

# Occupational Compensation Survey: Pay Only

**Bergen—Passaic, New Jersey,  
Metropolitan Area,  
April 1995**



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3080-17

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## Preface

This bulletin provides results of an April 1995 survey of occupational pay in the Bergen—Passaic, NJ Primary Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in New York, under direction of Richard Scheingold, Assistant Regional Commissioner for Operations.

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

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS New York Regional Office at (212) 337-2400. You may also write to the Bureau of Labor Statistics at: Division of Occupational Pay and Employee Benefits, 2 Massachusetts Avenue, NE, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

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# Occupational Compensation Survey: Pay Only

# Bergen—Passaic, New Jersey, Metropolitan Area, April 1995



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

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Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

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# Introduction

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

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

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

## Pay

The A-series tables provide estimates of straight-time weekly or hourly pay by occupation. Tables A-1 through A-5 provide data for selected white- and blue-collar occupations common to a variety of industries. Tables A-6 through A-10 include similar information, but are limited to establishments employing 500 workers or more. Tables A-11 and A-12 present separate occupational pay information for the health services industry.

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

## Appendixes

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

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

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Bergen-Passaic, NJ, April 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	Under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 and over		
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b>																												
Level I .....	165	37.0	\$532	\$529	\$490 -- \$577	8	22	35	25	6	1	1	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Private industry .....	153	37.1	533	529	490 -- 577	9	18	38	27	5	1	1	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Service-producing industries .....	58	38.7	519	--	-- -- --	3	43	28	19	3	3	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Level II .....	419	37.8	636	618	594 -- 672	--	3	11	14	34	22	7	3	5	1	--	( <sup>3</sup> )	--	( <sup>3</sup> )	--	--	--	--	--	--	--	--	--
Private industry .....	402	37.9	636	615	594 -- 672	--	3	11	14	34	22	6	3	5	1	--	( <sup>3</sup> )	--	( <sup>3</sup> )	--	--	--	--	--	--	--	--	--
Goods-producing industries .....	175	37.5	629	615	606 -- 672	--	--	13	12	39	27	5	3	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Manufacturing .....	160	37.3	630	632	596 -- 672	--	--	14	13	35	29	6	3	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Service-producing industries .....	227	38.2	642	618	577 -- 688	--	5	10	16	30	18	7	3	8	2	--	( <sup>3</sup> )	--	( <sup>3</sup> )	--	--	--	--	--	--	--	--	--
Level III .....	507	38.1	828	808	753 -- 885	--	--	--	3	2	7	11	26	12	19	7	3	1	6	1	2	( <sup>3</sup> )	--	--	--	--	--	--
Private industry .....	493	38.1	829	808	753 -- 885	--	--	--	3	2	7	11	26	11	19	7	3	1	6	1	2	( <sup>3</sup> )	--	--	--	--	--	--
Goods-producing industries .....	249	37.9	821	808	749 -- 872	--	--	--	2	2	8	13	20	12	27	3	3	--	8	--	--	--	--	--	--	--	--	--
Manufacturing .....	247	37.9	819	808	749 -- 872	--	--	--	2	2	8	13	21	12	28	3	3	--	8	--	--	--	--	--	--	--	--	--
Service-producing industries .....	244	38.4	838	788	755 -- 918	--	--	--	4	2	7	9	31	11	11	11	2	2	4	2	4	1	--	--	--	--	--	--
Level IV .....	227	38.4	1,064	1,030	952 -- 1,144	--	--	--	--	--	--	--	--	4	10	7	19	11	15	18	7	6	1	( <sup>3</sup> )	1	--	--	--
Private industry .....	222	38.5	1,068	1,052	961 -- 1,154	--	--	--	--	--	--	--	--	--	4	9	7	18	12	15	18	8	6	1	( <sup>3</sup> )	1	--	--
Goods-producing industries .....	108	38.5	1,077	1,069	970 -- 1,137	--	--	--	--	--	--	--	--	--	--	4	15	14	18	31	2	6	2	--	--	--	--	--
Manufacturing .....	108	38.5	1,077	1,069	970 -- 1,137	--	--	--	--	--	--	--	--	--	--	4	15	14	18	31	2	6	2	--	--	--	--	--
Service-producing industries .....	114	38.5	1,059	1,003	949 -- 1,154	--	--	--	--	--	--	--	--	7	9	10	22	10	13	7	13	6	1	1	2	--	--	--
<b>Attorneys</b>																												
Level III .....	62	36.0	1,511	--	-- -- --	--	--	--	--	--	--	--	--	--	--	--	3	2	--	10	6	2	18	16	37	6	--	--
Private industry .....	51	36.1	1,596	--	-- -- --	--	--	--	--	--	--	--	--	--	--	--	--	--	--	4	2	22	20	45	8	--	--	--
<b>Engineers</b>																												
Level I .....	82	39.8	638	663	586 -- 683	--	--	9	32	9	35	12	2	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Private industry .....	82	39.8	638	663	586 -- 683	--	--	9	32	9	35	12	2	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Service-producing industries .....	74	40.0	648	--	-- -- --	--	--	4	30	9	39	14	3	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Level II .....	170	39.2	759	748	692 -- 808	--	--	--	--	7	20	25	18	14	5	6	4	--	--	--	--	--	--	--	--	--	--	--
Private industry .....	169	39.2	759	748	692 -- 808	--	--	--	--	7	20	25	18	14	5	7	4	--	--	--	--	--	--	--	--	--	--	--
Goods-producing industries .....	78	38.9	730	--	-- -- --	--	--	--	--	12	33	18	12	17	9	--	--	--	--	--	--	--	--	--	--	--	--	--
Manufacturing .....	77	38.8	730	--	-- -- --	--	--	--	--	12	34	17	12	17	9	--	--	--	--	--	--	--	--	--	--	--	--	--
Service-producing industries .....	91	39.5	784	760	730 -- 822	--	--	--	3	9	32	23	12	2	12	7	--	--	--	--	--	--	--	--	--	--	--	--
Level III .....	394	39.3	934	919	865 -- 991	--	--	--	--	1	1	4	16	22	19	14	10	5	7	1	--	--	--	--	--	--	--	--
Private industry .....	391	39.4	936	919	865 -- 992	--	--	--	--	( <sup>3</sup> )	( <sup>3</sup> )	4	16	22	19	14	10	5	7	1	--	--	--	--	--	--	--	--
Goods-producing industries .....	207	39.1	928	927	865 -- 985	--	--	--	--	( <sup>3</sup> )	( <sup>3</sup> )	3	14	20	26	17	11	6	2	--	--	--	--	--	--	--	--	--
Manufacturing .....	206	39.1	929	928	865 -- 985	--	--	--	--	( <sup>3</sup> )	( <sup>3</sup> )	3	14	20	26	17	11	6	2	--	--	--	--	--	--	--	--	--
Service-producing industries .....	184	39.7	944	902	857 -- 1,029	--	--	--	--	--	--	5	17	25	13	10	10	4	13	3	--	--	--	--	--	--	--	--
Transportation and utilities .....	34	40.0	1,089	--	-- -- --	--	--	--	--	--	--	--	--	--	15	--	12	9	9	41	15	--	--	--	--	--	--	--

