

# Occupational Compensation Survey: Pay Only

San Diego, California,  
Metropolitan Area,  
October 1995



---

U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3080-44

---

## Preface

This bulletin provides results of an October 1995 survey of occupational pay in the San Diego, CA 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 San Francisco, under the direction of Caryl L. O'Keefe, Assistant Regional Commissioner for Operations.

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

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS San Francisco Regional Office at (415) 975-4350. You may also write to the Bureau of Labor Statistics at: 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.

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

# Occupational Compensation Survey: Pay Only

# San Diego, California, Metropolitan Area, October 1995



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

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

April 1996

Bulletin 3080-44

## Contents

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

# Introduction

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

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

The Program develops information that is used for a variety of purposes, including wage and salary administration, collective bargaining, and assistance in determining business or plant location. 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 all private nonfarm establishments (except households) employing 50 workers or more and to State and local governments and (2) adding more professional, administrative, technical, and protective service

occupations to the surveys.

## Pay

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

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

## Appendixes

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

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

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, San Diego, CA, October 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	400 and under 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	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over			
<b>PROFESSIONAL OCCUPATIONS</b>																													
<b>Accountants</b>																													
Level I .....	57	40.0	\$545	-	- - -	5	21	25	33	9	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	29	40.0	529	\$536	\$487 - \$573	-	38	31	24	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	456	40.0	641	630	577 - 692	2	2	9	25	23	17	11	6	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	416	40.0	639	623	577 - 692	2	2	10	25	22	18	9	6	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	156	40.0	668	654	577 - 739	-	-	8	19	18	24	8	10	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	149	40.0	674	664	606 - 740	-	-	4	19	19	26	8	11	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	260	40.0	621	615	577 - 676	3	3	10	29	25	13	10	3	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	40	40.0	668	646	603 - 726	-	-	2	22	27	10	27	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	738	39.9	810	800	717 - 885	-	-	-	3	3	9	16	19	28	13	8	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	549	39.9	815	800	731 - 891	-	-	-	3	3	10	10	22	27	13	10	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	225	39.7	849	827	783 - 930	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	8	10	21	28	14	16	1	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	222	39.7	849	828	783 - 934	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	9	10	20	29	14	17	1	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	324	40.0	791	784	701 - 865	-	-	-	5	6	11	11	23	26	12	5	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	189	40.0	798	796	711 - 847	-	-	-	1	2	6	32	11	32	14	3	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	279	39.8	1,035	1,031	931 - 1,130	-	-	-	-	-	-	1	2	15	21	31	22	5	2	1	1	-	-	-	-	-	-	-	
Private industry .....	225	39.8	1,049	1,044	948 - 1,135	-	-	-	-	-	-	1	1	9	22	35	22	5	2	1	1	-	-	-	-	-	-	-	
