

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, San Jose, CA, July 1994

Occupations 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 <sup>3</sup>																				
			Mean	Median	Middle range	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	1250	1300	1400	1500	1600	
						and under 550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	1250	1300	1400	1500	1600	and over	
PROFESSIONAL OCCUPATIONS																										
Registered Nurses																										
Level II.....	2,969	39.7	\$982	\$1,004	\$856 - \$1,108	-	(3)	1	2	6	5	6	12	6	12	9	10	16	14	3	-	-	-	-	-	-
Private industry.....	2,258	39.6	1,012	1,055	911 - 1,126	-	(3)	1	2	5	4	4	6	7	9	9	12	19	18	3	-	-	-	-	-	-
Service-producing industries.....	2,248	39.6	1,013	1,055	911 - 1,126	-	(3)	1	2	5	4	4	7	7	9	9	12	20	19	3	-	-	-	-	-	-
ADMINISTRATIVE OCCUPATIONS																										
Computer Programmers																										
Level II.....	277	40.0	701	706	657 - 750	4	5	14	21	30	16	8	1	(3)	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	275	40.0	702	707	657 - 750	4	5	14	21	30	16	8	2	(3)	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	222	40.0	714	715	681 - 760	5	3	5	23	34	19	9	2	(3)	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries.....	53	39.9	648	-	-	-	13	53	15	11	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III.....	258	39.9	806	816	735 - 868	-	-	5	7	17	15	19	25	7	6	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	241	39.9	803	815	733 - 865	-	-	5	7	17	15	20	26	6	4	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	193	39.9	811	817	748 - 879	-	-	3	3	20	16	25	22	8	5	-	-	-	-	-	-	-	-	-	-	-
State and local government.....	17	40.0	859	877	784 - 966	-	-	-	12	12	12	12	6	12	35	-	-	-	-	-	-	-	-	-	-	-
Level IV:																										
Private industry:																										
Service-producing industries.....	177	40.0	923	904	846 - 1,019	-	-	-	-	2	14	18	6	23	11	10	12	5	-	-	-	-	-	-	-	-
Computer Systems Analysts																										
Level I.....	291	40.0	786	768	720 - 854	-	1	7	12	12	27	16	15	3	6	2	-	-	-	-	-	-	-	-	-	-
Private industry.....	279	40.0	785	768	710 - 854	-	1	8	13	12	25	16	14	3	7	2	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	129	40.0	809	818	762 - 865	-	-	5	6	9	19	27	24	7	2	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries.....	150	40.0	765	754	688 - 805	-	2	9	18	15	30	6	6	-	10	3	-	-	-	-	-	-	-	-	-	-
State and local government.....	12	40.0	798	-	-	-	-	-	-	8	58	8	25	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II.....	1,096	40.0	942	935	849 - 1,019	-	-	-	(3)	2	7	17	12	17	14	12	13	5	1	(3)	1	-	-	-	-	-
Private industry.....	1,003	40.0	943	940	845 - 1,025	-	-	-	(3)	2	7	18	13	14	14	12	14	5	1	(3)	1	-	-	-	-	-
Manufacturing.....	527	40.0	950	950	866 - 1,019	-	-	-	(3)	3	5	11	14	16	18	15	9	4	2	1	2	-	-	-	-	-
Service-producing industries.....	476	40.0	934	913	836 - 1,058	-	-	-	(3)	9	27	11	10	8	9	19	7	(3)	-	-	-	-	-	-	-	-
State and local government.....	93	40.0	929	915	915 - 974	-	-	-	-	-	3	7	11	51	15	5	8	1	-	-	-	-	-	-	-	-
Level III.....	1,304	40.0	1,128	1,117	1,030 - 1,229	-	-	-	-	(3)	(3)	2	5	14	8	15	13	11	14	9	8	2	(3)	-	-	-
Private industry.....	1,217	40.0	1,125	1,115	1,025 - 1,228	-	-	-	-	(3)	(3)	2	5	15	8	14	13	12	12	9	9	2	(3)	-	-	-
Manufacturing.....	800	40.0	1,143	1,144	1,065 - 1,226	-	-	-	-	(3)	1	1	4	7	7	15	16	16	14	9	8	2	(3)	-	-	-
Service-producing industries.....	417	40.0	1,091	1,054	977 - 1,229	-	-	-	-	-	-	2	6	28	11	13	8	5	8	8	10	1	-	-	-	-
State and local government.....	87	40.0	1,162	1,205	1,094 - 1,230	-	-	-	-	-	-	3	-	2	7	23	7	3	41	12	1	-	-	-	-	-
Level IV.....	589	40.0	1,340	1,325	1,215 - 1,462	-	-	-	-	-	-	-	(3)	-	1	4	8	8	14	11	19	15	14	5	-	
Private industry.....	589	40.0	1,340	1,325	1,215 - 1,462	-	-	-	-	-	-	-	(3)	-	1	4	8	8	14	11	19	15	14	5	-	
Manufacturing.....	390	40.0	\$1,334	\$1,324	\$1,219 - \$1,421	-	-	-	-	-	-	-	(3)	-	1	4	4	10	13	13	24	15	10	6	-	
Service-producing industries.....	199	40.0	1,353	1,341	1,210 - 1,527	-	-	-	-	-	-	-	-	-	-	5	16	4	15	8	9	15	24	5	-	

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-2. All establishments: Weekly hours and pay of technical occupations, San Jose, CA, July 1994