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Bergen-Passaic, NJ, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	Under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 and over
Level IV .....	444	39.1	\$1,183	\$1,161	\$1,065 - \$1,286	-	-	-	-	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	4	4	13	16	23	17	12	6	5	1	-
Private industry .....	427	39.3	1,185	1,157	1,068 - 1,279	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	4	4	13	16	24	16	12	6	5	1	-
Goods-producing industries .....	290	39.3	1,218	1,186	1,088 - 1,327	-	-	-	-	-	-	-	-	-	-	1	2	7	20	23	13	15	9	7	2	-
Manufacturing .....	290	39.3	1,218	1,186	1,088 - 1,327	-	-	-	-	-	-	-	-	-	-	1	2	7	20	23	13	15	9	7	2	-
Service-producing industries .....	137	39.3	1,116	1,125	1,019 - 1,202	-	-	-	-	-	-	-	-	-	1	8	7	26	6	24	21	6	-	1	-	-
Level V .....	298	39.2	1,397	1,363	1,265 - 1,549	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	7	22	26	10	14	10	5	
Private industry .....	291	39.3	1,393	1,360	1,265 - 1,523	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	8	23	27	11	12	10	5	
Service-producing industries .....	163	39.4	1,347	1,317	1,220 - 1,394	-	-	-	-	-	-	-	-	-	1	1	1	5	11	28	29	6	7	4	7	
<b>Registered Nurses</b>																										
Level I .....	93	37.4	736	730	662 - 805	-	-	-	24	13	26	2	24	8	4	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	75	37.7	754	-	-	-	-	-	12	16	28	-	29	9	5	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	75	37.7	754	-	-	-	-	-	12	16	28	-	29	9	5	-	-	-	-	-	-	-	-	-	-	-
Level II .....	3,994	39.8	917	908	811 - 1,015	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	5	12	15	12	15	9	14	6	3	3	2	1	-	-	-
Private industry .....	3,728	39.8	914	900	810 - 1,002	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	5	12	15	12	16	9	12	4	4	3	2	1	-	-	-
Service-producing industries .....	3,727	39.8	914	900	810 - 1,002	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	5	12	15	12	16	9	12	4	4	3	2	1	-	-	-
<b>ADMINISTRATIVE OCCUPATIONS</b>																										
<b>Buyers/Contracting Specialists</b>																										
Level I .....	71	38.5	530	-	-	-	-	-	30	39	15	14	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Private industry .....	56	38.2	547	-	-	-	-	-	13	48	20	18	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Service-producing industries .....	29	37.8	565	-	-	-	-	-	24	21	17	34	-	-	-	-	3	-	-	-	-	-	-	-	-	-
Level II .....	116	38.4	720	723	634 - 795	-	-	2	11	17	9	22	16	15	4	2	2	-	-	-	-	-	-	-	-	-
Private industry .....	108	38.7	720	723	631 - 794	-	-	2	12	17	8	23	15	15	5	2	2	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	74	38.6	723	-	-	-	-	-	16	11	8	31	12	12	4	3	3	-	-	-	-	-	-	-	-	-
Manufacturing .....	74	38.6	723	-	-	-	-	-	16	11	8	31	12	12	4	3	3	-	-	-	-	-	-	-	-	-
Level III .....	101	38.7	905	904	808 - 990	-	-	-	-	1	5	4	36	2	25	3	7	16	2	-	-	-	-	-	-	-
Private industry .....	98	38.9	902	903	808 - 990	-	-	-	-	1	5	4	37	2	26	2	5	16	2	-	-	-	-	-	-	-
Goods-producing industries .....	63	38.3	927	-	-	-	-	-	-	-	-	2	46	2	13	3	6	25	3	-	-	-	-	-	-	-
Manufacturing .....	58	38.3	918	-	-	-	-	-	-	-	-	-	50	2	14	-	7	28	-	-	-	-	-	-	-	-
<b>Computer Programmers</b>																										
Level II .....	301	38.3	646	635	598 - 673	-	-	3	23	31	26	13	2	2	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	298	38.4	647	635	606 - 673	-	-	2	22	32	26	13	2	2	1	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	121	37.3	640	635	598 - 673	-	-	-	26	37	21	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	121	37.3	640	635	598 - 673	-	-	-	26	37	21	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	177	39.1	652	646	615 - 681	-	-	3	20	28	29	10	4	3	2	-	-	-	-	-	-	-	-	-	-	-
Level III .....	483	38.6	827	822	750 - 865	-	-	-	2	9	12	16	24	16	8	7	5	2	-	-	-	-	-	-	-	-
Private industry .....	467	38.7	829	826	750 - 871	-	-	-	2	9	10	16	24	17	7	7	5	2	-	-	-	-	-	-	-	-
Goods-producing industries .....	107	38.4	820	822	806 - 843	-	-	-	-	5	11	8	59	6	7	-	2	2	-	-	-	-	-	-	-	-
Manufacturing .....	107	38.4	820	822	806 - 843	-	-	-	-	5	11	8	59	6	7	-	2	2	-	-	-	-	-	-	-	-
Service-producing industries .....	360	38.8	831	827	750 - 904	-	-	-	2	10	10	18	14	20	7	9	6	2	-	-	-	-	-	-	-	-
Level IV .....	210	38.2	1,034	1,069	923 - 1,115	-	-	-	-	-	3	2	3	11	10	9	5	20	25	12	-	-	-	-	-	-
Private industry .....	210	38.2	1,034	1,069	923 - 1,115	-	-	-	-	-	3	2	3	11	10	9	5	20	25	12	-	-	-	-	-	-
Service-producing industries .....	181	38.4	1,047	1,092	955 - 1,151	-	-	-	-	-	3	2	3	8	8	8	5	19	29	14	-	-	-	-	-	-

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Bergen-Passaic, NJ, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	Under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 and over		
<b>Computer Systems Analysts</b>																												
Level II:																												
Private industry:																												
Goods-producing industries .....	108	36.9	\$1,000	\$1,000	\$905 - \$1,067	-	-	-	-	-	2	-	8	8	16	11	21	11	22	-	-	-	-	-	-	-	-	-
Manufacturing .....	106	36.9	999	1,000	904 - 1,067	-	-	-	-	-	2	-	8	8	16	11	22	9	23	-	-	-	-	-	-	-	-	
Level III .....	740	39.1	1,111	1,104	1,025 - 1,195	-	-	-	-	-	-	( <sup>3</sup> )	2	1	6	10	12	17	28	15	8	1	( <sup>3</sup> )	-	-	-	-	
Private industry .....	737	39.1	1,111	1,104	1,025 - 1,195	-	-	-	-	-	-	( <sup>3</sup> )	2	1	6	10	12	17	28	15	8	1	( <sup>3</sup> )	-	-	-	-	
Goods-producing industries .....	93	37.7	1,196	1,196	1,118 - 1,304	-	-	-	-	-	-	-	-	-	1	8	1	13	29	22	27	-	-	-	-	-	-	
Manufacturing .....	93	37.7	1,196	1,196	1,118 - 1,304	-	-	-	-	-	-	-	-	-	1	8	1	13	29	22	27	-	-	-	-	-	-	
Service-producing industries .....	644	39.3	1,098	1,090	1,019 - 1,174	-	-	-	-	-	-	( <sup>3</sup> )	2	2	6	10	14	18	27	15	5	1	( <sup>3</sup> )	-	-	-	-	
Level IV .....	198	39.1	1,393	1,416	1,262 - 1,538	-	-	-	-	-	-	-	-	-	-	1	2	3	11	12	17	17	32	3	2	-		
Private industry .....	198	39.1	1,393	1,416	1,262 - 1,538	-	-	-	-	-	-	-	-	-	-	1	2	3	11	12	17	17	32	3	2	-		
<b>Computer Systems Analyst Supervisors/Managers</b>																												
Level II .....	231	39.5	1,391	1,385	1,294 - 1,500	-	-	-	-	-	-	-	-	-	-	-	-	2	10	15	30	18	16	6	4	-		
Private industry .....	231	39.5	1,391	1,385	1,294 - 1,500	-	-	-	-	-	-	-	-	-	-	-	-	2	10	15	30	18	16	6	4	-		
Service-producing industries .....	229	39.5	1,388	1,385	1,294 - 1,491	-	-	-	-	-	-	-	-	-	-	-	-	2	10	15	30	18	16	6	3	-		
<b>Personnel Specialists</b>																												
Level II .....	169	39.1	647	640	567 - 692	-	2	20	17	19	18	8	3	7	4	-	2	-	-	-	-	-	-	-	-	-	-	
Private industry .....	166	39.2	646	640	567 - 684	-	2	20	17	19	19	7	2	7	4	-	2	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	117	39.1	635	626	538 - 673	-	3	28	9	19	19	10	1	3	4	-	3	-	-	-	-	-	-	-	-	-		
Level III .....	213	38.1	835	827	706 - 906	-	-	-	-	5	8	19	10	11	18	8	8	6	3	2	1	1	-	-	-	-	-	
Private industry .....	208	38.2	834	823	706 - 906	-	-	-	-	5	7	20	10	12	18	8	7	6	3	2	1	1	-	-	-	-	-	
Goods-producing industries .....	68	38.0	874	-	-	-	-	-	9	-	1	7	16	24	18	9	9	7	-	-	-	-	-	-	-	-	-	
Manufacturing .....	68	38.0	874	-	-	-	-	-	9	-	1	7	16	24	18	9	9	7	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	140	38.3	815	770	702 - 885	-	-	-	-	4	11	29	11	9	16	3	6	5	1	3	1	1	-	-	-	-	-	
Level IV .....	135	38.2	1,082	1,040	962 - 1,197	-	-	-	-	-	-	-	1	-	1	16	20	18	6	14	12	8	4	-	-	-	-	
Private industry .....	130	38.3	1,081	1,040	962 - 1,154	-	-	-	-	-	-	-	1	-	1	17	21	18	6	13	12	8	4	-	-	-	-	
Goods-producing industries .....	66	37.8	1,141	-	-	-	-	-	-	-	-	-	-	-	-	-	26	24	2	9	20	12	8	-	-	-	-	
Manufacturing .....	66	37.8	1,141	-	-	-	-	-	-	-	-	-	-	-	-	-	26	24	2	9	20	12	8	-	-	-	-	
Service-producing industries .....	64	38.7	1,019	-	-	-	-	-	-	-	-	-	2	-	2	34	16	11	11	17	3	5	-	-	-	-	-	
Level V .....	63	38.0	1,360	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	8	38	29	10	2	-		
Private industry .....	62	38.0	1,362	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	6	39	29	10	2	-		
<b>Tax Collectors</b>																												
Level II:																												
State and local government .....	30	36.2	634	-	-	-	-	-	-	97	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

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

compute means, medians, and middle ranges.