Goods-producing industries .....	137	39.9	1,056	1,065	983 - 1,152	-	-	-	-	-	-	1	1	7	18	39	29	6	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	137	39.9	1,056	1,065	983 - 1,152	-	-	-	-	-	-	1	1	7	18	39	29	6	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	88	39.7	1,038	1,000	923 - 1,115	-	-	-	-	-	-	2	2	11	28	30	11	3	6	3	2	-	-	-	-	-	-	-	
State and local government .....	54	40.0	974	950	864 - 1,102	-	-	-	-	-	-	-	4	39	17	15	20	6	-	-	-	-	-	-	-	-	-	-	
Level V .....	103	40.0	1,313	1,280	1,154 - 1,423	-	-	-	-	-	-	-	-	-	-	6	24	17	15	7	1	7	-	-	-	-	-	-	
Private industry .....	95	40.0	1,311	1,275	1,154 - 1,423	-	-	-	-	-	-	-	-	-	-	6	26	23	13	16	7	1	7	-	-	-	-	-	
Goods-producing industries .....	40	40.0	1,326	-	-	-	-	-	-	-	-	-	-	-	-	5	17	22	20	17	17	-	-	-	-	-	-	-	
Manufacturing .....	40	40.0	1,326	-	-	-	-	-	-	-	-	-	-	-	-	5	17	22	20	17	17	-	-	-	-	-	-	-	
Service-producing industries .....	55	39.9	1,301	-	-	-	-	-	-	-	-	-	-	-	-	7	33	24	7	15	-	2	13	-	-	-	-	-	
State and local government .....	8	40.0	1,333	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25	75	-	-	-	-	-	-	-	-	-	
<b>Accountants, Public</b>																													
Level I .....	23	40.0	574	577	560 - 577	-	-	22	57	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	23	40.0	574	577	560 - 577	-	-	22	57	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	23	40.0	574	577	560 - 577	-	-	22	57	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	64	40.0	649	635	615 - 692	-	-	-	20	31	30	11	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	64	40.0	649	635	615 - 692	-	-	-	20	31	30	11	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	64	40.0	649	635	615 - 692	-	-	-	20	31	30	11	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	44	40.0	793	762	712 - 841	-	-	-	9	5	30	25	14	5	11	2	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	44	40.0	793	762	712 - 841	-	-	-	9	5	30	25	14	5	11	2	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	44	40.0	793	762	712 - 841	-	-	-	9	5	30	25	14	5	11	2	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	23	40.0	1,031	990	952 - 1,077	-	-	-	-	-	-	-	-	17	35	26	4	17	-	-	-	-	-	-	-	-	-	-	
Private industry .....	23	40.0	1,031	990	952 - 1,077	-	-	-	-	-	-	-	-	17	35	26	4	17	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	23	40.0	1,031	990	952 - 1,077	-	-	-	-	-	-	-	-	17	35	26	4	17	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, San Diego, CA, October 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	400 and under 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	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over		
<b>Attorneys</b>																												
Level II .....	68	39.8	\$1,128	-	- - -	-	-	-	-	-	-	-	-	-	1	21	12	43	10	7	3	3	-	-	-	-	-	
Level III .....	123	39.9	1,403	\$1,422	\$1,228 - \$1,562	-	-	-	-	-	-	-	-	-	-	-	14	7	13	9	27	7	19	1	2	2	-	
Private industry .....	53	39.7	1,337	-	- - -	-	-	-	-	-	-	-	-	-	-	-	30	2	17	4	11	11	25	-	-	-		
State and local government .....	70	40.0	1,453	1,422	1,345 - 1,562	-	-	-	-	-	-	-	-	-	-	-	1	10	10	13	39	3	14	1	4	4	-	
Level IV .....	96	39.7	1,715	1,732	1,582 - 1,801	-	-	-	-	-	-	-	-	-	-	-	-	2	2	5	2	15	22	27	10	2	13	
State and local government .....	57	40.0	1,681	1,624	1,615 - 1,790	-	-	-	-	-	-	-	-	-	-	-	-	4	4	7	2	4	32	33	5	-	41	
Level V:																												
State and local government .....	18	40.0	1,803	1,818	1,608 - 2,074	-	-	-	-	-	-	-	-	-	-	-	-	-	11	6	-	17	6	28	-	-	533	
<b>Engineers</b>																												
Level I .....	176	40.0	650	654	606 - 692	-	1	7	15	25	28	18	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	154	40.0	646	649	586 - 692	-	1	8	17	23	29	16	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	111	40.0	659	654	615 - 687	-	2	1	11	31	33	18	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	111	40.0	659	654	615 - 687	-	2	1	11	31	33	18	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	22	40.0	680	682	648 - 716	-	-	-	-	36	27	32	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	608	40.0	771	763	684 - 841	-	-	-	( <sup>3</sup> )	9	22	13	21	21	11	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	514	40.0	762	746	677 - 835	-	-	-	1	11	25	14	18	19	10	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	405	40.0	750	733	675 - 817	-	-	-	1	11	26	17	17	18	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	405	40.0	750	733	675 - 817	-	-	-	1	11	26	17	17	18	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	109	40.0	807	797	688 - 892	-	-	-	-	10	21	3	19	25	18	4	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	94	40.0	822	795	785 - 889	-	-	-	-	-	6	5	43	27	18	1	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	1,464	40.0	909	900	846 - 973	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	8	41	37	8	3	1	-	-	-	-	-	-	-	-	-	