Occupations 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 3																					
			Mean	Median	Middle range	350 and under 375	375 400	400 425	425 450	450 500	500 550	550 600	600 650	650 700	700 750	750 800	800 850	850 900	900 950	950 1000	1000 1050	1050 1100	1100 1150	1150 1200	1200 1250	1250 and over			
<b>Computer Operators</b>																													
Level II.....	111	40.0	\$506	\$511	\$445 - \$583	10	-	7	12	16	23	22	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	109	40.0	504	504	445 - 583	10	-	7	12	17	23	21	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries.....	70	40.0	506	-	- - -	16	-	-	11	17	23	21	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III.....	258	39.9	610	606	553 - 673	-	-	4	-	3	12	27	21	15	14	4	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry.....	229	39.9	610	604	553 - 684	-	-	5	-	4	11	27	21	14	14	4	1	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing.....	144	39.8	637	624	579 - 701	-	-	-	-	4	10	19	24	14	22	5	2	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries.....	85	40.0	565	554	544 - 620	-	-	13	-	2	14	40	15	13	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government.....	29	40.0	614	620	591 - 650	-	-	-	-	-	14	31	21	24	7	3	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV.....	103	40.0	683	688	618 - 732	-	-	-	-	-	2	17	13	25	27	11	6	-	-	-	-	-	-	-	-	-	-	-	
Private industry.....	103	40.0	683	688	618 - 732	-	-	-	-	-	2	17	13	25	27	11	6	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing.....	84	40.0	697	700	670 - 737	-	-	-	-	-	2	11	5	31	32	12	7	-	-	-	-	-	-	-	-	-	-	-	
<b>Drafters</b>																													
Level II.....	99	40.0	529	533	473 - 560	-	-	1	-	35	22	31	6	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry.....	99	40.0	529	533	473 - 560	-	-	1	-	35	22	31	6	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing.....	97	40.0	529	533	473 - 560	-	-	-	-	36	23	32	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III.....	107	40.0	610	614	520 - 674	-	-	-	-	14	24	9	10	25	10	5	2	-	-	-	-	-	-	-	-	-	-	-	
Private industry.....	107	40.0	610	614	520 - 674	-	-	-	-	14	24	9	10	25	10	5	2	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing.....	106	40.0	610	614	520 - 674	-	-	-	-	14	25	9	9	26	10	5	2	-	-	-	-	-	-	-	-	-	-	-	
Level IV.....	151	40.0	758	760	712 - 786	-	-	-	-	-	-	-	5	16	23	33	16	2	2	3	1	-	-	-	-	-	-	-	
Private industry.....	151	40.0	758	760	712 - 786	-	-	-	-	-	-	-	5	16	23	33	16	2	2	3	1	-	-	-	-	-	-	-	
Manufacturing.....	151	40.0	758	760	712 - 786	-	-	-	-	-	-	-	5	16	23	33	16	2	2	3	1	-	-	-	-	-	-	-	
<b>Engineering Technicians</b>																													
Level II.....	316	40.0	\$545	\$535	\$508 - \$577	-	-	2	2	14	44	25	8	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry.....	313	40.0	543	533	508 - 575	-	-	2	2	14	45	25	8	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing.....	313	40.0	543	533	508 - 575	-	-	2	2	14	45	25	8	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Level III.....	971	40.0	625	616	582 - 668	-	-	-	-	2	8	30	25	21	8	3	1	1	(3)	-	-	-	-	-	-	-	-	-	
Private industry.....	970	40.0	625	616	582 - 668	-	-	-	-	2	8	30	26	21	8	3	1	1	(3)	-	-	-	-	-	-	-	-	-	
Manufacturing.....	966	40.0	625	618	583 - 668	-	-	-	-	2	8	29	26	21	8	3	1	1	(3)	-	-	-	-	-	-	-	-	-	
Level IV.....	1,722	40.0	776	771	710 - 838	-	-	-	-	-	(3)	2	6	13	18	24	14	14	5	3	1	(3)	-	-	-	-	-	-	
Private industry.....	1,719	40.0	775	771	709 - 837	-	-	-	-	-	(3)	2	6	13	18	24	14	14	5	3	1	(3)	-	-	-	-	-	-	
Manufacturing.....	1,670	40.0	772	770	706 - 834	-	-	-	-	-	(3)	2	7	13	18	25	14	14	4	3	1	(3)	-	-	-	-	-	-	
Level V.....	1,343	40.0	893	880	835 - 952	-	-	-	-	-	(3)	1	1	3	8	23	20	18	10	9	3	3	(3)	(3)	(3)	(3)	(3)	(3)	
Private industry.....	1,343	40.0	893	880	835 - 952	-	-	-	-	-	(3)	1	1	3	8	23	20	18	10	9	3	3	(3)	(3)	(3)	(3)	(3)	(3)	
Manufacturing.....	1,307	40.0	889	877	835 - 948	-	-	-	-	-	(3)	1	1	4	9	23	21	17	10	8	3	3	(3)	-	-	-	-		
Level VI.....	327	40.0	1,040	1,039	948 - 1,114	-	-	-	-	-	-	-	-	-	-	1	7	12	6	12	14	16	13	9	7	4	4		
Private industry.....	327	40.0	1,040	1,039	948 - 1,114	-	-	-	-	-	-	-	-	-	-	1	7	12	6	12	14	16	13	9	7	4	4		
Manufacturing.....	327	40.0	1,040	1,039	948 - 1,114	-	-	-	-	-	-	-	-	-	-	1	7	12	6	12	14	16	13	9	7	4	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-4. All establishments: Hourly pay of maintenance and toolroom occupations, San Jose, CA, July 1994