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

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

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Bergen-Passaic, NJ, April 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	225 and under 250	250 - 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 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400		
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b>																												
Level II .....	226	38.5	\$480	\$472	\$423 - \$525	-	-	-	-	-	3	12	19	35	10	15	7	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	215	38.6	481	472	423 - 545	-	-	-	-	-	3	13	18	35	10	15	7	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	72	36.3	454	-	- - -	-	-	-	-	-	-	11	26	63	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	72	36.3	454	-	- - -	-	-	-	-	-	-	11	26	63	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	11	37.7	459	-	- - -	-	-	-	-	-	-	9	45	36	-	9	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	340	38.7	596	576	536 - 651	-	-	-	-	-	-	1	14	16	26	18	14	9	2	1	1	-	-	-	-	-	-	-
Private industry .....	322	38.7	591	576	536 - 647	-	-	-	-	-	-	1	14	16	25	19	14	9	2	1	-	-	-	-	-	-	-	-
Goods-producing industries .....	108	38.5	590	574	559 - 635	-	-	-	-	-	-	8	6	46	22	15	3	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	108	38.5	590	574	559 - 635	-	-	-	-	-	-	8	6	46	22	15	3	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	214	38.8	592	579	530 - 654	-	-	-	-	-	-	1	17	21	14	18	14	12	2	1	-	-	-	-	-	-	-	-
Level IV .....	64	39.0	739	-	- - -	-	-	-	-	-	-	-	-	-	-	13	9	13	23	11	25	3	3	-	-	-	-	
Private industry .....	61	39.2	739	-	- - -	-	-	-	-	-	-	-	-	-	-	13	8	13	25	8	26	3	3	-	-	-	-	-
<b>Drafters</b>																												
Level II .....	53	39.3	589	-	- - -	-	-	-	-	-	2	-	6	23	6	4	6	55	-	-	-	-	-	-	-	-	-	-
Private industry .....	51	39.6	593	-	- - -	-	-	-	-	-	2	-	6	22	4	4	6	57	-	-	-	-	-	-	-	-	-	-
Level III .....	111	39.6	711	712	625 - 789	-	-	-	-	-	-	2	1	14	14	9	24	13	4	-	-	-	-	-	-	-	-	-
Private industry .....	106	39.8	711	712	625 - 789	-	-	-	-	-	-	2	1	14	14	8	25	19	12	4	-	-	-	-	-	-	-	-
Goods-producing industries .....	80	39.8	718	712	625 - 789	-	-	-	-	-	-	2	-	15	11	2	29	24	11	5	-	-	-	-	-	-	-	-
Manufacturing .....	73	39.7	702	-	- - -	-	-	-	-	-	-	3	-	16	12	3	32	25	10	-	-	-	-	-	-	-	-	-
Level IV .....	52	40.0	870	-	- - -	-	-	-	-	-	-	-	-	-	-	2	15	10	10	17	17	25	4	-	-	-	-	
Private industry .....	52	40.0	870	-	- - -	-	-	-	-	-	-	-	-	-	-	2	15	10	10	17	17	25	4	-	-	-	-	-
<b>Engineering Technicians, Civil</b>																												
Level III:																												
State and local government .....	10	36.5	704	-	- - -	-	-	-	-	-	-	-	-	-	-	20	10	70	-	-	-	-	-	-	-	-	-	-
<b>Licensed Practical Nurses</b>																												
Level II .....	518	39.7	631	606	560 - 695	-	-	-	-	-	-	3	14	30	17	12	12	9	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	354	39.8	641	612	560 - 710	-	-	-	-	-	-	3	12	29	16	16	8	13	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Service-producing industries .....	354	39.8	641	612	560 - 710	-	-	-	-	-	-	3	12	29	16	16	8	13	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-
State and local government .....	164	39.3	609	593	560 - 674	-	-	-	-	-	-	3	20	32	19	4	22	-	-	-	-	-	-	-	-	-	-	-
Level III .....	74	39.7	798	-	- - -	-	-	-	-	-	-	-	-	-	8	15	15	9	14	7	16	11	5	-	-	-	-	
<b>Nursing Assistants</b>																												
Level II .....	2,797	39.5	357	346	310 - 391	6	5	9	12	20	14	14	10	4	4	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	2,427	39.4	348	334	300 - 382	7	6	11	13	22	14	10	10	3	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	2,427	39.4	348	334	300 - 382	7	6	11	13	22	14	10	10	3	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Level III .....	898	39.5	431	429	337 - 500	-	-	10	10	7	8	8	17	16	18	2	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	316	40.0	411	388	297 - 462	-	-	27	9	4	6	8	18	8	3	4	12	1	1	-	-	-	-	-	-	-	-	
Service-producing industries .....	316	40.0	411	388	297 - 462	-	-	27	9	4	6	8	18	8	3	4	12	1	1	-	-	-	-	-	-	-	-	

See footnotes at end of table.



**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Bergen-Passaic, NJ, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	225 and under 250	250 - 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 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																											
<b>Corrections Officers</b> .....	475	37.3	\$963	\$1,027	\$846 - \$1,088	-	-	-	-	-	-	-	-	-	4	-	1	-	7	2	2	10	-	71	2	-	-
State and local government .....	475	37.3	963	1,027	846 - 1,088	-	-	-	-	-	-	-	-	-	4	-	1	-	7	2	2	10	-	71	2	-	-
<b>Police Officers</b>																											
Level I .....	1,971	38.6	1,075	1,076	999 - 1,217	-	-	-	-	-	-	-	-	1	-	-	-	1	3	5	5	11	30	17	24	4	
State and local government .....	1,971	38.6	1,075	1,076	999 - 1,217	-	-	-	-	-	-	-	-	1	-	-	-	1	3	5	5	11	30	17	24	4	
Level II .....	14	35.0	1,201	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	
State and local government .....	14	35.0	1,201	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	

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

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

compute means, medians, and middle ranges.

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

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



**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Bergen-Passaic, NJ, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	Under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over	
<b>Key Entry Operators</b>																											
Level I .....	242	37.8	\$385	\$367	\$344 - \$407	-	1	1	5	19	26	21	6	4	3	9	2	-	-	2	-	-	-	-	-	-	-
Private industry .....	197	38.4	367	360	343 - 379	-	2	1	6	23	31	25	3	4	2	3	2	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	156	38.6	364	360	343 - 375	-	-	1	7	23	35	24	4	2	1	3	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	45	35.6	465	478	407 - 496	-	-	-	4	-	2	4	20	7	11	38	2	-	-	11	-	-	-	-	-	-	-
Level II .....	208	38.4	455	450	410 - 507	-	-	-	-	1	-	13	22	12	20	5	18	4	3	2	-	-	-	-	-	-	-
Private industry .....	184	38.6	450	445	409 - 485	-	-	-	-	-	-	15	23	13	21	4	19	4	2	-	-	-	-	-	-	-	-
Service-producing industries .....	149	38.7	442	432	404 - 458	-	-	-	-	-	-	15	29	15	22	5	7	5	2	-	-	-	-	-	-	-	-
<b>Personnel Assistants (Employment)</b>																											
Level III .....	102	37.7	554	518	504 - 642	-	-	-	-	-	-	-	-	1	15	8	29	7	13	11	10	6	1	-	-	-	-
Private industry .....	91	38.0	547	510	492 - 600	-	-	-	-	-	-	-	-	1	16	8	32	7	11	10	10	4	1	-	-	-	-
Service-producing industries .....	52	38.0	526	-	-	-	-	-	-	-	-	-	-	2	6	13	52	6	13	2	-	6	-	-	-	-	-
<b>Secretaries</b>																											
Level I .....	71	36.7	427	-	-	-	-	-	-	10	7	37	23	4	20	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	45	36.0	437	440	415 - 480	-	-	-	-	43	-	11	33	24	4	27	-	-	-	-	-	-	-	-	-	-	-
Level II .....	602	37.0	528	521	467 - 584	-	-	-	-	-	2	10	3	13	10	19	7	21	10	4	( <sup>3</sup> )	2	-	-	-	-	-
Private industry .....	491	37.3	521	519	467 - 584	-	-	-	-	-	2	9	3	14	12	19	5	25	7	4	( <sup>3</sup> )	-	-	-	-	-	-
Service-producing industries .....	455	37.2	520	519	466 - 584	-	-	-	-	-	2	10	3	14	11	20	5	22	8	4	( <sup>3</sup> )	-	-	-	-	-	-
State and local government .....	111	35.7	557	545	507 - 636	-	-	-	-	-	5	12	-	6	1	17	17	5	21	5	-	11	-	-	-	-	-
Level III .....	970	37.3	594	579	541 - 632	-	-	-	-	( <sup>3</sup> )	-	( <sup>3</sup> )	1	1	5	9	16	27	21	10	3	1	3	1	3	1	1
Private industry .....	773	37.7	583	575	538 - 618	-	-	-	-	-	-	1	1	2	4	10	17	33	18	10	4	1	1	( <sup>3</sup> )	-	-	-
Goods-producing industries .....	268	37.9	586	579	547 - 622	-	-	-	-	-	-	-	-	2	1	7	15	36	24	9	4	1	-	-	-	-	-
Manufacturing .....	253	37.9	583	577	546 - 614	-	-	-	-	-	-	-	-	2	1	7	16	38	20	10	5	1	-	-	-	-	-
Service-producing industries .....	505	37.6	582	573	535 - 617	-	-	-	-	-	-	1	1	1	5	12	18	31	14	11	3	1	2	( <sup>3</sup> )	-	-	
State and local government .....	197	35.8	636	623	546 - 698	-	-	-	-	1	-	-	4	-	11	4	12	5	34	11	2	1	11	4	3	3	
Level IV .....	666	37.5	668	655	598 - 715	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	1	2	27	18	17	20	8	3	3	1	1	
Private industry .....	608	37.7	663	651	598 - 710	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	( <sup>3</sup> )	1	29	19	17	21	8	1	2	1	1	
Goods-producing industries .....	326	37.2	669	666	598 - 711	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-	34	10	18	25	10	-	3	-	-	
Manufacturing .....	324	37.2	670	673	598 - 711	-	-	-	-	-	-	-	-	-	-	-	-	34	10	18	25	10	-	3	-	-	
Service-producing industries .....	282	38.2	656	644	593 - 706	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	1	2	24	29	16	17	6	3	1	1	1	
State and local government .....	58	35.4	722	757	611 - 808	-	-	-	-	-	-	-	-	-	-	10	10	-	10	12	5	16	21	9	7	7	
<b>Switchboard Operator-Receptionists</b>																											
Level I .....	677	38.1	420	422	368 - 474	-	3	4	4	5	9	15	14	10	9	7	9	2	5	2	-	-	-	-	-	-	-
Private industry .....	643	38.2	418	422	365 - 471	-	4	4	5	5	9	16	14	11	9	6	9	2	5	1	-	-	-	-	-	-	-
Goods-producing industries .....	236	38.4	416	405	355 - 474	-	-	9	5	5	8	15	13	13	7	3	15	-	4	1	-	-	-	-	-	-	
Manufacturing .....	204	38.3	406	400	355 - 471	-	-	11	5	6	10	17	15	9	7	4	11	-	4	1	-	-	-	-	-	-	
Service-producing industries .....	407	38.1	419	422	365 - 470	-	6	1	5	5	9	16	15	10	11	8	6	2	6	( <sup>3</sup> )	-	-	-	-	-	-	
Transportation and utilities .....	25	39.0	397	-	-	-	-	-	-	36	8	-	20	16	16	4	-	-	-	-	-	-	-	-	-	-	
State and local government .....	34	36.0	472	-	-	-	-	-	-	3	18	12	15	-	-	15	-	15	-	24	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Bergen-Passaic, NJ, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	Under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over	
<b>Word Processors</b>																											
Level II .....	57	36.9	\$534	—	—	—	—	—	—	—	—	—	—	—	4	—	11	9	4	30	39	5	—	—	—	—	—
State and local government .....	11	34.6	524	—	—	—	—	—	—	—	—	—	—	—	18	—	18	—	9	—	45	9	—	—	—	—	—

