- 22.20	-	-	-	-	-	-	(3)	(3)	(3)	-	1	3	8	4	5	5	16	57	(3)	-	-
State and local government.....	83	21.10	21.27	20.51	- 22.40	-	-	-	-	-	-	-	-	-	1	1	5	2	5	20	30	35	-	-	-	-
Maintenance Pipefitters.....	110	20.26	20.37	19.55	- 21.16	-	-	-	-	-	-	-	-	-	-	-	3	-	15	15	43	17	-	-	8	-
Private industry.....	101	19.91	20.37	19.55	- 20.37	-	-	-	-	-	-	-	-	-	-	-	3	-	16	16	47	19	-	-	-	-
Goods-producing industries....	101	19.91	20.37	19.55	- 20.37	-	-	-	-	-	-	-	-	-	-	-	3	-	16	16	47	19	-	-	-	-
Manufacturing.....	101	19.91	20.37	19.55	- 20.37	-	-	-	-	-	-	-	-	-	-	-	3	-	16	16	47	19	-	-	-	-

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 Workers were distributed as follows: 8 percent at \$7.00 and under \$7.50; 8 percent at \$7.50 and under \$8.00; and 2 percent at \$8.00 and under \$8.50.

3 Less than 0.5 percent.

Table A-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Oakland, CA, January 1995

Occupation and level	Number of workers	Hourly pay (in dollars)(1)			Percent of workers receiving straight-time hourly pay (in dollars) of ²																							
		Mean	Median	Middle range	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	15.00	16.00	17.00	18.00	19.00	20.00		
					and under	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00		
21.00																												
22.00					7.00																							
Guards																												
Level II.....	78	\$14.37	-	-	-	-	-	-	-	-	-	-	3	1	3	12	10	-	17	3	10	24	-	-	17	1	-	-
State and local government.....	52	14.01	\$14.50	\$12.61	-	\$15.25	-	-	-	-	-	-	-	-	2	17	6	-	23	-	13	35	-	-	2	2	-	-
Janitors.....																												
Private industry.....	1,107	12.89	13.20	12.22	-	13.97	(2)	2	4	1	1	2	2	2	9	2	1	8	27	25	3	9	2	1	(2)	(2)	-	-
Goods-producing industries....	79	12.84	-	-	-	-	-	13	-	-	-	-	1	-	5	-	-	13	27	-	41	-	-	1	-	-	-	
Manufacturing.....	79	12.84	-	-	-	-	-	13	-	-	-	-	1	-	5	-	-	13	27	-	41	-	-	1	-	-	-	
Service-producing industries..	1,028	12.90	13.20	11.97	-	13.97	(2)	1	4	1	1	2	2	2	9	2	1	7	27	27	-	9	2	1	(2)	(2)	-	
State and local government.....	1,237	12.00	12.18	11.03	-	12.81	-	(2)	-	-	(2)	1	2	9	8	15	11	27	7	8	7	2	3	-	-	-	-	
Shipping/Receiving Clerks.....																												
Private industry.....	161	13.32	13.17	10.25	-	16.88	-	-	3	1	1	-	22	9	4	2	4	3	4	2	4	6	34	-	-	-	-	
Service-producing industries..	137	13.16	12.25	10.25	-	16.88	-	-	4	-	1	-	25	11	5	3	4	2	3	3	4	1	34	-	-	-	-	
Truckdrivers																												
Light Truck.....	33	14.95	14.20	12.84	-	17.71	-	-	-	-	-	-	-	3	-	-	36	-	-	12	15	3	30	-	-	-	-	
State and local government.....	24	15.08	14.15	12.84	-	17.71	-	-	-	-	-	-	-	4	-	-	46	-	-	-	4	4	42	-	-	-	-	
Medium Truck.....	584	17.30	19.15	16.03	-	19.15	-	-	-	-	-	1	-	(2)	1	-	2	2	3	5	5	2	22	-	(2)	54	1	
2																												
Tractor Trailer.....	463	18.14	18.08	17.57	-	18.08	-	-	-	-	-	-	-	-	-	-	-	-	-	1	(2)	7	29	42	21	-	-	
Private industry.....	463	18.14	18.08	17.57	-	18.08	-	-	-	-	-	-	-	-	-	-	-	-	-	1	(2)	7	29	42	21	-	-	
Warehouse Specialists:																												
Private industry:																												
Goods-producing industries....	54	17.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	7	59	26	-	4	
Manufacturing.....	54	17.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	7	59	26	-	4	
State and local government.....	145	14.93	13.70	13.26	-	16.83	-	-	-	-	3	-	1	2	6	3	4	4	23	7	4	3	20	1	-	15	4	