Occupations 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	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00		
					and	under	8.00	8.50	9.00	9.50	10.00	10.50	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00	25.00	
25.00					7.50																							
and																												
over																												
General Maintenance Workers.....	527	\$11.06	\$10.25	\$9.00	- \$12.61	1	4	8	7	16	12	7	2	10	11	4	11	8	1	-	-	1	-	-	-	-		
Private industry.....	479	10.64	9.81	9.00	- 12.10	1	4	8	7	17	13	7	3	10	12	3	7	5	1	-	-	-	-	-	-	-		
Manufacturing.....	95	13.04	13.17	11.68	- 15.04	-	-	-	11	-	-	7	2	13	15	4	18	25	5	-	-	-	-	-	-	-		
Service-producing industries.....	384	10.05	9.50	9.00	- 11.08	1	6	10	7	21	16	7	3	10	11	3	5	1	-	-	-	-	-	-	-	-		
State and local government.....	48	15.27	14.83	14.68	- 15.49	-	-	-	-	-	-	-	-	-	-	10	48	33	-	-	-	8	-	-	-	-		
Maintenance Electricians.....	234	22.47	20.88	20.05	- 26.90	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	7	12	28	8	2	1	10	
Private industry.....	150	21.46	20.88	19.63	- 21.59	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	7	17	43	11	1	1	6	
Manufacturing.....	141	21.42	20.88	19.63	- 21.59	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	6	17	45	11	-	1	4	
State and local government.....	84	24.27	26.90	22.13	- 26.90	-	-	-	-	-	-	-	-	-	-	-	-	-	1	8	7	4	2	2	5	-	18	
Maintenance Electronics Technicians																												
Level I.....	173	12.48	12.50	11.50	- 13.40	-	-	-	-	2	2	-	1	25	28	33	6	2	1	-	-	-	-	-	-	-	-	
Private industry.....	170	12.44	12.50	11.50	- 13.25	-	-	-	-	2	2	-	1	25	28	34	5	1	1	-	-	-	-	-	-	-	-	
Manufacturing.....	165	12.38	12.50	11.50	- 13.25	-	-	-	-	2	2	-	-	26	29	34	5	1	-	-	-	-	-	-	-	-	-	
State and local government.....	631	16.97	16.80	15.90	- 18.00	-	-	-	-	-	-	1	2	4	2	4	16	27	18	12	5	3	3	1	1	-		
Level II.....	1																											
State and local government.....	39	21.31	21.00	19.00	- 23.25	-	-	-	-	-	-	-	-	-	-	-	3	-	-	3	21	10	39	-	8	-		
Maintenance Machinists.....	86	22.60	21.45	20.88	- 29.11	-	-	-	-	-	-	-	-	-	-	-	-	15	-	-	-	28	30	1	-	-		
Private industry.....	84	22.64	21.45	20.88	- 29.11	-	-	-	-	-	-	-	-	-	-	-	-	16	-	-	-	27	31	-	-	-		
Manufacturing.....	80	22.73	21.45	20.88	- 29.11	-	-	-	-	-	-	-	-	-	-	-	-	16	-	-	-	25	31	-	-	-		
Maintenance Mechanics, Machinery....	226	18.47	18.00	16.76	- 20.19	-	-	-	-	-	-	-	-	-	(6)	3	18	13	5	19	11	10	10	11	-	-	-	
Private industry.....	196	17.98	18.00	16.70	- 19.38	-	-	-	-	-	-	-	-	-	-	1	3	20	15	6	21	12	11	10	2	-	-	
Manufacturing.....	196	17.98	18.00	16.70	- 19.38	-	-	-	-	-	-	-	-	-	-	1	3	20	15	6	21	12	11	10	2	-	-	
State and local government.....	30	21.66	22.14	21.45	- 22.68	-	-	-	-	-	-	-	-	-	-	-	-	-	3	7	3	-	13	73	-	-	-	
Maintenance Mechanics, Motor Vehicle	346	18.74	19.19	16.37	- 20.51	-	-	-	-	-	-	-	-	1	-	2	6	24	5	8	19	19	11	4	1	1	-	
Private industry.....	255	18.32	18.30	16.34	- 20.50	-	-	-	-	-	-	-	-	2	-	2	7	30	5	9	15	18	13	-	-	-	-	
Service-producing industries.....	219	18.28	18.30	16.34	- 20.50	-	-	-	-	-	-	-	-	2	-	2	7	28	6	11	14	18	13	-	-	-	-	
State and local government.....	91	19.92	19.81	19.33	- 21.13	-	-	-	-	-	-	-	-	-	-	2	4	7	6	3	29	21	7	14	4	3	-	
Tool and Die Makers.....	167	23.07	22.33	21.65	- 24.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	39	12	10	19		
Private industry.....	167	23.07	22.33	21.65	- 24.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	39	12	10	19		
Manufacturing.....	165	23.09	22.33	21.65	- 24.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	38	12	10	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: 1 percent at \$25.00 and under \$26.00 and 11 percent at \$28.00 and under \$29.00.

3 All workers were at \$26.00 and under \$27.00.

4 All workers were at \$25.00 and under \$26.00.

5 All workers were at \$29.00 and under \$30.00.

6 Less than 0.5 percent.

Table A-5. All establishments: Hourly pay of material movement and custodial occupations, San Jose, CA, July 1994

Occupations 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	Under	and	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
					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	12.50	13.00	14.00	15.00	16.00	17.00	18.00
19.00 and over					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	12.50	13.00	14.00	15.00	16.00	17.00	18.00
Guards					6.00																				
Level I.....	2,865	\$7.96	\$7.64	\$7.00	-	\$8.50	1	-	1	8	29	16	16	11	7	3	3	2	1	(2)	1	(2)	1	-	-
Private industry.....	2,844	7.92	7.58	7.00	-	8.50	1	-	1	8	30	17	16	11	8	3	3	2	1	(2)	1	(2)	(2)	-	-
Manufacturing.....	123	9.54	9.35	9.16	-	10.24	-	-	-	-	2	-	19	43	8	8	16	4	-	-	-	-	-	-	-
Service-producing industries.....	2,721	7.84	7.50	7.00	-	8.40	1	-	1	8	31	17	17	10	6	3	2	1	1	(2)	1	(2)	(2)	-	-
Level II.....	227	14.22	14.88	12.54	-	16.45	-	-	-	-	4	-	(2)	(2)	5	2	5	1	-	20	3	14	2	44	-
Private industry.....	219	14.16	14.88	12.54	-	16.45	-	-	-	-	5	-	(2)	(2)	5	2	5	1	-	21	3	13	2	43	-
Service-producing industries.....	104	12.75	12.54	12.50	-	14.88	-	-	-	-	10	-	1	-	1	-	9	2	-	42	5	28	3	-	-
Janitors.....	4,850	8.72	6.95	6.25	-	11.85	4	12	15	19	3	3	2	4	1	2	2	2	4	5	4	3	8	3	3
Private industry.....	3,830	7.77	6.50	6.00	-	8.90	6	15	19	24	4	3	3	5	1	2	2	1	1	3	1	5	2	3	-
Manufacturing.....	350	11.82	13.02	8.32	-	15.49	-	-	12	4	5	9	4	3	4	5	-	2	-	-	7	8	37	-	-
Service-producing industries.....	3,480	7.36	6.50	6.00	-	7.80	6	17	21	25	4	3	2	6	1	1	1	2	1	1	3	1	5	1	-
State and local government.....	1,020	12.33	12.03	11.49	-	13.27	-	-	-	-	-	-	-	1	3	5	4	16	21	11	13	17	8	2	(2)
Material Handling Laborers.....	164	8.83	8.80	7.85	-	10.21	1	6	7	1	3	7	10	31	7	-	8	6	7	-	-	-	6	-	-
Private industry.....	164	8.83	8.80	7.85	-	10.21	1	6	7	1	3	7	10	31	7	-	8	6	7	-	-	-	6	-	-
Manufacturing.....	70	8.92	-	-	-	-	-	-	-	7	-	7	60	16	-	6	1	3	-	-	-	-	-	-	-
Shipping/Receiving Clerks.....	847	10.87	10.74	9.27	-	12.10	-	-	-	-	3	3	13	9	8	8	10	10	11	4	6	11	2	2	1
Private industry.....	845	10.86	10.74	9.27	-	12.10	-	-	-	-	3	3	13	9	8	8	10	10	11	4	5	11	2	2	1
Manufacturing.....	587	11.25	11.35	9.84	-	12.70	-	-	-	4	-	11	7	5	8	9	8	12	6	8	15	3	2	1	(2)
Service-producing industries.....	258	9.97	9.76	8.99	-	11.00	-	-	-	-	9	16	14	15	8	11	13	9	2	(2)	2	-	(2)	-	-
Truckdrivers																									
Light Truck.....	283	8.75	8.50	7.76	-	9.50	-	4	5	15	(2)	2	22	9	14	11	-	1	4	1	10	2	1	-	-
Private industry.....	245	8.18	8.08	6.50	-	9.25	-	4	6	17	(2)	2	25	10	16	13	-	2	4	-	(2)	-	-	-	-
Service-producing industries.....	237	8.12	8.08	6.50	-	9.25	-	4	6	17	(2)	2	26	9	17	13	-	-	4	-	(2)	-	-	-	-
State and local government.....	38	12.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	74	16	5	-	-	
Heavy Truck.....	652	15.77	16.21	15.81	-	16.21	-	-	-	-	-	4	-	4	-	-	-	-	-	-	1	1	-	20	60
Private industry.....	652	15.77	16.21	15.81	-	16.21	-	-	-	-	-	4	-	4	-	-	-	-	-	-	1	1	-	20	60
Manufacturing.....	119	17.90	18.34	16.50	-	19.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	27	
Tractor Trailer.....	608	14.52	15.12	12.50	-	16.21	-	-	-	-	(2)	-	4	1	10	4	-	2	(2)	10	6	12	14	19	(2)
Private industry.....	608	14.52	15.12	12.50	-	16.21	-	-	-	-	(2)	-	4	1	10	4	-	2	(2)	10	6	12	14	19	(2)
Manufacturing.....	88	16.36	16.64	15.25	-	18.15	-	-	-	-	-	-	-	-	-	-	-	11	-	-	-	2	22	38	
Service-producing industries.....	520	14.21	14.50	12.50	-	16.21	-	-	-	-	(2)	-	5	1	12	5	-	1	(2)	12	7	14	13	16	-
Warehouse Specialists.....	2,293	11.09	11.00	8.90	-	13.02	-	-	-	(2)	4	11	5	4	2	4	9	7	9	5	10	3	13	10	2
Private industry.....	2,142	10.92	10.95	8.65	-	12.70	-	-	-	(2)	5	12	5	4	3	4	9	7	10	5	9	3	11	10	1
Manufacturing.....	1,378	11.55	11.45	10.20	-	13.10	-	-	-	(2)	-	4	5	3	3	4	11	8	12	6	13	5	15	8	2
Service-producing industries.....	764	9.79	8.65	7.64	-	11.11	-	-	-	-	13	26	6	6	2	4	6	6	3	1	(2)	5	13	1	(2)
State and local government.....	151	13.45	13.02	12.41	-	14.20	-	-	-	-	-	-	-	-	-	1	3	1	7	27	3	30	7	13	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.