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

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

compute means, medians, and middle ranges.

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

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

**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Bergen-Passaic, NJ, April 1995**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	Under 9.00	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	25.00
						- 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	- 25.00	
<b>General Maintenance Workers</b> .....	566	\$12.77	\$12.50	\$10.81 - \$14.57	5	4	3	9	4	10	5	6	7	5	10	5	9	8	3	3	2	1	-	-	-	-	-	-
Private industry .....	507	12.55	12.50	10.72 - 14.50	5	5	3	10	5	10	4	7	7	4	11	4	10	8	4	2	1	-	-	-	-	-	-	-
Goods-producing industries .....	197	12.37	11.45	10.50 - 13.77	-	4	-	20	4	25	2	4	1	3	17	2	4	3	6	5	2	-	-	-	-	-	-	-
Manufacturing .....	197	12.37	11.45	10.50 - 13.77	-	4	-	20	4	25	2	4	1	3	17	2	4	3	6	5	2	-	-	-	-	-	-	-
Service-producing industries .....	310	12.67	12.80	10.81 - 14.90	8	5	5	3	5	1	6	8	12	5	8	6	14	11	2	1	1	-	-	-	-	-	-	-
State and local government .....	59	14.64	14.48	11.83 - 18.22	5	-	3	3	3	5	7	2	5	8	2	15	-	8	-	7	15	10	-	-	-	-	-	-
<b>Maintenance Electricians</b> .....	206	18.30	18.07	15.70 - 19.99	-	-	-	-	-	-	-	-	( <sup>2</sup> )	-	5	2	1	12	14	4	10	13	15	1	2	-	20	-
Private industry .....	145	18.86	18.73	15.85 - 23.50	-	-	-	-	-	-	-	-	-	7	-	-	12	8	2	14	17	10	1	-	-	-	29	-
Goods-producing industries .....	113	19.04	18.99	15.70 - 23.50	-	-	-	-	-	-	-	-	-	9	-	-	15	10	2	2	15	12	-	-	-	-	35	-
Manufacturing .....	113	19.04	18.99	15.70 - 23.50	-	-	-	-	-	-	-	-	-	9	-	-	15	10	2	2	15	12	-	-	-	-	35	-
State and local government .....	61	16.98	15.73	15.27 - 19.99	-	-	-	-	-	-	-	-	2	-	-	8	3	11	30	10	2	2	25	-	8	-	-	-
<b>Maintenance Machinists</b> .....	133	15.60	15.05	15.00 - 16.00	-	-	-	-	-	-	-	-	-	2	2	9	5	53	23	-	1	5	2	-	-	-	-	-
Private industry .....	133	15.60	15.05	15.00 - 16.00	-	-	-	-	-	-	-	-	-	2	2	9	5	53	23	-	1	5	2	-	-	-	-	-
Goods-producing industries .....	129	15.48	15.05	15.00 - 16.00	-	-	-	-	-	-	-	-	-	2	2	9	5	55	24	-	1	2	2	-	-	-	-	-
Manufacturing .....	129	15.48	15.05	15.00 - 16.00	-	-	-	-	-	-	-	-	-	2	2	9	5	55	24	-	1	2	2	-	-	-	-	-
<b>Maintenance Mechanics, Machinery</b> .....	753	17.19	17.00	15.50 - 18.73	-	-	-	-	-	-	-	3	3	2	3	7	3	17	11	10	21	9	1	-	1	9	-	
Private industry .....	753	17.19	17.00	15.50 - 18.73	-	-	-	-	-	-	-	3	3	2	3	7	3	17	11	10	21	9	1	-	1	9	-	
Goods-producing industries .....	679	17.38	17.54	15.57 - 18.73	-	-	-	-	-	-	-	3	3	2	3	6	3	17	9	9	23	10	1	-	1	10	-	
Manufacturing .....	679	17.38	17.54	15.57 - 18.73	-	-	-	-	-	-	-	3	3	2	3	6	3	17	9	9	23	10	1	-	1	10	-	
<b>Maintenance Mechanics, Motor Vehicle</b> .....	743	16.33	15.71	14.58 - 17.85	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	1	-	( <sup>2</sup> )	( <sup>2</sup> )	4	11	1	14	25	12	10	7	3	3	4	3	4	1	( <sup>2</sup> )
Private industry .....	561	16.01	15.50	14.58 - 16.56	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	6	13	1	18	29	10	7	3	4	( <sup>2</sup> )	2	5	( <sup>2</sup> )	( <sup>2</sup> )	
Goods-producing industries .....	63	15.57	-	-	-	-	-	-	-	-	-	-	2	-	22	5	3	-	32	19	10	5	-	-	-	-	3	-
Manufacturing .....	57	15.41	-	-	-	-	-	-	-	-	-	-	-	25	5	-	-	35	19	11	5	-	-	-	-	-	-	-
Service-producing industries .....	498	16.07	15.50	14.58 - 16.60	-	-	-	-	-	-	-	-	-	4	14	1	20	29	9	7	2	5	( <sup>2</sup> )	2	6	-	( <sup>2</sup> )	
State and local government .....	182	17.31	17.22	16.01 - 18.87	-	1	1	2	2	2	-	1	1	1	3	1	-	10	16	20	19	-	10	8	-	3	-	
<b>Maintenance Pipefitters</b> .....	50	20.35	-	-	-	-	-	-	2	-	-	-	-	-	4	-	-	-	-	8	16	30	-	-	-	40	-	
<b>Tool and Die Makers</b> .....	219	17.73	18.00	16.98 - 19.38	-	-	-	-	-	-	-	-	-	-	7	10	-	1	14	11	25	21	10	2	-	-	-	
Private industry .....	219	17.73	18.00	16.98 - 19.38	-	-	-	-	-	-	-	-	-	-	7	10	-	1	14	11	25	21	10	2	-	-	-	
Goods-producing industries .....	219	17.73	18.00	16.98 - 19.38	-	-	-	-	-	-	-	-	-	-	7	10	-	1	14	11	25	21	10	2	-	-	-	
Manufacturing .....	219	17.73	18.00	16.98 - 19.38	-	-	-	-	-	-	-	-	-	-	7	10	-	1	14	11	25	21	10	2	-	-	-	