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

2 Less than 0.5 percent.

Table A-11. Health services: Weekly hours and pay of professional, administrative, technical, protective service, and clerical occupations, Oakland, CA, January 1995

Occupation and level	Number of workers	Average weekly hours(-1) (standard)	Weekly pay (in dollars)(2)					Percent of workers receiving straight-time weekly pay (in dollars) of 0																					
			Mean	Median	Middle range	225 and under 250	250	300	350	400	450	500	550	600	650	700	750	800	850	900	950	1000	1100	1200	1300	1400			
							300	350	400	450	500	550	600	650	700	750	800	850	900	950	1000	1100	1200	1300	1400	1500			
PROFESSIONAL OCCUPATIONS																													
Accountants																													
Level II.....	24	40.0	\$732	\$731	\$692 - \$759	-	-	-	-	-	-	-	-	4	4	25	25	25	17	-	-	-	-	-	-	-	-	-	-
Private industry.....	22	40.0	738	738	692 - 759	-	-	-	-	-	-	-	-	5	5	18	27	27	18	-	-	-	-	-	-	-	-	-	
Hospitals.....	19	40.0	748	759	730 - 797	-	-	-	-	-	-	-	-	5	11	32	32	21	-	-	-	-	-	-	-	-	-		
Private industry.....	17	40.0	757	759	731 - 797	-	-	-	-	-	-	-	-	6	-	35	35	24	-	-	-	-	-	-	-	-	-		
Level III.....	49	39.8	867	834	769 - 909	-	-	-	-	-	-	-	-	-	-	2	45	6	16	12	6	-	12	-	-	-	-		
Private industry.....	48	39.8	862	825	769 - 908	-	-	-	-	-	-	-	-	-	-	2	46	6	17	13	6	-	10	-	-	-	-		
Hospitals.....	24	40.0	899	891	849 - 923	-	-	-	-	-	-	-	-	-	-	4	8	13	29	25	13	-	8	-	-	-	-		
Private industry.....	23	40.0	891	890	845 - 921	-	-	-	-	-	-	-	-	-	-	4	9	13	30	26	13	-	4	-	-	-	-		
Level IV.....	14	40.0	1,118	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	64	21	-	14	-		
Private industry.....	14	40.0	1,118	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	64	21	-	14	-		
Hospitals.....	14	40.0	1,118	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	64	21	-	14	-		
Private industry.....	14	40.0	1,118	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	64	21	-	14	-		
Registered Nurses																													
Level II.....	2,552	39.7	1,033	1,088	934 - 1,133	-	-	-	-	-	-	-	-	1	2	3	3	6	7	4	6	19	46	3	-	-	-		
Private industry.....	2,181	39.9	1,019	1,082	899 - 1,133	-	-	-	-	-	-	-	-	1	2	3	4	7	8	5	7	19	41	3	-	-	-		
Hospitals.....	1,868	39.5	1,099	1,111	1,078 - 1,156	-	-	-	-	-	-	-	-	-	-	-	(3)	2	2	2	5	22	62	4	-	-	-		
Private industry.....	1,497	39.8	1,095	1,111	1,076 - 1,156	-	-	-	-	-	-	-	-	-	-	-	1	2	3	2	6	24	58	5	-	-			
Level III.....	66	40.0	1,240	1,266	1,204 - 1,292	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	15	64	14	-			
Private industry.....	66	40.0	1,240	1,266	1,204 - 1,292	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	15	64	14	-			
Hospitals.....	66	40.0	1,240	1,266	1,204 - 1,292	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	15	64	14	-			
Private industry.....	66	40.0	1,240	1,266	1,204 - 1,292	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	15	64	14	-			
ADMINISTRATIVE OCCUPATIONS																													
Buyers/Contracting Specialists																													
Level II.....	29	40.0	800	808	719 - 876	-	-	-	-	-	-	-	-	7	-	10	24	3	17	21	7	10	-	-	-	-	-		
Hospitals.....	29	40.0	800	808	719 - 876	-	-	-	-	-	-	-	-	7	-	10	24	3	17	21	7	10	-	-	-	-	-		
Level III.....	9	40.0	874	-	- - -	-	-	-	-	-	-	-	-	-	-	-	22	22	22	-	22	11	-	-	-	-			
Private industry.....	9	40.0	874	-	- - -	-	-	-	-	-	-	-	-	-	-	-	22	22	22	-	22	11	-	-	-	-			
Hospitals.....	9	40.0	874	-	- - -	-	-	-	-	-	-	-	-	-	-	-	22	22	22	-	22	11	-	-	-	-			
Private industry.....	9	40.0	874	-	- - -	-	-	-	-	-	-	-	-	-	-	-	22	22	22	-	22	11	-	-	-	-			
Computer Systems Analysts																													
Level I.....	9	40.0	831	-	- - -	-	-	-	-	-	-	-	-	-	-	11	33	11	33	-	-	11	-	-	-	-			
Private industry.....	9	40.0	831	-	- - -	-	-	-	-	-	-	-	-	-	-	11	33	11	33	-	-	11	-	-	-	-			
Hospitals.....	9	40.0	831	-	- - -	-	-	-	-	-	-	-	-	-	-	11	33	11	33	-	-	11	-	-	-	-			
Private industry.....	9	40.0	831	-	- - -	-	-	-	-	-	-	-	-	-	-	11	33	11	33	-	-	11	-	-	-	-			
Level II.....	26	40.0	\$1,061	\$1,058	\$1,027 - \$1,097	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	62	23	-	-	-			
Private industry.....	23	40.0	1,053	1,058	1,022 - 1,080	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	65	17	-	-			
Hospitals.....	26	40.0	1,061	1,058	1,027 - 1,097	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	62	23	-	-			
Private industry.....	23	40.0	1,053	1,058	1,022 - 1,080	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	65	17	-	-			
Personnel Specialists																													
Level III.....	28	40.0	869	865	822 - 865	-	-	-	-	-	-	-	-	-	-	4	7	29	43	-	-	18	-	-	-	-			
Private industry.....	28	40.0	869	865	822 - 865	-	-	-	-	-	-	-	-	-	-	4	7	29	43	-	-	18	-	-	-	-			
Hospitals.....	12	40.0	834	-	- - -	-	-	-	-	-	-	-	-	-	-	-	17	67	8	-	-	8	-	-	-	-			
Private industry.....	12	40.0	834	-	- - -	-	-	-	-	-	-	-	-	-	-	-	17	67	8	-	-	8	-	-	-	-			
Level IV.....	37	39.9	1,093	1,088	1,000 - 1,173	-	-	-	-	-	-	-	-	-	-	-	-	8	8	5	3	27	24	14	8	3			