3 All workers were at \$19 and under \$20.



Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, San Jose, CA, July 1994

Occupations 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 1/3																				
			Mean	Median	Middle range	500 and under 550	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	1250	1300	1400	1500	1600 and over		
							600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	1250	1300	1400	1500	1600			
PROFESSIONAL OCCUPATIONS																											
Registered Nurses																											
Level II.....	2,712	39.7	\$1,002	\$1,007	\$895 - \$1,108	-	(3)	(3)	2	4	3	4	12	6	13	10	10	17	15	3	-	-	-	-	-	-	-
Private industry.....	2,001	39.5	1,043	1,082	956 - 1,137	-	(3)	(3)	1	2	2	2	6	8	10	10	13	22	21	4	-	-	-	-	-	-	-
Service-producing industries.....	1,991	39.5	1,044	1,082	956 - 1,137	-	(3)	(3)	1	2	2	2	6	8	10	10	13	22	21	4	-	-	-	-	-	-	
ADMINISTRATIVE OCCUPATIONS																											
Computer Programmers																											
Level II.....	234	40.0	721	715	687 - 760	(3)	3	6	25	35	19	9	2	(3)	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry.....	232	40.0	722	715	689 - 762	(3)	3	5	25	35	19	10	2	(3)	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing.....	212	40.0	723	719	689 - 764	(3)	3	5	24	36	20	9	2	(3)	-	-	-	-	-	-	-	-	-	-	-	-	
Level III.....	208	39.9	812	811	744 - 885	-	-	2	5	21	16	19	22	8	7	-	-	-	-	-	-	-	-	-	-	-	
Private industry.....	191	39.9	808	811	743 - 880	-	-	3	4	22	17	19	23	8	5	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing.....	182	39.9	810	811	745 - 880	-	-	3	3	21	17	20	23	8	5	-	-	-	-	-	-	-	-	-	-	-	
State and local government.....	17	40.0	859	877	784 - 966	-	-	-	12	12	12	12	6	12	35	-	-	-	-	-	-	-	-	-	-	-	
Computer Systems Analysts																											
Level I.....	203	40.0	815	823	758 - 870	-	2	6	5	9	18	22	21	4	9	3	-	-	-	-	-	-	-	-	-	-	
Private industry.....	191	40.0	816	826	758 - 871	-	2	7	6	9	16	23	21	5	9	3	-	-	-	-	-	-	-	-	-	-	
Manufacturing.....	129	40.0	809	818	762 - 865	-	-	5	6	9	19	27	24	7	2	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries.....	62	40.0	833	-	-	-	5	10	5	11	8	15	15	-	24	8	-	-	-	-	-	-	-	-	-	-	
State and local government.....	12	40.0	798	-	-	-	-	-	-	8	58	8	25	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II.....	670	40.0	951	949	882 - 1,019	-	-	-	(3)	3	4	10	11	22	17	15	10	5	1	(3)	1	-	-	-	-	-	
Private industry.....	577	40.0	954	960	878 - 1,025	-	-	-	(3)	3	4	11	11	17	18	17	11	5	1	1	1	-	-	-	-	-	
Manufacturing.....	505	40.0	946	950	868 - 1,013	-	-	-	(3)	3	5	11	13	17	19	16	10	3	1	1	1	-	-	-	-	-	
Service-producing industries.....	72	40.0	1,011	-	-	-	-	-	-	1	-	8	3	19	7	21	19	19	1	-	-	-	-	-	-	-	
State and local government.....	93	40.0	929	915	915 - 974	-	-	-	-	-	3	7	11	51	15	5	8	1	-	-	-	-	-	-	-	-	
Level III.....	933	40.0	1,150	1,149	1,072 - 1,230	-	-	-	-	(3)	1	1	4	6	7	17	15	14	15	11	8	2	(3)	-	-	-	
Private industry.....	846	40.0	1,148	1,146	1,068 - 1,231	-	-	-	-	(3)	1	1	4	6	7	16	16	15	12	11	9	2	(3)	-	-	-	
Manufacturing.....	747	40.0	1,141	1,138	1,063 - 1,229	-	-	-	-	1	1	1	5	6	7	16	17	15	12	10	8	1	1	-	-	-	
Service-producing industries.....	99	40.0	1,204	1,226	1,108 - 1,284	-	-	-	-	-	-	2	1	2	5	14	9	14	14	15	18	5	-	-	-		
State and local government.....	87	40.0	1,162	1,205	1,094 - 1,230	-	-	-	-	-	-	3	-	2	7	23	7	3	41	12	1	-	-	-	-	-	
Level IV.....	433	40.0	1,350	1,338	1,224 - 1,463	-	-	-	-	-	-	-	-	(3)	-	1	4	4	9	12	12	24	16	11	7		
Private industry.....	433	40.0	1,350	1,338	1,224 - 1,463	-	-	-	-	-	-	-	-	(3)	-	1	4	4	9	12	12	24	16	11	7		
Manufacturing.....	390	40.0	1,334	1,324	1,219 - 1,421	-	-	-	-	-	-	-	-	(3)	-	1	4	4	10	13	13	24	15	10	6		