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

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

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

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Bergen-Passaic, NJ, April 1995**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																								
		Mean	Median	Middle range	4.50 and under 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00		
<b>Forklift Operators</b> .....	446	\$12.38	\$12.77	\$10.82 - \$13.25	-	-	-	-	-	-	10	-	20	11	14	21	10	11	-	2	-	-	-	-	-	-	-	-	-
Private industry .....	446	12.38	12.77	10.82 - 13.25	-	-	-	-	-	-	10	-	20	11	14	21	10	11	-	2	-	-	-	-	-	-	-	-	
Goods-producing industries .....	282	12.23	11.55	10.43 - 14.90	-	-	-	-	-	-	12	-	29	14	12	-	15	18	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	282	12.23	11.55	10.43 - 14.90	-	-	-	-	-	-	12	-	29	14	12	-	15	18	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	164	12.64	13.25	12.05 - 13.25	-	-	-	-	-	-	8	-	5	5	17	58	-	-	-	6	-	-	-	-	-	-	-	-	
<b>Guards</b>																													
Level I .....	992	8.29	7.75	6.25 - 9.69	-	1	4	24	13	7	3	8	17	15	3	3	1	( <sup>2</sup> )	1	1	-	-	-	-	-	-	-	-	-
Private industry .....	679	7.40	6.50	6.00 - 8.16	-	2	5	35	18	9	4	10	4	6	1	4	2	( <sup>2</sup> )	-	1	-	-	-	-	-	-	-	-	-
Service-producing industries .....	660	7.28	6.50	6.00 - 7.91	-	2	5	37	19	9	4	10	4	6	1	1	2	( <sup>2</sup> )	-	1	-	-	-	-	-	-	-	-	-
State and local government .....	313	10.20	9.65	9.65 - 10.55	-	-	-	-	( <sup>2</sup> )	2	1	4	45	34	6	3	-	( <sup>2</sup> )	4	-	-	-	-	-	-	-	-	-	
Level II .....	156	12.26	11.02	10.20 - 14.29	-	-	-	-	-	-	-	-	24	18	28	2	2	6	7	4	3	3	-	3	-	1	-	-	
Private industry .....	142	11.65	11.02	9.80 - 11.73	-	-	-	-	-	-	-	-	27	20	31	2	2	6	6	1	1	3	-	-	-	-	-	-	
Service-producing industries .....	117	10.82	10.87	9.80 - 11.23	-	-	-	-	-	-	-	-	32	23	38	3	1	3	1	-	-	-	-	-	-	-	-	-	
<b>Janitors</b> .....	7,627	7.61	6.25	5.25 - 8.73	( <sup>2</sup> )	28	8	15	10	6	3	5	6	3	2	2	6	( <sup>2</sup> )	1	1	1	1	( <sup>2</sup> )	-	-	-	-	-	
Private industry .....	6,384	6.66	6.00	5.25 - 7.00	( <sup>2</sup> )	34	10	18	11	7	3	4	4	2	2	1	2	( <sup>2</sup> )	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	
Goods-producing industries .....	406	10.12	10.07	7.45 - 13.81	-	6	1	7	1	11	1	13	4	22	4	( <sup>2</sup> )	21	-	8	-	-	-	-	-	-	-	-	-	
Manufacturing .....	406	10.12	10.07	7.45 - 13.81	-	6	1	7	1	11	1	13	4	22	4	( <sup>2</sup> )	21	-	8	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	5,978	6.42	6.00	5.14 - 6.63	( <sup>2</sup> )	35	11	19	12	6	3	4	4	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-		
Transportation and utilities .....	105	8.41	8.50	6.50 - 9.02	-	-	1	1	34	-	-	17	38	-	-	-	7	-	2	-	-	-	-	-	-	-	-		
State and local government .....	1,243	12.52	12.26	9.40 - 13.88	-	-	-	-	1	( <sup>2</sup> )	1	12	19	7	7	6	25	1	3	5	8	6	( <sup>2</sup> )	-	-	-	-		
<b>Material Handling Laborers:</b>																													
Private industry:																													
Goods-producing industries .....	73	8.33	-	- - -	-	16	16	-	-	-	7	23	5	22	-	7	-	-	3	-	-	-	-	-	-	-	-	-	
Manufacturing .....	73	8.33	-	- - -	-	16	16	-	-	-	7	23	5	22	-	7	-	-	3	-	-	-	-	-	-	-	-		
Service-producing industries .....	444	9.54	7.85	6.45 - 12.68	-	3	1	23	11	11	1	5	1	11	6	4	-	18	-	-	4	-	-	-	-	-	-		
<b>Order Fillers:</b>																													
Private industry:																													
Goods-producing industries .....	163	10.11	8.40	6.50 - 15.69	-	-	-	20	12	13	3	9	6	2	2	1	-	-	31	-	-	-	-	-	-	-	-		
Manufacturing .....	163	10.11	8.40	6.50 - 15.69	-	-	-	20	12	13	3	9	6	2	2	1	-	-	31	-	-	-	-	-	-	-	-		
Service-producing industries .....	235	9.59	8.00	6.71 - 14.72	-	-	-	19	11	8	1	23	8	( <sup>2</sup> )	-	-	-	30	-	-	-	-	-	-	-	-			
<b>Shipping/Receiving Clerks</b> .....	598	12.29	11.90	9.71 - 14.85	-	-	-	1	2	1	2	10	16	9	8	15	6	5	7	6	1	11	-	-	-	-	-		
Private industry .....	598	12.29	11.90	9.71 - 14.85	-	-	-	1	2	1	2	10	16	9	8	15	6	5	7	6	1	11	-	-	-	-	-		
Goods-producing industries .....	309	11.09	10.70	9.56 - 12.34	-	-	-	2	-	3	4	14	25	7	10	18	2	3	6	( <sup>2</sup> )	-	5	-	-	-	-			
Manufacturing .....	309	11.09	10.70	9.56 - 12.34	-	-	-	2	-	3	4	14	25	7	10	18	2	3	6	( <sup>2</sup> )	-	5	-	-	-	-			
Service-producing industries .....	289	13.57	13.89	10.60 - 16.44	-	-	-	-	4	-	1	6	6	11	7	11	10	6	8	12	1	17	-	-	-	-			

See footnotes at end of table.



**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Bergen-Passaic, NJ, April 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	450 and under 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 - 1300	1300 - 1350	1350 - 1400	1400 - 1500	1500 and over
<b>PROFESSIONAL OCCUPATIONS</b>																										
<b>Accountants</b>																										
Level II .....	133	38.4	\$635	\$632	\$594 - \$673	1	10	22	29	27	5	5	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	116	38.7	636	632	594 - 679	-	9	24	27	28	3	5	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	86	38.4	643	628	596 - 681	-	2	29	28	27	5	5	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	109	38.4	800	763	712 - 846	-	-	6	6	12	15	21	19	8	1	5	-	3	-	2	-	2	-	2	-	-
Private industry .....	95	38.8	801	763	694 - 846	-	-	6	6	13	14	20	19	8	-	4	-	3	-	2	-	2	-	2	-	-
Service-producing industries .....	64	38.4	848	-	- - -	-	-	-	-	11	13	27	20	9	-	6	-	5	-	3	-	3	-	3	-	-
Level IV .....	94	38.4	1,039	1,007	936 - 1,116	-	-	-	-	-	-	-	10	12	10	15	17	11	3	10	1	5	2	3	-	2
Private industry .....	89	38.6	1,046	1,010	938 - 1,144	-	-	-	-	-	-	-	9	10	10	13	18	11	3	10	1	6	2	3	-	2
<b>Engineers</b>																										
Level II .....	56	38.8	741	-	- - -	-	-	-	16	29	13	13	18	7	5	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	55	38.9	740	-	- - -	-	-	-	16	29	13	11	18	7	5	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	191	38.8	1,180	1,173	1,075 - 1,288	-	-	-	-	1	-	1	-	1	3	4	12	12	14	14	12	4	11	5	6	3
<b>Registered Nurses</b>																										
Level II .....	3,392	40.0	944	935	844 - 1,022	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	10	14	13	17	10	16	7	2	2	2	2	1	1	1	-
Private industry .....	3,126	40.0	942	934	844 - 1,015	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	10	15	14	18	11	14	5	2	2	2	1	1	1	1	-
Service-producing industries .....	3,125	40.0	942	934	844 - 1,015	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	10	15	14	18	11	14	5	2	2	2	1	1	1	1	-
<b>ADMINISTRATIVE OCCUPATIONS</b>																										
<b>Computer Programmers</b>																										
Level II .....	79	39.2	660	-	- - -	-	5	18	24	27	16	6	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	76	39.4	665	-	- - -	-	3	17	25	28	17	7	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	83	38.0	792	750	687 - 885	-	-	-	10	16	23	7	8	14	10	4	5	4	-	-	-	-	-	-	-	-
Private industry .....	72	38.6	793	-	- - -	-	-	-	11	17	21	7	6	17	8	4	6	4	-	-	-	-	-	-	-	-
<b>Personnel Specialists</b>																										
Level II .....	76	39.5	667	-	- - -	1	8	30	20	9	8	7	7	7	-	4	-	-	-	-	-	-	-	-	-	-
Private industry .....	73	39.7	666	-	- - -	1	8	30	21	10	7	5	7	7	-	4	-	-	-	-	-	-	-	-	-	-
Level III .....	62	39.0	872	-	- - -	-	-	-	16	6	6	13	10	5	8	10	11	3	3	2	3	-	3	-	-	-
Private industry .....	57	39.3	874	-	- - -	-	-	-	18	5	7	12	11	4	7	9	12	4	4	2	4	-	4	-	-	-
Level IV .....	59	38.1	1,044	-	- - -	-	-	-	-	-	-	2	-	3	20	12	22	10	10	10	3	2	3	2	-	-
Private industry .....	54	38.3	1,038	-	- - -	-	-	-	-	-	-	2	-	2	22	13	22	11	11	7	4	-	4	2	-	-

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

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

compute means, medians, and middle ranges.