Private industry .....	1,039	40.0	905	900	840 - 960	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	10	36	35	11	4	1	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	793	40.0	906	900	844 - 958	-	-	-	-	( <sup>3</sup> )	1	2	10	37	35	10	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Manufacturing .....	793	40.0	906	900	844 - 958	-	-	-	-	( <sup>3</sup> )	1	2	10	37	35	10	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	246	40.0	905	912	827 - 965	-	-	-	-	-	-	2	11	34	36	14	1	2	-	-	-	-	-	-	-	-	-	
State and local government .....	425	40.0	917	877	862 - 988	-	-	-	-	-	-	-	2	51	42	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Level IV .....	2,044	40.0	1,069	1,050	986 - 1,148	-	-	-	-	-	-	-	( <sup>3</sup> )	4	30	30	20	11	4	1	-	-	-	-	-	-		
Private industry .....	1,617	40.0	1,080	1,061	986 - 1,163	-	-	-	-	-	-	-	( <sup>3</sup> )	5	23	30	24	13	5	1	-	-	-	-	-	-	-	
Goods-producing industries .....	1,147	40.0	1,059	1,044	975 - 1,124	-	-	-	-	-	-	-	( <sup>3</sup> )	6	28	35	18	9	5	( <sup>3</sup> )	-	-	-	-	-	-	-	
Manufacturing .....	1,147	40.0	1,059	1,044	975 - 1,124	-	-	-	-	-	-	-	( <sup>3</sup> )	6	28	35	18	9	5	( <sup>3</sup> )	-	-	-	-	-	-	-	
Service-producing industries .....	470	40.0	1,131	1,136	1,050 - 1,206	-	-	-	-	-	-	-	-	3	12	19	38	23	5	1	-	-	-	-	-	-	-	
State and local government .....	427	40.0	1,028	995	989 - 1,085	-	-	-	-	-	-	-	-	3	56	30	4	6	1	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, San Diego, CA, October 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	400 and under 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	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over	
Level V .....	1,381	40.0	\$1,275	\$1,246	\$1,154 - \$1,371	-	-	-	-	-	-	-	-	-	1	9	28	27	16	9	5	5	1	-	-	-	
Private industry .....	1,207	40.0	1,282	1,249	1,167 - 1,376	-	-	-	-	-	-	-	-	-	1	9	25	27	18	9	6	5	1	-	-	-	
Goods-producing industries .....	1,033	40.0	1,271	1,241	1,158 - 1,371	-	-	-	-	-	-	-	-	-	1	10	26	27	18	9	4	4	( <sup>3</sup> )	-	-	-	
Manufacturing .....	1,033	40.0	1,271	1,241	1,158 - 1,371	-	-	-	-	-	-	-	-	-	1	10	26	27	18	9	4	4	( <sup>3</sup> )	-	-	-	
Service-producing industries .....	174	40.0	1,348	1,320	1,213 - 1,537	-	-	-	-	-	-	-	-	-	5	17	25	17	9	16	9	3	-	-	-		
State and local government .....	174	40.0	1,229	1,161	1,147 - 1,249	-	-	-	-	-	-	-	-	-	6	48	29	6	6	2	4	-	-	-	-		
Level VI .....	582	40.0	1,509	1,487	1,372 - 1,615	-	-	-	-	-	-	-	-	-	-	1	7	24	21	19	13	8	4	1	1		
Private industry .....	549	40.0	1,510	1,491	1,375 - 1,609	-	-	-	-	-	-	-	-	-	-	1	7	21	23	20	13	9	4	( <sup>3</sup> )	1		
Goods-producing industries .....	505	40.0	1,495	1,484	1,373 - 1,589	-	-	-	-	-	-	-	-	-	-	1	7	22	25	21	13	8	3	( <sup>3</sup> )	( <sup>3</sup> )		
Manufacturing .....	505	40.0	1,495	1,484	1,373 - 1,589	-	-	-	-	-	-	-	-	-	-	1	7	22	25	21	13	8	3	( <sup>3</sup> )	( <sup>3</sup> )		
State and local government .....	33	40.0	1,484	1,376	1,324 - 1,616	-	-	-	-	-	-	-	-	-	-	-	67	3	-	12	-	-	18	-	-		
Level VII .....	161	40.0	1,765	1,752	1,672 - 1,848	-	-	-	-	-	-	-	-	-	-	-	-	2	2	6	24	32	15	13	6		
Private industry .....	155	40.0	1,777	1,752	1,673 - 1,862	-	-	-	-	-	-	-	-	-	-	-	-	-	1	6	24	34	15	14	6		
Goods-producing industries .....	130	40.0	1,784	1,764	1,683 - 1,885	-	-	-	-	-	-	-	-	-	-	-	-	-	2	7	20	32	17	16	7		
Manufacturing .....	130	40.0	1,784	1,764	1,683 - 1,885	-	-	-	-	-	-	-	-	-	-	-	-	-	2	7	20	32	17	16	7		
<b>ADMINISTRATIVE OCCUPATIONS</b>																											
<b>Budget Analysts</b>																											
Level II:																											
State and local government .....	10	40.0	697	-	- - -	-	-	-	-	40	30	-	30	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....																											
State and local government .....	60	40.0	873	-	- - -	-	-	-	-	2	-	10	8	37	43	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	34	40.0	883	875	873 - 948	-	-	-	-	3	-	3	9	38	47	-	-	-	-	-	-	-	-	-	-	-	