Private industry.....	37	39.9	1,093	1,088	1,000	-	1,173	-	-	-	-	-	-	-	-	-	-	-	8	8	5	3	27	24	14	8	3	
TECHNICAL OCCUPATIONS																												
Computer Operators																												
Level II.....	26	40.0	544	530	460	-	626	-	-	-	-	46	4	15	31	-	4	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	26	40.0	544	530	460	-	626	-	-	-	-	46	4	15	31	-	4	-	-	-	-	-	-	-	-	-	-	
Hospitals.....	14	40.0	613	-	-	-	-	-	-	-	-	-	7	29	57	-	7	-	-	-	-	-	-	-	-	-	-	
Private industry.....	14	40.0	613	-	-	-	-	-	-	-	-	-	7	29	57	-	7	-	-	-	-	-	-	-	-	-	-	
Level III.....	22	40.0	681	683	533	-	826	-	-	-	-	41	-	5	5	5	9	36	-	-	-	-	-	-	-	-	-	
Private industry.....	17	40.0	721	793	628	-	826	-	-	-	-	24	-	6	6	6	12	47	-	-	-	-	-	-	-	-	-	
Hospitals.....	18	40.0	717	793	549	-	826	-	-	-	-	28	-	6	6	6	11	44	-	-	-	-	-	-	-	-	-	
Licensed Practical Nurses																												
Level II.....	881	40.0	656	640	593	-	744	-	-	-	-	2	5	23	24	12	11	21	1	-	-	-	-	-	-	-	-	
Private industry.....	846	40.0	652	640	590	-	734	-	-	-	-	3	6	24	25	12	10	19	2	-	-	-	-	-	-	-	-	
Hospitals.....	470	40.0	702	722	616	-	777	-	-	-	-	(3)	3	11	14	15	16	38	3	-	-	-	-	-	-	-	-	
Private industry.....	435	40.0	698	710	616	-	777	-	-	-	-	(3)	3	12	15	16	15	35	3	-	-	-	-	-	-	-	-	
Nursing Assistants																												
Level II.....	3,304	40.0	363	328	280	-	415	3	35	19	13	9	5	10	6	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry.....	3,273	40.0	361	328	280	-	407	4	35	19	13	9	5	10	5	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals.....	940	40.0	464	518	354	-	548	-	2	22	16	2	4	34	19	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry.....	909	40.0	461	518	354	-	548	-	2	23	17	2	4	34	19	-	-	-	-	-	-	-	-	-	-	-	-	
CLERICAL OCCUPATIONS																												
Clerks, Accounting																												
Level II.....	82	39.8	500	512	440	-	584	-	6	-	7	13	21	13	26	13	-	-	-	-	-	-	-	-	-	-	-	
Private industry.....	81	39.8	500	523	440	-	584	-	6	-	7	14	20	14	26	14	-	-	-	-	-	-	-	-	-	-	-	
Level III.....	41	39.9	539	524	502	-	618	-	-	-	12	-	12	29	10	29	7	-	-	-	-	-	-	-	-	-	-	
Private industry.....	39	39.9	\$534	\$524	\$482	-	\$618	-	-	-	13	-	13	31	8	31	5	-	-	-	-	-	-	-	-	-	-	
Hospitals.....	30	40.0	573	608	502	-	618	-	-	-	-	-	17	20	13	40	10	-	-	-	-	-	-	-	-	-	-	
Private industry.....	28	40.0	568	608	502	-	618	-	-	-	-	-	18	21	11	43	7	-	-	-	-	-	-	-	-	-	-	
Key Entry Operators																												
Level II.....	96	40.0	436	471	340	-	493	-	-	31	10	-	34	13	11	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry.....	96	40.0	436	471	340	-	493	-	-	31	10	-	34	13	11	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries																												
Level II.....	45	39.9	\$541	\$575	\$536	-	\$600	-	-	16	-	-	4	9	42	22	7	-	-	-	-	-	-	-	-	-	-	
Private industry.....	45	39.9	541	575	536	-	600	-	-	16	-	-	4	9	42	22	7	-	-	-	-	-	-	-	-	-	-	
Hospitals.....	36	40.0	589	590	561	-	615	-	-	-	-	-	-	11	53	28	8	-	-	-	-	-	-	-	-	-	-	
Private industry.....	36	40.0	589	590	561	-	615	-	-	-	-	-	-	11	53	28	8	-	-	-	-	-	-	-	-	-	-	
Level III.....	81	39.9	587	577	552	-	661	-	-	-	-	6	19	42	7	26	-	-	-	-	-	-	-	-	-	-	-	
Private industry.....	81	39.9	587	577	552	-	661	-	-	-	-	6	19	42	7	26	-	-	-	-	-	-	-	-	-	-	-	
Level IV.....	62	39.8	721	706	692	-	769	-	-	-	-	3	-	3	8	16	42	18	2	5	-	2	2	-	-	-	-	
Private industry.....	30	39.7	728	736	679	-	773	-	-	-	-	7	-	7	3	13	27	37	-	-	-	3	3	-	-	-	-	
Hospitals.....	49	40.0	729	706	692	-	773	-	-	-	-	-	-	2	10	20	41	14	2	6	-	2	2	-	-	-	-	
Private industry.....	17	40.0	756	773	679	-	773	-	-	-	-	-	-	6	6	24	12	41	-	-	-	6	6	-	-	-	-	
Switchboard Operator-Receptionists..																												
Level II.....	56	40.0	411	384	372	-	442	-	-	4	52	27	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry.....	56	40.0	411	384	372	-	442	-	-	4	52	27	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