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 occupations, San Jose, CA, July 1994

Occupations 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	400	425	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	1250	1300	1300 and over		
						and under 425	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	1250	1300				
<b>Computer Operators</b>																												
Level II.....	71	39.9	\$529	-	-	-	-	11	7	9	35	21	14	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	69	39.9	527	-	-	-	-	12	7	9	36	20	15	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III.....	215	39.8	629	\$621	\$578	-	\$692	-	-	4	12	24	21	18	16	4	1	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	186	39.8	631	624	578	-	695	-	-	4	12	23	21	17	18	4	2	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	135	39.7	639	631	579	-	701	-	-	4	10	20	19	15	24	5	2	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries.....	51	40.0	610	-	-	-	-	-	-	4	16	29	26	22	2	2	-	-	-	-	-	-	-	-	-	-	-	-
State and local government.....	29	40.0	614	620	591	-	650	-	-	-	14	31	21	24	7	3	-	-	-	-	-	-	-	-	-	-	-	-
Level IV.....	87	40.0	698	700	669	-	737	-	-	-	2	10	6	30	32	13	7	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	87	40.0	698	700	669	-	737	-	-	-	2	10	6	30	32	13	7	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	84	40.0	697	700	670	-	737	-	-	-	2	11	5	31	32	12	7	-	-	-	-	-	-	-	-	-	-	-
<b>Drafters</b>																												
Level III.....	76	40.0	648	-	-	-	-	-	7	7	13	15	36	15	7	3	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	76	40.0	648	-	-	-	-	-	7	7	13	15	36	15	7	3	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	75	40.0	649	-	-	-	-	-	7	7	13	13	36	15	7	3	-	-	-	-	-	-	-	-	-	-	-	-
Level IV.....	110	40.0	753	735	698	-	786	-	-	-	-	7	22	31	17	13	3	3	4	1	-	-	-	-	-	-	-	-
Private industry.....	110	40.0	753	735	698	-	786	-	-	-	-	7	22	31	17	13	3	3	4	1	-	-	-	-	-	-	-	-
Manufacturing.....	110	40.0	753	735	698	-	786	-	-	-	-	7	22	31	17	13	3	3	4	1	-	-	-	-	-	-	-	-
<b>Engineering Technicians</b>																												
Level II.....	272	40.0	545	536	505	-	578	2	2	14	41	25	9	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Private industry.....	269	40.0	543	535	505	-	575	2	2	15	41	25	9	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	269	40.0	543	535	505	-	575	2	2	15	41	25	9	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Level III.....	745	40.0	631	627	578	-	678	-	-	3	11	20	28	21	11	4	1	1	(3)	-	-	-	-	-	-	-	-	-
Private industry.....	744	40.0	631	627	578	-	678	-	-	3	11	20	28	21	11	4	1	1	(3)	-	-	-	-	-	-	-	-	-
Manufacturing.....	744	40.0	631	627	578	-	678	-	-	3	11	20	28	21	11	4	1	1	(3)	-	-	-	-	-	-	-	-	-
Level IV.....	1,341	40.0	772	770	713	-	824	-	-	-	(3)	2	7	11	22	22	16	10	4	4	1	(3)	-	-	-	-	-	-
Private industry.....	1,338	40.0	772	770	712	-	824	-	-	-	(3)	2	7	11	23	22	16	10	4	4	1	(3)	-	-	-	-	-	-
Manufacturing.....	1,298	40.0	769	766	710	-	824	-	-	-	(3)	2	8	11	23	23	15	10	4	3	1	(3)	-	-	-	-	-	-
Level V.....	1,104	40.0	883	874	832	-	944	-	-	-	(3)	1	1	4	10	25	20	18	9	7	3	1	(3)	(3)	(3)	(3)	-	
Private industry.....	1,104	40.0	883	874	832	-	944	-	-	-	(3)	1	1	4	10	25	20	18	9	7	3	1	(3)	(3)	(3)	(3)	-	
Manufacturing.....	1,074	40.0	879	871	830	-	941	-	-	-	(3)	1	1	4	10	26	20	18	9	7	3	1	(3)	-	-	-	-	
Level VI.....	279	40.0	1,051	1,039	964	-	1,134	-	-	-	-	-	-	-	1	5	8	8	14	16	15	9	10	9	10	9	2	3
Private industry.....	279	40.0	1,051	1,039	964	-	1,134	-	-	-	-	-	-	-	1	5	8	8	14	16	15	9	10	9	10	9	2	3
Manufacturing.....	279	40.0	1,051	1,039	964	-	1,134	-	-	-	-	-	-	-	1	5	8	8	14	16	15	9	10	9	10	9	2	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.

Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, San Jose, CA, July 1994

Occupations 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	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 and over		
<b>Clerks, Accounting</b>																										
Level II.....	257	40.0	\$465	\$480	\$415 - \$500	-	-	1	1	5	5	25	38	21	4	1	-	-	-	-	-	-	-	-		
Private industry.....	179	40.0	458	467	413 - 500	-	-	1	2	6	7	27	28	23	5	1	-	-	-	-	-	-	-	-		
Manufacturing.....	120	40.0	462	474	413 - 514	-	-	2	2	7	8	27	19	29	8	-	-	-	-	-	-	-	-	-		
Service-producing industries.....	59	40.0	450	-	- -	-	-	-	2	5	7	29	46	10	-	2	-	-	-	-	-	-	-	-		
State and local government.....	78	40.0	482	496	453 - 496	-	-	-	-	4	-	18	60	15	1	1	-	-	-	-	-	-	-	-		
Level III.....	667	40.0	532	538	494 - 562	-	-	-	-	1	2	8	18	44	13	11	1	1	1	1	-	-	-	-		
Private industry.....	376	40.0	514	512	477 - 556	-	-	-	-	2	2	14	24	29	19	10	1	-	-	-	-	-	-	-		
Manufacturing.....	248	40.0	532	520	493 - 571	-	-	-	-	1	-	4	25	34	23	11	1	-	-	-	-	-	-	-		
Service-producing industries.....	128	40.0	480	479	426 - 527	-	-	-	-	3	6	32	21	20	11	7	-	-	-	-	-	-	-	-		
State and local government.....	291	40.0	554	543	519 - 573	-	-	-	-	-	1	1	10	62	6	13	1	3	1	1	-	-	-	-		
Level IV.....	349	40.0	617	619	560 - 679	-	-	-	-	-	-	1	5	14	24	21	22	14	-	-	-	-	-	-		
Private industry.....	234	40.0	603	615	559 - 650	-	-	-	-	-	-	1	7	13	24	29	21	5	-	-	-	-	-	-		
Manufacturing.....	195	40.0	598	610	558 - 646	-	-	-	-	-	-	1	9	12	25	31	20	3	-	-	-	-	-	-		
State and local government.....	115	40.0	645	697	571 - 731	-	-	-	-	-	-	-	2	15	23	5	24	31	-	-	-	-	-	-		
<b>Clerks, General</b>																										
Level II.....	255	40.0	423	436	380 - 464	1	1	5	14	3	10	20	36	8	2	-	-	-	-	-	-	-	-	-		
Private industry.....	116	40.0	394	368	340 - 442	3	2	11	30	5	9	17	5	17	1	-	-	-	-	-	-	-	-	-		
Service-producing industries.....	73	40.0	420	-	- -	4	1	8	16	6	6	22	8	27	1	-	-	-	-	-	-	-	-	-		
State and local government.....	139	40.0	448	463	423 - 464	-	-	-	-	1	11	23	61	1	3	-	-	-	-	-	-	-	-	-		
Level III.....	1,088	40.0	480	479	435 - 496	-	-	1	1	2	4	22	54	8	7	1	(3)	(3)	2	(3)	-	-	-	-		
Private industry.....	260	40.0	455	452	415 - 501	-	-	2	2	4	10	28	27	19	7	-	-	-	-	-	-	-	-	-		
Manufacturing.....	170	40.0	449	452	404 - 499	-	-	4	4	7	10	24	29	17	7	-	-	-	-	-	-	-	-	-		
Service-producing industries.....	90	40.0	467	453	431 - 513	-	-	-	-	-	10	36	24	23	7	-	-	-	-	-	-	-	-	-		
State and local government.....	828	40.0	488	479	452 - 496	-	-	-	-	1	1	20	62	5	7	1	(3)	(3)	2	(3)	-	-	-	-		
Level IV.....	1,250	40.0	543	533	524 - 565	-	-	-	-	(3)	5	10	50	17	15	2	-	-	(3)	1	-	-	-	-		
Private industry.....	472	40.0	540	540	507 - 577	-	-	-	-	-	1	7	14	37	27	12	2	-	-	-	-	-	-	-		
Manufacturing.....	418	40.0	542	543	507 - 577	-	-	-	-	-	1	6	13	36	28	13	3	-	-	-	-	-	-	-		
Service-producing industries.....	54	40.0	523	-	- -	-	-	-	-	-	9	15	48	22	6	-	-	-	-	-	-	-	-	-		
State and local government.....	778	40.0	545	533	533 - 555	-	-	-	-	-	3	8	57	11	18	1	-	-	(3)	1	-	-	-	-		
<b>Key Entry Operators</b>																										
Level II.....	150	39.9	473	469	400 - 523	-	-	-	-	9	15	18	20	26	4	7	-	-	1	-	-	-	-	-		
Private industry.....	131	39.9	460	454	397 - 523	-	-	-	-	11	15	21	23	23	5	3	-	-	-	-	-	-	-	-		
Manufacturing.....	101	39.8	459	454	390 - 502	-	-	-	-	14	12	19	27	19	6	4	-	-	-	-	-	-	-	-		
State and local government.....	19	40.0	560	521	521 - 629	-	-	-	-	-	11	-	-	47	-	37	-	-	5	-	-	-	-	-		
<b>Secretaries</b>																										
Level II.....	612	39.9	\$568	\$559	\$510 - \$614	-	-	-	-	-	1	3	17	24	29	4	14	8	-	-	-	-	-	-		
Private industry.....	434	39.9	557	546	500 - 601	-	-	-	-	-	2	4	20	27	24	5	20	-	-	-	-	-	-	-		
Manufacturing.....	351	39.8	561	546	505 - 603	-	-	-	-	-	1	4	19	27	25	2	24	-	-	-	-	-	-	-		
Service-producing industries.....	83	40.0	538	540	485 - 600	-	-	-	-	-	6	2	25	23	19	21	4	-	-	-	-	-	-	-		
State and local government.....	178	40.0	596	559	541 - 738	-	-	-	-	-	-	1	10	16	44	-	1	28	-	-	-	-	-	-		
Level III.....	959	40.0	611	606	563 - 658	-	-	-	-	(3)	-	1	5	12	26	28	16	12	(3)	1	-	-	-	-		
Private industry.....	810	40.0	605	604	560 - 651	-	-	-	-	(3)	-	1	5	13	26	30	17	8	(3)	(3)	-	-	-	-		
Manufacturing.....	657	40.0	610	607	569 - 651	-	-	-	-	-	(3)	3	12	27	32	17	8	(3)	-	-	-	-	-	-		
Service-producing industries.....	153	40.0	584	593	526 - 650	-	-	-	-	3	-	3	12	16	20	20	15	9	1	1	-	-	-	-		
State and local government.....	149	40.0	642	608	578 - 712	-	-	-	-	-	-	-	4	7	27	14	11	32	-	5	-	-	-	-		
Level IV.....	1,398	40.0	694	685	636 - 748	-	-	-	-	-	-	(3)	3	8	19	24	21	13	7	3	(3)	(3)	-	-		
Private industry.....	1,191	40.0	694	689	640 - 744	-	-	-	-	-	-	-	1	3	6	19	25	23	13	6	4	(3)	(3)	-		
Manufacturing.....	1,053	40.0	695	692	643 - 744	-	-	-	-	-	-	-	1	3	6	18	25	25	13	5	4	(3)	(3)	-		
Service-producing industries.....	138	40.0	686	665	635 - 748	-	-	-	-	-	-	-	-	6	8	29	24	9	9	8	6	1	-	-		

State and local government.....	207	40.0	693	664	625	-	764	-	-	-	-	-	-	-	-	20	21	19	5	17	16	1	-	-	-
Level V.....	301	40.0	783	770	719	-	836	-	-	-	-	-	-	-	-	(3)	8	11	15	25	20	8	6	5	1
Private industry.....	277	40.0	782	771	714	-	835	-	-	-	-	-	-	-	-	(3)	9	12	14	25	21	7	6	5	1
Manufacturing.....	230	40.0	794	787	748	-	836	-	-	-	-	-	-	-	-	(3)	4	10	12	30	23	7	7	6	1
Switchboard-Operator-Receptionists..	254	40.0	445	439	391	-	523	-	2	2	2	13	6	30	15	26	4	1	-	-	-	-	-	-	-
Private industry.....	175	40.0	424	418	369	-	458	-	3	3	3	19	7	35	14	11	3	1	-	-	-	-	-	-	-
Manufacturing.....	145	40.0	428	420	370	-	459	-	3	3	3	17	7	32	16	12	4	1	-	-	-	-	-	-	-
State and local government.....	79	40.0	491	523	455	-	523	-	-	-	-	1	3	18	17	57	5	-	-	-	-	-	-	-	-
Word Processors																									
Level II.....	82	40.0	572	552	515	-	629	-	-	-	-	-	-	-	16	29	17	31	2	-	5	-	-	-	-
State and local government.....	57	40.0	584	629	515	-	629	-	-	-	-	-	-	-	11	32	7	40	4	-	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.