Level IV:																											
State and local government .....	17	40.0	992	950	950 - 1,102	-	-	-	-	-	-	-	6	6	53	6	29	-	-	-	-	-	-	-	-	-	
<b>Buyers/Contracting Specialists</b>																											
Level I .....																											
Private industry .....	83	40.0	531	533	470 - 578	10	37	12	29	5	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	50	40.0	505	-	- - -	16	50	16	10	4	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	33	40.0	571	578	555 - 586	-	18	6	58	6	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....																											
Private industry .....	380	40.0	674	664	621 - 717	( <sup>3</sup> )	1	6	12	21	30	15	7	6	2	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	306	40.0	673	664	616 - 719	( <sup>3</sup> )	1	8	14	19	29	12	7	8	3	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	196	40.0	649	663	598 - 693	1	1	11	14	18	34	13	6	2	1	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	194	40.0	648	663	598 - 693	1	1	11	14	18	34	13	6	2	1	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	110	39.9	714	672	628 - 792	-	-	1	13	21	22	9	10	17	7	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	74	40.0	677	664	641 - 701	-	-	-	4	27	31	30	7	1	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, San Diego, CA, October 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	400 and under 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	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over		
Level III .....	227	40.0	\$843	\$828	\$769 - \$900	-	-	-	-	1	7	9	20	32	23	6	2	-	-	-	-	-	-	-	-	-	-	
Private industry .....	216	40.0	847	834	771 - 908	-	-	-	-	( <sup>3</sup> )	6	9	19	32	24	6	2	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	160	40.0	844	841	772 - 900	-	-	-	-	-	7	6	24	32	24	6	1	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	160	40.0	844	841	772 - 900	-	-	-	-	-	7	6	24	32	24	6	1	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	56	40.0	857	-	- - -	-	-	-	-	2	4	16	7	34	25	9	4	-	-	-	-	-	-	-	-	-	-	
State and local government .....	11	40.0	764	-	- - -	-	-	-	-	9	18	9	36	27	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	93	40.0	1,021	1,009	949 - 1,096	-	-	-	-	-	1	1	14	30	30	17	2	4	-	-	-	-	-	-	-	-	-	
Private industry .....	88	40.0	1,019	1,006	935 - 1,093	-	-	-	-	-	1	1	15	31	30	16	2	5	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	67	40.0	1,007	-	- - -	-	-	-	-	-	-	1	15	33	36	12	3	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	67	40.0	1,007	-	- - -	-	-	-	-	-	-	1	15	33	36	12	3	-	-	-	-	-	-	-	-	-	-	
<b>Computer Programmers</b>																												
Level II .....	210	39.9	617	609	539 - 673	-	1	27	18	22	13	16	( <sup>3</sup> )	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	195	39.9	616	606	539 - 673	-	1	28	19	22	11	16	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	167	40.0	596	577	539 - 635	-	1	32	21	25	10	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	15	40.0	631	641	612 - 680	-	-	20	-	33	40	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	160	39.9	774	751	714 - 831	-	-	-	-	-	11	32	24	29	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	138	39.9	773	750	721 - 846	-	-	-	-	-	12	33	25	25	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	92	40.0	770	750	712 - 846	-	-	-	-	-	11	37	18	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	22	40.0	779	793	712 - 804	-	-	-	-	-	-	32	18	50	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Computer Systems Analysts</b>																												
Level I .....	313	40.0	758	740	701 - 817	-	1	1	-	4	19	29	15	27	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	176	40.0	751	740	689 - 833	-	2	1	-	7	20	28	10	28	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	146	40.0	744	739	681 - 825	-	3	1	-	7	22	29	6	31	1	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	137	40.0	768	761	712 - 810	-	-	-	-	-	17	29	22	26	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	743	39.9	932	941	858 - 1,004	-	-	-	-	( <sup>3</sup> )	2	3	4	28	37	20	5	1	-	-	-	-	-	-	-	-	-	-
Private industry .....	466	39.9	931	929	848 - 1,015	-	-	-	-	( <sup>3</sup> )	3	2	7	27	29	25	6	1	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	195	40.0	901	880	808 - 963	-	-	-	-	-	6	1	12	36	24	19	2	1	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	195	40.0	901	880	808 - 963	-	-	-	-	-	6	1	12	36	24	19	2	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	271	39.8	952	958	882 - 1,019	-	-	-	-	1	1	3	3	21	33	29	8	1	-	-	-	-	-	-	-	-	-	-