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

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



**Table A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, Bergen-Passaic, NJ, April 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	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 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400		
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b>																												
Level II:																												
State and local government .....	11	37.7	\$459	-	- - -	-	-	-	-	-	9	45	36	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	130	39.2	642	\$633	\$573 - \$722	-	-	-	-	-	-	1	8	8	14	24	12	23	6	2	1	2	-	-	-	-	-	-
Private industry .....	112	39.3	637	633	577 - 720	-	-	-	-	-	-	1	10	7	11	28	13	25	4	1	1	-	-	-	-	-	-	
Service-producing industries .....	94	39.4	647	647	603 - 722	-	-	-	-	-	-	1	9	7	5	29	15	27	5	1	1	-	-	-	-	-	-	
<b>Licensed Practical Nurses</b>																												
Level II .....																												
Private industry .....	229	40.0	672	659	585 - 774	-	-	-	-	-	-	2	10	19	14	18	10	20	3	4	( <sup>3</sup> )	-	-	-	-	-	-	
Service-producing industries .....	229	40.0	672	659	585 - 774	-	-	-	-	-	-	2	10	19	14	18	10	20	3	4	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	164	39.3	609	593	560 - 674	-	-	-	-	-	-	3	20	32	19	4	22	-	-	-	-	-	-	-	-	-	-	
<b>Nursing Assistants</b>																												
Level II .....																												
Private industry .....	922	40.0	395	389	358 - 433	2	9	5	9	20	18	18	7	9	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	922	40.0	395	389	358 - 433	2	9	5	9	20	18	18	7	9	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	723	39.4	455	450	386 - 546	-	-	8	8	8	8	18	20	23	2	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																												
<b>Corrections Officers</b>																												
State and local government .....	475	37.3	963	1,027	846 - 1,088	-	-	-	-	-	-	-	4	-	1	-	7	2	2	9	1	-	71	2	-	-	-	
State and local government .....	475	37.3	963	1,027	846 - 1,088	-	-	-	-	-	-	-	4	-	1	-	7	2	2	9	1	-	71	2	-	-	-	
<b>Police Officers</b>																												
Level I .....																												
State and local government .....	658	39.2	1,023	1,022	979 - 1,090	-	-	-	-	-	-	-	-	-	-	-	3	3	3	( <sup>3</sup> )	7	21	39	13	10	1	-	
State and local government .....	658	39.2	1,023	1,022	979 - 1,090	-	-	-	-	-	-	-	-	-	-	-	3	3	3	( <sup>3</sup> )	7	21	39	13	10	1	-	

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

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

compute means, medians, and middle ranges.

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

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

**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Bergen-Passaic, NJ, April 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	275 and under 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 750	750 - 800	800 - 850	850 and over		
<b>Clerks, Accounting</b>																												
Level II .....	147	37.9	\$450	\$439	\$393 - \$507	1	1	5	7	12	14	17	5	10	7	11	5	3	1	-	-	-	-	-	-	-	-	-
Private industry .....	135	38.1	453	442	395 - 510	1	1	6	7	10	14	15	5	10	8	12	6	3	1	-	-	-	-	-	-	-	-	
Service-producing industries .....	125	38.2	459	443	407 - 519	1	2	6	3	9	15	15	5	11	9	13	6	3	2	-	-	-	-	-	-	-	-	
Level III .....	203	37.8	527	507	442 - 613	-	( <sup>3</sup> )	-	( <sup>3</sup> )	4	14	12	10	7	5	9	7	4	4	7	2	9	-	1	-	-	1	
Private industry .....	139	38.9	534	514	442 - 640	-	-	-	-	3	13	14	12	5	4	8	7	4	3	8	3	13	-	-	-	-	2	
Goods-producing industries .....	59	39.2	452	-	- - -	-	-	-	-	5	25	25	25	2	2	10	3	-	2	-	-	-	-	-	-	-	-	
Manufacturing .....	59	39.2	452	-	- - -	-	-	-	-	5	25	25	25	2	2	10	3	-	2	-	-	-	-	-	-	-	-	
Service-producing industries .....	80	38.6	595	595	514 - 688	-	-	-	-	1	4	6	2	7	6	6	10	7	5	13	5	22	-	-	-	4		
State and local government .....	64	35.4	511	507	419 - 563	-	2	-	2	6	17	6	5	11	8	13	8	3	8	6	2	2	-	3	-	-		
Level IV .....	53	37.3	654	-	- - -	-	-	-	-	-	-	-	-	-	4	13	2	11	-	34	9	-	13	8	-	6		
<b>Clerks, General</b>																												
Level II .....	105	36.6	378	366	334 - 424	9	13	12	24	3	14	13	8	3	-	-	1	-	-	-	-	-	-	-	-	-	-	
<b>Key Entry Operators</b>																												
Level I .....	60	36.8	422	-	- - -	3	7	12	3	8	17	8	10	30	2	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	40	35.3	448	460	407 - 496	-	5	-	2	5	22	7	13	42	2	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Secretaries</b>																												
Level II .....	143	38.2	559	566	485 - 612	-	-	-	-	-	-	1	17	15	8	7	6	8	18	5	1	11	1	-	-	-	-	
Level III .....	394	37.3	604	587	547 - 640	-	-	-	( <sup>3</sup> )	-	-	1	1	4	10	11	16	12	10	12	3	8	3	2	5	1		
Private industry .....	314	37.8	589	574	536 - 625	-	-	-	-	-	-	1	1	4	12	14	18	13	11	10	3	4	3	2	3	1		
Goods-producing industries .....	72	38.4	594	-	- - -	-	-	-	-	-	-	-	-	4	-	15	24	15	17	14	1	7	-	3	-	-		
Manufacturing .....	72	38.4	594	-	- - -	-	-	-	-	-	-	-	-	4	-	15	24	15	17	14	1	7	-	3	-	-		
State and local government .....	80	35.4	662	632	615 - 698	-	-	-	1	-	-	1	-	4	2	1	6	5	9	22	4	22	4	2	13	2		
<b>Word Processors</b>																												
Level II: .....	11	34.6	524	-	- - -	-	-	-	-	-	18	-	18	-	9	-	45	-	-	9	-	-	-	-	-	-		

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

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

compute means, medians, and middle ranges.

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

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

**Table A-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, Bergen-Passaic, NJ, April 1995**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	8.50 and under 9.00	9.00-9.50	9.50-10.00	10.00-10.50	10.50-11.00	11.00-11.50	11.50-12.00	12.00-12.50	12.50-13.00	13.00-13.50	13.50-14.00	14.00-14.50	14.50-15.00	15.00-15.50	15.50-16.00	16.00-17.00	17.00-18.00	18.00-19.00	19.00-20.00	20.00-21.00	21.00-22.00	22.00-23.00	23.00-24.00	
<b>General Maintenance Workers</b> .....	136	\$14.30	\$14.09	\$11.94 - \$16.50	2	-	1	1	10	2	9	2	7	10	1	7	-	6	5	14	11	10	-	-	-	-	-	-
Private industry .....	89	14.47	15.00	12.63 - 16.50	-	-	-	-	12	-	9	2	8	9	1	8	-	8	3	21	12	6	-	-	-	-	-	
Service-producing industries .....	56	13.45	-	- -	-	-	-	-	20	-	14	4	13	9	2	13	-	2	5	13	4	4	-	-	-	-	-	
State and local government .....	47	13.98	13.48	11.42 - 17.59	6	-	4	4	4	6	9	2	6	11	2	6	-	2	9	-	9	19	-	-	-	-	-	
<b>Maintenance Electricians</b> .....	109	17.63	17.95	15.73 - 19.24	-	-	-	-	-	-	-	1	-	-	5	2	6	2	17	8	10	18	23	1	5	-	2	
Private industry .....	54	18.15	-	- -	-	-	-	-	-	-	-	-	-	-	-	-	-	17	6	19	35	19	2	-	-	4		
State and local government .....	55	17.12	16.01	14.92 - 19.99	-	-	-	-	-	-	-	-	-	-	9	4	13	4	18	11	2	2	27	-	9	-		
<b>Maintenance Mechanics, Machinery</b> .....	263	17.91	18.73	15.88 - 18.73	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	31	10	( <sup>2</sup> )	33	18	1	-	3	3	
Private industry .....	263	17.91	18.73	15.88 - 18.73	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	31	10	( <sup>2</sup> )	33	18	1	-	3	3	
Goods-producing industries .....	259	17.95	18.73	15.88 - 19.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31	10	-	33	19	1	-	3	3	
Manufacturing .....	259	17.95	18.73	15.88 - 19.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31	10	-	33	19	1	-	3	3	
<b>Maintenance Mechanics, Motor Vehicle</b> ...	132	17.48	17.85	15.68 - 21.92	-	1	1	2	3	3	-	2	1	1	6	1	-	2	14	9	23	3	-	-	7	22	1	
Private industry .....	79	19.64	-	- -	-	-	-	-	-	-	-	-	-	-	4	-	-	1	8	-	34	4	-	-	11	37	1	
Service-producing industries:																												
Transportation and utilities .....	66	20.23	21.92	17.85 - 22.19	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	41	-	-	-	14	44	-	
State and local government .....	53	14.27	15.73	12.19 - 16.01	-	2	2	6	8	8	-	4	2	2	9	2	-	4	23	23	6	2	-	-	-	-	-	