Table A-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, San Jose, CA, July 1994

Occupations 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	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	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	
					9.00	under 9.50	10.00	10.50	11.00	11.50	12.00	12.50	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	
General Maintenance Workers.....	123	\$13.84	\$14.77	\$11.75 - \$15.49	2	3	-	7	3	1	11	2	3	6	30	25	4	-	-	3	-	-	-	-	-	-	-
Private industry.....	77	12.93	-	-	3	5	-	12	5	1	17	3	5	5	18	20	7	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	55	13.49	-	-	-	-	-	13	4	-	22	-	6	7	13	27	9	-	-	-	-	-	-	-	-	-	-
State and local government.....	46	15.36	14.89	14.80	-	15.49	-	-	-	-	-	-	-	7	50	35	-	-	-	9	-	-	-	-	-	-	-
Maintenance Electricians.....	209	22.86	21.59	20.88	-	26.90	-	-	-	-	-	-	-	-	-	-	2	2	4	13	26	8	2	1	12	(2)	
Private industry.....	131	21.77	20.88	19.76	-	21.59	-	-	-	-	-	-	-	-	-	-	3	1	2	19	41	12	1	2	7	1	
Manufacturing.....	122	21.75	20.88	20.05	-	21.59	-	-	-	-	-	-	-	-	-	-	3	1	1	20	43	13	-	1	4	1	
State and local government.....	78	24.69	26.90	24.71	-	26.90	-	-	-	-	-	-	-	-	-	-	1	4	8	4	3	-	5	-	19	-	
Maintenance Electronics Technicians																											
Level I.....	92	12.43	12.50	11.00	-	13.40	-	4	4	-	22	3	10	21	19	11	4	2	-	-	-	-	-	-	-	-	-
Private industry.....	89	12.35	12.50	11.00	-	13.10	-	5	5	-	23	3	10	21	19	10	2	2	-	-	-	-	-	-	-	-	-
Manufacturing.....	85	12.20	12.50	11.00	-	13.10	-	5	5	-	24	4	11	22	19	9	2	-	-	-	-	-	-	-	-	-	-
Level II:																											
State and local government.....	39	21.31	21.00	19.00	-	23.25	-	-	-	-	-	-	-	-	-	3	-	-	3	21	10	39	-	8	-	18	
Maintenance Machinists.....	64	23.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	38	23	2	-	-	-	
Private industry.....	62	23.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	37	24	-	-	-	-	
Maintenance Mechanics, Machinery....	152	19.14	19.34	16.76	-	21.59	-	-	-	-	-	-	-	1	4	5	20	8	8	9	15	15	16	-	-	-	
Private industry.....	122	18.52	18.39	16.76	-	20.19	-	-	-	-	-	-	-	1	5	7	25	9	8	10	18	16	3	-	-	-	
Manufacturing.....	122	18.52	18.39	16.76	-	20.19	-	-	-	-	-	-	-	1	5	7	25	9	8	10	18	16	3	-	-	-	
State and local government.....	30	21.66	22.14	21.45	-	22.68	-	-	-	-	-	-	-	-	-	-	3	7	3	-	13	73	-	-	-	-	
Maintenance Mechanics, Motor Vehicle	202	19.63	20.50	19.11	-	20.89	-	-	-	-	-	-	-	-	4	4	12	3	2	18	33	16	6	2	-	-	
Private industry.....	121	19.53	20.50	19.62	-	20.89	-	-	-	-	-	-	-	-	4	3	16	1	1	13	39	23	-	-	-	-	
State and local government.....	81	19.77	20.07	19.11	-	21.07	-	-	-	-	-	-	-	-	3	5	7	6	4	25	24	6	16	5	-	-	
Tool and Die Makers.....	74	22.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	46	27	23	-	1	
Private industry.....	74	22.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	46	27	23	-	1	
Manufacturing.....	72	22.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	44	28	24	-	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.  
 3 All workers were at \$28.00 and under \$29.00.  
 4 All workers were at \$26.00 and under \$27.00.  
 5 All workers were at \$29.00 and under \$30.00.

Table A-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, San Jose, CA, July 1994