State and local government .....	277	40.0	935	952	876 - 952	-	-	-	-	-	-	3	-	29	51	13	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Level III .....	364	39.9	1,119	1,093	1,039 - 1,194	-	-	-	-	-	-	-	-	2	15	35	24	14	8	2	-	1	-	-	-	-	-	-
Private industry .....	292	39.9	1,122	1,113	1,035 - 1,213	-	-	-	-	-	-	-	-	2	16	30	26	16	8	1	-	1	-	-	-	-	-	-
Goods-producing industries .....	115	40.0	1,106	1,057	993 - 1,189	-	-	-	-	-	-	-	-	5	23	33	16	6	12	3	-	2	-	-	-	-	-	-
Manufacturing .....	115	40.0	1,106	1,057	993 - 1,189	-	-	-	-	-	-	-	-	5	23	33	16	6	12	3	-	2	-	-	-	-	-	-
Service-producing industries .....	177	39.8	1,132	1,135	1,058 - 1,215	-	-	-	-	-	-	-	-	-	11	28	33	23	5	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, San Diego, CA, October 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	400 and under 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	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over	
<b>Computer Systems Analyst Supervisors/Managers</b>																											
Level II .....	55	39.6	\$1,342	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	22	18	24	13	2	-	-	-	-
State and local government .....	8	40.0	1,248	-	-	-	-	-	-	-	-	-	-	-	-	-	-	63	13	13	13	-	-	-	-	-	-
<b>Personnel Specialists</b>																											
Level II .....	237	39.8	608	\$604	\$532 -	\$674	( <sup>3</sup> )	3	24	21	16	19	10	4	1	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	220	39.8	600	598	525 -	673	( <sup>3</sup> )	4	26	23	17	17	9	3	1	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	86	39.8	619	598	571 -	673	-	3	7	44	12	22	6	3	2	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	86	39.8	619	598	571 -	673	-	3	7	44	12	22	6	3	2	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	134	39.8	588	577	500 -	673	1	4	39	9	20	14	11	2	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	17	40.0	708	694	670 -	744	-	-	-	-	12	41	24	18	6	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	401	39.9	773	782	705 -	847	-	-	8	2	3	11	17	13	30	12	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	325	39.9	758	769	692 -	827	-	-	10	2	2	13	18	15	26	9	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	77	39.6	815	-	-	-	-	-	-	-	-	19	14	12	34	12	8	1	-	-	-	-	-	-	-	-	-
Manufacturing .....	76	39.6	814	-	-	-	-	-	-	-	-	20	14	12	33	12	8	1	-	-	-	-	-	-	-	-	-
Service-producing industries .....	248	40.0	741	740	654 -	820	-	-	14	3	3	11	19	16	23	8	3	-	-	-	-	-	-	-	-	-	-
State and local government .....	76	40.0	834	825	770 -	927	-	-	-	-	4	3	16	5	46	25	-	1	-	-	-	-	-	-	-	-	-
Level IV .....	292	39.9	1,016	1,003	933 -	1,108	-	-	-	( <sup>3</sup> )	-	-	1	2	11	34	25	19	7	1	-	-	-	-	-	-	-
Private industry .....	240	39.9	1,016	998	942 -	1,119	-	-	-	( <sup>3</sup> )	-	-	1	3	9	36	24	16	8	1	-	-	-	-	-	-	-
Goods-producing industries .....	122	39.9	1,034	1,020	958 -	1,132	-	-	-	-	-	-	4	5	32	27	22	9	1	-	-	-	-	-	-	-	-
Manufacturing .....	120	39.9	1,036	1,030	960 -	1,132	-	-	-	-	-	-	4	5	31	27	22	9	1	-	-	-	-	-	-	-	-
Service-producing industries .....	118	39.9	998	968	937 -	1,072	-	-	-	1	-	-	3	2	14	41	21	10	8	2	-	-	-	-	-	-	-
State and local government .....	52	40.0	1,016	1,043	930 -	1,107	-	-	-	-	-	-	-	-	21	21	27	31	-	-	-	-	-	-	-	-	-
Level V .....	58	39.9	1,177	-	-	-	-	-	-	-	-	-	-	-	2	10	26	16	33	3	5	5	-	-	-	-	-
Private industry .....	51	39.9	1,156	-	-	-	-	-	-	-	-	-	-	-	2	12	29	18	29	4	-	6	-	-	-	-	-
State and local government .....	7	40.0	1,331	-	-	-	-	-	-	-	-	-	-	-	-	-	-	57	-	43	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b>																											
Level I:																											
State and local government .....	14	40.0	1,060	-	-	-	-	-	-	-	-	-	-	-	-	7	71	14	7	-	-	-	-	-	-	-	-
Level II:																											
State and local government .....	9	40.0	1,272	-	-	-	-	-	-	-	-	-	-	-	-	-	-	44	22	22	11	-	-	-	-	-	-
<b>Tax Collectors</b>																											
Level III .....	37	40.0	785	831	726 -	831	-	-	-	-	16	14	14	57	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	37	40.0	785	831	726 -	831	-	-	-	-	16	14	14	57	-	-	-	-	-	-	-	-	-	-	-	-	-