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

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

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



**Table A-11. Health services: Weekly hours and pay of professional, administrative, technical, protective service, and clerical occupations, Bergen-Passaic, NJ, April 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	225 and under 250	250 - 275	275 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500		
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b>																												
Level II .....	24	38.7	\$611	\$613	\$576 - \$632	-	-	-	-	-	-	-	8	17	63	8	-	4	-	-	-	-	-	-	-	-	-	-
Private industry .....	24	38.7	611	613	576 - 632	-	-	-	-	-	-	-	8	17	63	8	-	4	-	-	-	-	-	-	-	-	-	-
Hospitals .....	16	40.0	599	613	560 - 623	-	-	-	-	-	-	-	13	25	50	13	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	16	40.0	599	613	560 - 623	-	-	-	-	-	-	-	13	25	50	13	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	22	40.0	766	764	742 - 772	-	-	-	-	-	-	-	-	-	-	14	14	55	9	9	-	-	-	-	-	-	-	
Private industry .....	22	40.0	766	764	742 - 772	-	-	-	-	-	-	-	-	-	-	14	14	55	9	9	-	-	-	-	-	-	-	
Hospitals .....	12	40.0	764	-	-	-	-	-	-	-	-	-	-	-	-	25	25	17	17	17	-	-	-	-	-	-	-	
Private industry .....	12	40.0	764	-	-	-	-	-	-	-	-	-	-	-	-	25	25	17	17	17	-	-	-	-	-	-	-	
Level IV .....	11	39.6	1,018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	-	36	18	27	-	-	-		
Private industry .....	11	39.6	1,018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	-	36	18	27	-	-	-		
<b>Registered Nurses</b>																												
Level I .....	67	37.8	744	730	669 - 805	-	-	-	-	-	-	-	-	-	12	18	31	-	33	-	6	-	-	-	-	-		
Private industry .....	67	37.8	744	730	669 - 805	-	-	-	-	-	-	-	-	-	12	18	31	-	33	-	6	-	-	-	-	-		
Level II .....	3,919	39.8	919	909	813 - 1,015	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	4	11	15	12	24	20	3	3	2	1	1		
Private industry .....	3,701	39.8	914	900	810 - 1,002	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	4	12	15	12	25	16	3	3	2	1	1		
Hospitals .....	3,287	40.0	951	935	846 - 1,024	-	-	-	-	-	-	-	-	-	-	2	10	14	13	27	24	4	4	2	1	1		
Private industry .....	3,069	40.0	946	935	844 - 1,015	-	-	-	-	-	-	-	-	-	-	2	10	15	14	29	19	4	4	2	1	1		
<b>ADMINISTRATIVE OCCUPATIONS</b>																												
<b>Buyers/Contracting Specialists</b>																												
Level I .....	16	39.5	526	508	494 - 549	-	-	-	-	-	-	38	38	6	19	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	16	39.5	526	508	494 - 549	-	-	-	-	-	-	38	38	6	19	-	-	-	-	-	-	-	-	-	-	-		
Hospitals .....	11	40.0	512	-	-	-	-	-	-	-	-	45	36	9	9	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	11	40.0	512	-	-	-	-	-	-	-	-	45	36	9	9	-	-	-	-	-	-	-	-	-	-	-		
Level II .....	11	39.8	703	-	-	-	-	-	-	-	-	-	-	-	27	18	9	45	-	-	-	-	-	-	-	-		
Private industry .....	11	39.8	703	-	-	-	-	-	-	-	-	-	-	-	27	18	9	45	-	-	-	-	-	-	-	-		
Hospitals .....	10	40.0	695	-	-	-	-	-	-	-	-	-	-	-	30	20	10	40	-	-	-	-	-	-	-	-		
Private industry .....	10	40.0	695	-	-	-	-	-	-	-	-	-	-	-	30	20	10	40	-	-	-	-	-	-	-	-		
<b>Computer Programmers</b>																												
Level III .....	16	39.4	702	708	673 - 739	-	-	-	-	-	-	-	-	-	6	31	63	-	-	-	-	-	-	-	-	-		
Private industry .....	16	39.4	702	708	673 - 739	-	-	-	-	-	-	-	-	-	6	31	63	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

**Table A-11. Health services: Weekly hours and pay of professional, administrative, technical, protective service, and clerical occupations, Bergen-Passaic, NJ, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	225 and under 250	250 - 275	275 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500		
<b>Personnel Specialists</b>																												
Level II .....	19	39.9	\$609	\$640	\$529 - 646	-	-	-	-	-	-	-	32	5	42	16	5	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	19	39.9	609	640	529 - 646	-	-	-	-	-	-	-	32	5	42	16	5	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	6	40.0	655	-	- - -	-	-	-	-	-	-	-	-	17	33	33	17	-	-	-	-	-	-	-	-	-	-	
Private industry .....	6	40.0	655	-	- - -	-	-	-	-	-	-	-	-	17	33	33	17	-	-	-	-	-	-	-	-	-	-	
Level III .....	14	39.6	841	-	- - -	-	-	-	-	-	-	-	-	-	29	-	-	21	14	7	7	14	7	-	-	-	-	
Private industry .....	14	39.6	841	-	- - -	-	-	-	-	-	-	-	-	-	29	-	-	21	14	7	7	14	7	-	-	-	-	
Hospitals .....	10	40.0	856	-	- - -	-	-	-	-	-	-	-	-	-	40	-	-	20	-	-	10	20	10	-	-	-	-	
Private industry .....	10	40.0	856	-	- - -	-	-	-	-	-	-	-	-	-	40	-	-	20	-	-	10	20	10	-	-	-	-	
Level IV .....	19	39.1	1,066	1,058	995 - 1,137	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	42	32	-	-	-	-	
Private industry .....	19	39.1	1,066	1,058	995 - 1,137	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	42	32	-	-	-	-	
Hospitals .....	8	40.0	1,088	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	50	50	-	-	-	-	
Private industry .....	8	40.0	1,088	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	50	50	-	-	-	-	
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b>																												
Level II .....	22	40.0	469	463	419 - 487	-	-	-	-	18	9	55	-	18	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	19	40.0	473	463	463 - 487	-	-	-	-	21	-	58	-	21	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	14	40.0	490	-	- - -	-	-	-	-	-	14	57	-	29	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	25	39.6	553	538	505 - 602	-	-	-	-	-	-	24	36	8	20	8	4	-	-	-	-	-	-	-	-	-	-	
Private industry .....	25	39.6	553	538	505 - 602	-	-	-	-	-	-	24	36	8	20	8	4	-	-	-	-	-	-	-	-	-	-	
<b>Licensed Practical Nurses</b>																												
Level II .....	416	39.9	639	612	560 - 715	-	-	-	-	-	-	3	13	28	14	14	12	11	2	2	( <sup>3</sup> )	-	-	-	-	-	-	
Private industry .....	354	39.8	641	612	560 - 710	-	-	-	-	-	-	3	12	29	16	16	8	13	2	3	( <sup>3</sup> )	-	-	-	-	-	-	
Hospitals .....	271	40.0	670	659	580 - 741	-	-	-	-	-	-	2	10	20	13	15	17	17	3	3	( <sup>3</sup> )	-	-	-	-	-	-	
Private industry .....	209	40.0	683	680	596 - 791	-	-	-	-	-	-	( <sup>3</sup> )	7	19	14	19	11	22	3	4	( <sup>3</sup> )	-	-	-	-	-	-	
Level III .....	60	40.0	815	778	658 - 967	-	-	-	-	-	-	-	-	8	15	18	-	13	5	-	20	13	7	-	-	-		
Private industry .....	60	40.0	815	778	658 - 967	-	-	-	-	-	-	-	-	8	15	18	-	13	5	-	20	13	7	-	-	-		
<b>Nursing Assistants</b>																												
Level I .....	593	40.0	364	359	336 - 402	-	16	1	18	37	20	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	593	40.0	364	359	336 - 402	-	16	1	18	37	20	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	2,576	39.5	359	354	310 - 394	6	5	8	30	29	10	4	4	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	2,252	39.4	351	340	300 - 388	7	6	9	33	26	10	3	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	999	40.0	414	391	366 - 438	-	-	( <sup>3</sup> )	9	50	17	9	9	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	675	40.0	413	394	364 - 437	-	-	-	10	48	20	7	11	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	172	40.0	494	456	425 - 599	-	-	-	5	11	33	14	5	8	22	2	1	-	-	-	-	-	-	-	-	-	-	
Private industry .....	172	40.0	494	456	425 - 599	-	-	-	5	11	33	14	5	8	22	2	1	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	143	40.0	506	475	421 - 609	-	-	-	6	13	22	14	6	10	26	2	1	-	-	-	-	-	-	-	-	-	-	
Private industry .....	143	40.0	506	475	421 - 609	-	-	-	6	13	22	14	6	10	26	2	1	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-11. Health services: Weekly hours and pay of professional, administrative, technical, protective service, and clerical occupations, Bergen-Passaic, NJ, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	225 and under 250	250 - 275	275 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500		
<b>CLERICAL OCCUPATIONS</b>																												
<b>Clerks, Accounting</b>																												
Level II .....	80	39.8	\$422	\$413	\$388 - \$443	-	-	-	4	30	45	13	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	78	39.8	423	416	386 - 443	-	-	-	4	28	46	13	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	15	40.0	416	416	393 - 429	-	-	-	-	40	47	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	13	40.0	420	-	- - -	-	-	-	-	31	54	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	30	38.1	491	495	439 - 514	-	-	-	-	-	33	27	17	23	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	30	38.1	491	495	439 - 514	-	-	-	-	-	33	27	17	23	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Key Entry Operators</b>																												
Level II:																												
Hospitals .....	7	40.0	469	-	- - -	-	-	-	-	-	43	29	14	14	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Personnel Assistants (Employment)</b>																												
Level II .....	10	39.3	412	-	- - -	-	-	-	10	30	50	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	10	39.3	412	-	- - -	-	-	-	10	30	50	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Switchboard Operator-Receptionists</b>																												
Private industry .....	29	38.7	424	420	397 - 453	-	-	-	3	24	34	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	29	38.7	424	420	397 - 453	-	-	-	3	24	34	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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