Occupations 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	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	12.50	13.00	14.00	15.00	16.00	17.00	18.00
					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	12.50	13.00	14.00	15.00	16.00	17.00	18.00	19.00
19.00 and over					5.50																					
Guards																										
Level I.....	2,238	\$7.97	\$7.64	\$7.00 - \$8.50	-	-	1	7	31	16	19	12	7	2	2	2	1	(2)	(2)	(2)	1	-	-	-	-	
Private industry.....	2,217	7.92	7.64	7.00 - 8.50	-	-	1	7	31	16	19	12	7	2	2	2	1	(2)	(2)	(2)	(2)	-	-	-	-	
Service-producing industries.	2,159	7.87	7.50	7.00 - 8.40	-	-	1	7	32	16	19	11	6	2	2	1	1	(2)	1	(2)	(2)	-	-	-	-	
Level II.....	189	14.44	16.35	12.54 - 16.45	-	-	-	-	-	-	-	-	1	1	6	2	6	1	-	24	4	2	2	52	-	
Private industry.....	181	14.38	16.45	12.54 - 16.45	-	-	-	-	-	-	-	-	1	1	6	2	6	1	-	25	4	1	2	51	-	
Janitors.....	2,712	10.34	11.14	6.71 - 12.78	(2)	(2)	9	18	2	2	1	4	2	3	3	3	7	9	8	6	13	4	5	(2)	(2)	
Private industry.....	1,775	9.34	8.25	6.50 - 12.23	(2)	1	14	27	3	3	2	7	3	2	2	3	2	2	6	2	11	3	7	-	-	
Manufacturing.....	230	13.82	15.49	13.02 - 15.49	-	-	-	-	2	2	2	3	4	5	-	-	3	-	-	-	11	12	57	-	-	
Service-producing industries.	1,545	8.67	7.15	6.50 - 11.04	1	1	16	31	3	4	2	7	2	2	2	4	2	2	7	2	11	2	-	-	-	
State and local government.....	937	12.24	11.91	11.49 - 12.94	-	-	-	-	-	-	-	-	1	3	5	4	16	23	11	13	18	5	1	(2)	(2)	
Material Handling Laborers.....	51	8.71	-	-	-	-	-	-	10	18	16	22	22	-	8	2	4	-	-	-	-	-	-	-	-	
Private industry.....	51	8.71	-	-	-	-	-	-	10	18	16	22	22	-	8	2	4	-	-	-	-	-	-	-	-	
Shipping/Receiving Clerks.....	349	11.37	11.06	9.88 - 12.65	-	-	-	-	-	4	1	6	7	10	10	11	7	8	7	9	8	5	4	2	1	
Private industry.....	347	11.36	11.06	9.88 - 12.65	-	-	-	-	-	4	1	6	7	10	10	11	7	8	7	8	8	6	4	2	1	
Manufacturing.....	243	11.91	11.88	10.37 - 13.28	-	-	-	-	-	6	-	3	4	8	5	9	8	10	9	11	11	8	5	3	1	
Service-producing industries.	104	10.07	10.02	9.22 - 10.85	-	-	-	-	-	-	4	15	14	14	20	16	6	5	2	1	1	-	1	-	-	
Truckdrivers																										
Light Truck.....	50	11.78	-	-	-	-	-	-	-	-	6	4	-	4	-	8	-	4	58	12	4	-	-	-	-	
State and local government.....	38	12.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	74	16	5	-	-	-	-	-	
Tractor Trailer.....	204	16.93	16.16	15.96 - 19.20	-	-	-	-	-	-	(2)	-	-	-	(2)	-	-	2	1	5	2	9	30	3	1	
(3)34																										
Private industry.....	204	16.93	16.16	15.96 - 19.20	-	-	-	-	-	-	(2)	-	-	-	(2)	-	-	2	1	5	2	9	30	3	1	
34																										
Warehouse Specialists.....	1,176	11.70	11.65	10.06 - 13.37	-	-	-	1	(2)	5	6	3	3	5	10	8	9	5	9	3	16	11	3	2	1	
(2)																										
Private industry.....	1,029	11.46	11.30	9.83 - 13.30	-	-	-	1	(2)	6	7	3	4	5	11	8	10	4	7	3	14	12	2	1	2	
Manufacturing.....	940	11.35	11.10	9.76 - 13.18	-	-	-	1	-	6	7	3	4	6	12	9	11	4	7	3	13	10	2	1	2	
Service-producing industries.	89	12.68	13.05	11.75 - 14.04	-	-	-	-	1	2	1	-	6	3	6	-	3	5	7	2	29	33	1	1	-	
State and local government.....	147	13.35	13.02	12.41 - 14.10	-	-	-	-	-	-	-	-	-	-	1	3	1	8	27	3	31	8	13	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.

3 All workers were at \$19 and under \$20.







Table A-12. State and local government: Hourly pay of maintenance, toolroom, material movement, and custodial occupations, San Jose, CA, July 1994

Occupations 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	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00		
					and under	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00	25.00		
25.00 and over					9.50																							
MAINTENANCE AND TOOLROOM OCCUPATIONS																												
General Maintenance Workers.....	48	\$15.27	\$14.83	\$14.68 - \$15.49	-	-	-	-	-	-	-	-	-	6	4	10	38	33	-	-	-	8	-	-	-	-	-	
Maintenance Electricians..... (2)52	84	24.27	26.90	22.13 - 26.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	8	7	4	2	2	5	-	18	
Maintenance Electronics Technicians Level II ..... (3)18	39	21.31	21.00	19.00 - 23.25	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	3	21	10	39	-	8	-	
Maintenance Mechanics, Machinery....	30	21.66	22.14	21.45 - 22.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	7	3	-	13	73	-	-	-
Maintenance Mechanics, Motor Vehicle	91	19.92	19.81	19.33 - 21.13	-	-	-	-	-	-	-	-	-	-	-	-	2	4	7	6	3	29	21	7	14	4	3	-
MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS																												
Janitors.....	1,020	12.33	12.03	11.49 - 13.27	1	3	5	4	16	21	11	13	5	12	3	5	2	(4)	(4)	-	-	-	-	-	-	-	-	
Truckdrivers Light Truck.....	38	12.43	-	- -	-	-	-	-	-	5	74	16	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Warehouse Specialists.....	151	13.45	13.02	12.41 - 14.20	-	-	1	3	1	7	27	3	27	3	6	1	13	4	3	-	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 All workers were at \$26.00 and under \$27.00.

3 All workers were at \$25.00 and under \$26.00.

4 Less than 0.5 percent.





Table A-14. Health Services: Hourly pay of maintenance, toolroom, material movement, and custodial occupations, San Jose, CA, July 1994

Occupations 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	4.50 and under	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00		
MAINTENANCE AND TOOLROOM OCCUPATIONS																												
General Maintenance Workers.....	33	\$10.10	\$9.85	\$8.45 - \$12.00	-	-	-	-	-	-	-	-	27	-	18	6	3	18	27	-	-	-	-	-	-	-	-	-
Private industry.....	33	10.10	9.85	8.45 - 12.00	-	-	-	-	-	-	-	-	27	-	18	6	3	18	27	-	-	-	-	-	-	-	-	
Maintenance Electricians..... (2)55	11	21.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	-	27	9	-	-	
Maintenance Electronics Technicians Level II.....	13	21.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	15	-	8
Private industry.....	13	21.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	15	-	8
Hospitals.....	13	21.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	15	-	8
Private industry.....	13	21.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	15	-	8
MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS																												
Janitors.....	613	10.61	11.96	8.00 - 13.31	2	5	4	5	3	2	2	2	3	1	4	8	8	21	24	4	-	-	-	-	-	-	-	
Private industry.....	613	10.61	11.96	8.00 - 13.31	2	5	4	5	3	2	2	2	3	1	4	8	8	21	24	4	-	-	-	-	-	-	-	
Hospitals.....	421	12.30	12.31	11.86 - 13.31	-	-	-	-	(4)	(4)	-	-	1	1	5	9	12	31	35	6	-	-	-	-	-	-	-	
Private industry.....	421	12.30	12.31	11.86 - 13.31	-	-	-	-	(4)	(4)	-	-	1	1	5	9	12	31	35	6	-	-	-	-	-	-	-	
Warehouse Specialists.....	41	12.73	14.04	12.24 - 14.04	-	-	-	-	-	-	-	15	-	-	2	-	2	12	15	51	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 Workers were distributed as follows: 9 percent at \$22.00 and under \$23.00; 9 percent at \$23.00 and under \$24.00; and 36 percent at \$24.00 and under \$25.00.

3 Workers were distributed as follows: 38 percent at \$22.00 and under \$23.00 and 31 percent at \$23.00 and under \$24.00.

4 Less than 0.5 percent.