<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.

<sup>4</sup> All workers were at \$2,000 and under \$2,100.

<sup>5</sup> Workers were distributed as follows: 28 percent at \$2,000 and under \$2,100 and 6 percent at \$2,100 and under \$2,200.

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, San Diego, CA, October 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	350 and under 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200				
<b>TECHNICAL OCCUPATIONS</b>																														
<b>Computer Operators</b>																														
Level II .....	202	40.0	\$464	\$458	\$415 - \$505	3	6	18	18	8	18	9	12	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	166	40.0	456	442	411 - 495	4	8	22	19	5	20	10	4	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	120	40.0	458	442	415 - 492	6	6	19	23	7	17	8	2	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	36	40.0	502	522	462 - 538	-	-	-	11	25	8	6	50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	134	39.8	538	525	488 - 586	-	-	-	1	13	16	20	10	22	15	1	1	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	117	39.7	528	519	488 - 551	-	-	-	1	15	18	23	10	21	9	2	1	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	76	40.0	526	-	- - -	-	-	-	1	14	17	26	9	22	9	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	17	40.0	607	623	587 - 629	-	-	-	-	-	-	-	12	29	59	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Drafters</b>																														
Level II .....	152	40.0	492	480	445 - 535	1	1	13	21	5	22	13	5	16	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	118	40.0	468	465	433 - 500	1	1	16	27	6	24	16	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	50	40.0	457	-	- - -	2	2	16	26	12	28	12	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	50	40.0	457	-	- - -	2	2	16	26	12	28	12	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	68	40.0	477	-	- - -	-	-	16	28	1	21	19	9	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	34	40.0	574	584	556 - 584	-	-	-	-	-	18	3	3	56	9	12	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	159	39.9	644	646	606 - 694	-	-	-	1	1	6	6	3	8	38	16	12	9	3	-	-	-	-	-	-	-	-	-		
Private industry .....	106	39.9	637	651	556 - 708	-	-	-	1	1	9	8	4	8	18	23	17	9	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	63	40.0	606	-	- - -	-	-	-	2	2	16	3	6	13	25	29	3	-	2	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	63	40.0	606	-	- - -	-	-	-	2	2	16	3	6	13	25	29	3	-	2	-	-	-	-	-	-	-	-	-	-	
State and local government .....	53	40.0	657	646	634 - 646	-	-	-	-	-	-	-	-	6	77	2	2	8	6	-	-	-	-	-	-	-	-	-	-	
<b>Engineering Technicians</b>																														
Level II .....	248	40.0	471	469	438 - 500	-	10	10	18	18	16	8	8	10	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	248	40.0	471	469	438 - 500	-	10	10	18	18	16	8	8	10	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	175	40.0	477	480	441 - 507	-	15	2	19	7	23	12	10	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	175	40.0	477	480	441 - 507	-	15	2	19	7	23	12	10	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	300	40.0	595	590	549 - 626	-	-	1	-	( <sup>3</sup> )	6	6	17	28	24	9	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	300	40.0	595	590	549 - 626	-	-	1	-	( <sup>3</sup> )	6	6	17	28	24	9	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Goods-producing industries .....	255	40.0	606	600	550 - 639	-	-	1	-	( <sup>3</sup> )	3	3	20	25	28	11	5	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Manufacturing .....	255	40.0	606	600	550 - 639	-	-	1	-	( <sup>3</sup> )	3	3	20	25	28	11	5	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Level IV .....	508	40.0	729	719	650 - 784	-	-	-	-	-	-	-	3	6	16	17	22	15	7	8	4	2	1	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	505	40.0	729	718	650 - 784	-	-	-	-	-	-	-	3	6	16	17	22	15	7	8	4	2	1	( <sup>3</sup> )	-	-	-	-	-	
Goods-producing industries .....	426	40.0	731	720	673 - 778	-	-	-	-	-	-	-	( <sup>3</sup> )	2	16	19	24	17	8	8	5	-	-	-	-	-	-	-	-	-
Manufacturing .....	426	40.0	731	720	673 - 778	-	-	-	-	-	-	-	( <sup>3</sup> )	2	16	19	24	17	8	8	5	-	-	-	-	-	-	-	-	-
Level V .....	168	40.0	898	876	781 - 1,007	-	-	-	-	-	-	-	-	-	-	1	10	21	13	11	8	11	13	5	7	2	-	-	-	
Private industry .....	168	40.0	898	876	781 - 1,007	-	-	-	-	-	-	-	-	-	-	1	10	21	13	11	8	11	13	5	7	2	-	-	-	
Goods-producing industries .....	116	40.0	871	834	769 - 955	-	-	-	-	-	-	-	-	-	-	1	11	28	15	10	5	14	5	3	7	1	-	-	-	
Manufacturing .....	116	40.0	871	834	769 - 955	-	-	-	-	-	-	-	-	-	-	1	11	28	15	10	5	14	5	3	7	1	-	-	-	