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

compute means, medians, and middle ranges.

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

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

**Table A-12. Health services: Hourly pay of maintenance, toolroom, material movement, and custodial occupations, Bergen-Passaic, NJ, April 1995**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	5.50 and under 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00
<b>MAINTENANCE AND TOOLROOM OCCUPATIONS</b>																											
<b>General Maintenance Workers</b> .....	81	\$12.01	\$11.50	\$9.61 - \$14.09	-	-	-	-	-	12	5	6	6	6	14	-	10	1	1	6	14	5	9	2	2	-	-
Private industry .....	81	12.01	11.50	9.61 - 14.09	-	-	-	-	-	12	5	6	6	6	14	-	10	1	1	6	14	5	9	2	2	-	-
Hospitals .....	41	13.94	14.09	11.84 - 16.12	-	-	-	-	-	-	-	-	-	22	-	7	2	2	12	17	10	17	5	5	-	-	
Private industry .....	41	13.94	14.09	11.84 - 16.12	-	-	-	-	-	-	-	-	-	22	-	7	2	2	12	17	10	17	5	5	-	-	
<b>Maintenance Electricians</b> .....	20	18.05	18.00	17.72 - 18.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	45	40	5	5
Private industry .....	19	18.10	18.05	17.84 - 18.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	42	42	5	5
Hospitals .....	20	18.05	18.00	17.72 - 18.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	45	40	5	5
Private industry .....	19	18.10	18.05	17.84 - 18.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	42	42	5	5
<b>MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS</b>																											
<b>Guards</b>																											
Level I .....	104	10.12	9.96	8.55 - 10.94	-	-	1	7	5	9	13	8	11	9	15	1	5	2	3	12	2	-	-	-	-	-	-
Private industry .....	74	10.57	10.49	9.15 - 11.51	-	-	-	1	3	11	7	11	14	7	20	1	3	-	4	16	3	-	-	-	-	-	-
Hospitals .....	94	10.19	10.29	8.55 - 11.17	-	-	1	7	5	9	11	4	12	10	16	1	5	2	2	13	2	-	-	-	-	-	-
Private industry .....	64	10.74	10.52	9.36 - 12.41	-	-	-	2	3	11	3	6	16	8	22	2	3	-	3	19	3	-	-	-	-	-	-
<b>Janitors</b> .....	418	9.14	9.25	7.76 - 9.93	1	4	7	6	8	5	15	16	14	7	7	3	2	2	( <sup>2</sup> )	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-
Private industry .....	290	8.85	8.73	7.47 - 9.83	1	6	10	8	7	8	16	8	16	8	4	1	2	2	( <sup>2</sup> )	1	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-
Hospitals .....	247	10.01	9.62	9.00 - 10.50	-	-	-	1	4	2	16	23	18	8	10	5	3	4	1	4	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-
<b>Shipping/Receiving Clerks</b> .....	19	10.21	9.78	8.62 - 12.39	-	-	-	-	-	21	16	5	16	5	5	-	5	5	16	5	-	-	-	-	-	-	-
Private industry .....	19	10.21	9.78	8.62 - 12.39	-	-	-	-	-	21	16	5	16	5	5	-	5	5	16	5	-	-	-	-	-	-	-

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

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

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



# Appendix A.

## Scope and Method of Survey

### Scope

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

### Sampling frame

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

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

### Survey design

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

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

### Data collection and payroll reference

Data for the survey were obtained primarily by personal visits of the Bureau's field economists to a sample of establishments within the Bergen—Passaic, NJ Primary Metropolitan Statistical Area. Collection for the survey was from April 1995 through July 1995 and reflects an average payroll reference month of April 1995. Data obtained for a payroll period prior to the end of April 1995 were updated to include general wage changes, if granted, scheduled to be effective through that date.

### Occupational earnings

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

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

Occupational earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included in the earnings data. Weekly hours for professional, administrative, technical, protective service, and clerical occupations refer to the standard workweek (rounded to the nearest tenth of an hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest dollar. A-series tables provide distributions of workers by earnings intervals.

Average earnings reflect areawide estimates. Industries and establishments differ in pay levels and job staffing, and thus contribute differently to the estimates for each job. Therefore, average earnings may not reflect the earnings differential among jobs within individual establishments. Job descriptions used to classify employees in this survey usually are more generalized than those used in individual establishments to allow for minor differences among establishments in specific duties performed.

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

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

### Survey nonresponse

Data were not available from 20.4 percent of the sample establishments (representing 72,360 employees covered by the survey). An additional 10.9 percent of the sample establishments (representing 29,767 employees) were either out of business or outside the scope of the survey.

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

Some sampled establishments had a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates for the survey as a result of these missing data which affected one of the occupational work levels published in this bulletin. The proportion of employees for whom data were not available was less than 5 percent.

### Reliability of estimates

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

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

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

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

<i>Relative standard error</i>	<i>Percent of published occupational work levels</i>
Less than 1 percent	6.8
1 and under 3 percent	60.5
3 and under 5 percent	26.6
5 percent and over	6.2

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

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

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

To measure and better control nonsampling errors that occur during data collection, a quality control procedure was applied to the survey design. The procedure, job match validation (JMV), is designed to identify the frequency, reasons for, and sources of incorrect decisions made by Bureau field economists in

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

Approximately 2 percent of the 845 sampled job match decisions reviewed by the JMV reviewers and checked with the respondents were subsequently changed by the JMV reviewers. These results are from a similar survey conducted in 1994, see *Occupational Compensation Survey: Pay Only, Bergen—Passaic, NJ*, BLS Bulletin 3075-22.

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

**Appendix table 1. Establishments and workers within scope of survey and number studied, Bergen-Passaic, NJ<sup>1</sup>, April 1995**

Industry division <sup>2</sup>	Number of establishments		Workers in establishments		
	Within scope of survey <sup>3</sup>	Studied	Within scope of survey <sup>4</sup>		Studied
			Number	Percent	
<b>ALL ESTABLISHMENTS</b>					
All divisions .....	1,657	300	317,507	100	120,686
Private industry .....	1,532	276	267,232	84	92,017
Goods producing .....	530	83	75,749	24	21,000
Manufacturing .....	488	72	72,460	23	19,446
Construction <sup>5</sup> .....	42	11	3,289	1	1,554
Service producing .....	1,002	193	191,483	60	71,017
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	79	23	18,254	6	9,274
Wholesale trade <sup>7</sup> .....	190	40	25,286	8	8,935
Retail trade <sup>7</sup> .....	194	14	38,958	12	7,346
Finance, insurance, and real estate <sup>7</sup> .....	102	16	20,392	6	5,586
Services <sup>7</sup> .....	437	100	88,593	28	39,876
State and local government .....	125	24	50,275	16	28,669
<b>ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE</b>					
All divisions .....	108	57	128,452	100	80,739
Private industry .....	88	44	96,591	75	54,618
Goods producing .....	27	11	21,331	17	10,099
Manufacturing .....	27	11	21,331	17	10,099
Service producing .....	61	33	75,260	59	44,519
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	6	6	6,477	5	6,477
Retail trade <sup>7</sup> .....	18	5	22,385	17	6,228
Finance, insurance, and real estate <sup>7</sup> .....	8	4	6,604	5	3,302
Services <sup>7</sup> .....	26	16	35,977	28	26,325
State and local government .....	20	13	31,861	25	26,121
<b>HEALTH SERVICES<sup>8</sup></b>					
All divisions .....	82	27	38,857	12	26,003
Private industry .....	81	26	36,789	12	23,935
Hospitals .....	13	10	25,137	8	20,808
Private industry .....	12	9	23,069	7	18,740

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

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

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

as all locations of a government entity.

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

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

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

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

<sup>8</sup> Health services includes establishments primarily engaged in furnishing medical, surgical, and other health services to persons.

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