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

3 Less than 0.5 percent.

Table A-12. Health services: Hourly pay of maintenance, toolroom, material movement, and custodial occupations, Oakland, CA, January 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	5.50 and under	5.75	6.00	6.25	6.50	6.75	7.00	7.25	7.50	7.75	8.00	8.25	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	
13.50																												
14.00																												
MAINTENANCE AND TOOLROOM OCCUPATIONS																												
General Maintenance Workers.....	55	\$10.44	\$11.03	\$7.95 - \$12.60	-	-	-	-	-	-	-	-	20	-	9	7	-	2	-	4	2	-	18	-	-	31	7	-
Private industry.....	55	10.44	11.03	7.95 - 12.60	-	-	-	-	-	-	-	-	20	-	9	7	-	2	-	4	2	-	18	-	-	31	7	-
MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS																												
Janitors.....	1,020	11.42	13.10	8.33 - 13.63	1	(2)	3	3	2	3	3	3	1	2	1	2	1	3	1	2	1	2	1	6	3	28		
Private industry.....	919	11.27	13.10	8.24 - 13.97	1	1	3	4	3	3	3	3	1	2	1	3	1	4	1	2	1	2	1	1	3	28		
Hospitals.....	759	12.87	13.20	12.95 - 13.97	-	-	-	-	-	-	-	-	1	3	-	-	1	2	1	3	1	2	1	8	4	38		
Private industry.....	658	12.88	13.23	13.10 - 13.97	-	-	-	-	-	-	-	-	1	3	-	-	1	2	1	3	1	3	2	1	4	39		

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.