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, San Diego, CA, October 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	350 and under 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200		
<b>Engineering Technicians, Civil</b>																												
Level I .....	14	40.0	\$524	-	- - -	-	-	-	-	-	21	36	14	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	14	40.0	524	-	- - -	-	-	-	-	-	21	36	14	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	71	40.0	599	\$584	\$572 - \$601	-	-	-	-	-	-	11	48	25	10	3	3	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	71	40.0	599	584	572 - 601	-	-	-	-	-	-	11	48	25	10	3	3	-	-	-	-	-	-	-	-	-	-	-
Level III .....	153	40.0	694	664	634 - 729	-	-	-	-	-	1	2	6	25	21	20	2	21	1	-	-	-	-	-	-	-	-	-
State and local government .....	130	40.0	712	713	648 - 814	-	-	-	-	-	1	2	6	24	22	24	2	25	2	-	-	-	-	-	-	-	-	-
Level IV .....	251	40.0	794	766	749 - 858	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	5	35	20	11	21	4	1	3	-	-	-	-	-	-
State and local government .....	210	40.0	793	766	749 - 854	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	35	24	10	25	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Level V:																												
State and local government .....	34	40.0	979	972	972 - 1,003	-	-	-	-	-	-	-	-	-	-	-	3	-	3	6	53	35	-	-	-	-	-	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																												
<b>Corrections Officers</b> .....	1,148	40.0	687	638	551 - 885	-	-	-	3	6	-	9	1	20	21	-	2	-	8	31	-	-	-	-	-	-	-	-
State and local government .....	1,148	40.0	687	638	551 - 885	-	-	-	3	6	-	9	1	20	21	-	2	-	8	31	-	-	-	-	-	-	-	-
<b>Firefighters</b> .....	686	52.4	775	817	758 - 817	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	8	2	2	12	10	65	-	-	-	-	-	-	-	-	-	
State and local government .....	671	52.7	779	817	765 - 817	-	-	-	-	-	-	( <sup>3</sup> )	7	1	2	13	10	66	-	-	-	-	-	-	-	-	-	
<b>Police Officers</b>																												
Level I .....	2,888	40.0	819	874	773 - 889	-	-	-	-	( <sup>3</sup> )	-	2	2	4	1	3	30	7	48	3	-	-	-	-	-	-	-	
State and local government .....	2,876	40.0	821	874	773 - 889	-	-	-	-	-	-	2	2	4	1	3	30	7	48	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-3. All establishments: Weekly hours and pay of clerical occupations, San Diego, CA, October 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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over			
<b>Clerks, Accounting</b>																													
Level II .....	1,038	39.9	\$385	\$375	\$344 - \$400	-	-	( <sup>3</sup> )	2	6	26	15	23	5	5	9	4	4	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	795	39.8	380	360	340 - 403	-	-	1	3	8	26	19	14	6	5	10	4	3	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	265	39.8	380	375	350 - 400	-	-	2	-	5	23	21	19	12	10	9	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	243	39.8	381	380	348 - 400	-	-	2	-	5	26	16	21	11	11	9	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	530	39.8	380	357	338 - 429	-	-	-	4	10	28	18	12	4	3	11	7	4	-	-	-	-	-	-	-	-	-	-	
State and local government .....	243	40.0	398	398	362 - 398	-	-	-	-	-	25	5	51	( <sup>3</sup> )	3	5	2	9	-	-	-	-	-	-	-	-	-	-	
Level III .....	1,344	39.8	452	455	400 - 495	-	-	2	-	2	1	5	12	16	8	22	11	16	4	3	-	( <sup>3</sup> )	-	-	-	-	-	-	
Private industry .....	1,104	39.8	445	445	400 - 495	-	-	2	-	2	1	6	13	18	8	19	8	18	2	2	-	( <sup>3</sup> )	-	-	-	-	-	-	
Goods-producing industries .....	332	39.5	479	484	447 - 514	-	-	-	-	-	-	-	5	12	9	21	18	31	3	1	-	( <sup>3</sup> )	-	-	-	-	-	-	
Manufacturing .....	325	39.5	478	484	446 - 515	-	-	-	-	-	-	-	6	12	9	21	18	30	3	1	-	( <sup>3</sup> )	-	-	-	-	-	-	
Service-producing industries .....	772	39.9	430	421	387 - 470	-	-	3	-	3	1	9	17	21	8	18	4	12	2	2	-	-	-	-	-	-	-	-	
State and local government .....	240	40.0	485	474	459 - 499	-	-	-	-	-	-	-	4	4	8	37	23	8	11	5	-	-	-	-	-	-	-	-	
Level IV .....	384	39.9	515	522	431 - 564	-	-	-	-	-	-	-	-	13	15	7	11	20	20	8	4	2	-	-	-	-	-	-	
Private industry:																													
Goods-producing industries .....	107	40.0	512	499	478 - 545	-	-	-	-	-	-	-	-	-	7	14	30	29	19	1	1	-	-	-	-	-	-	-	
Manufacturing .....	104	40.0	509	499	478 - 544	-	-	-	-	-	-	-	-	-	7	14	31	29	19	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	168	39.8	483	430	414 - 542	-	-	-	-	-	-	-	-	30	29	5	4	10	8	8	7	-	-	-	-	-	-	-	
State and local government .....	109	40.0	567	564	525 - 591	-	-	-	-	-	-	-	-	-	2	1	6	28	40	17	1	6	-	-	-	-	-	-	
<b>Clerks, General</b>																													
Level II .....	804	39.5	317	304	280 - 346	2	2	18	19	22	15	9	4	2	5	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	641	39.4	308	300	270 - 330	2	3	22	21	23	13	6	3	2	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	380	39.8	302	300	260 - 329	4	4	21	15	26	19	6	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	163	40.0	349	345	317 - 370	-	-	4	9	20	24	19	8	4	8	4	1	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	3,356	40.0	412	396	382 - 450	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	11	5	33	8	15	13	10	1	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	
Private industry .....	807	39.9	409	406	375 - 438	-	-	1	2	7	6	7	20	17	21	10	5	1	1	3	-	-	-	-	-	-	-	-	
Goods-producing industries .....	248	40.0	400	400	375 - 448	-	-	-	3	11	4	3	24	23	10	15	6	1	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	191	40.0	407	412	358 - 452	-	-	-	4	14	5	4	4	27	13	20	8	2	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	559	39.8	413	410	378 - 436	-	-	1	1	6	7	9	18	14	26	8	4	1	1	4	-	-	-	-	-	-	-	-	
State and local government .....	2,549	40.0	413	396	395 - 468	-	-	-	-	( <sup>3</sup> )	13	5	37	5	14	14	11	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Level IV .....	1,237	39.9	493	480	458 - 533	-	-	-	-	( <sup>3</sup> )	1	4	7	10	26	13	20	15	1	3	-	-	-	-	-	-	-	-	
Private industry .....	383	39.8	492	482	438 - 533	-	-	-	-	1	2	8	12	11	11	10	28	4	1	11	-	-	-	-	-	-	-	-	
Goods-producing industries .....	127	39.3	488	508	421 - 533	-	-	-	-	-	1	11	17	3	4	11	41	9	2	-	-	-	-	-	-	-	-	-	
Manufacturing .....	127	39.3	488	508	421 - 533	-	-	-	-	-	1	11	17	3	4	11	41	9	2	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	256	40.0	494	472	441 - 529	-	-	-	-	1	3	7	9	16	15	9	21	2	-	16	-	-	-	-	-	-	-	-	
State and local government .....	854	40.0	493	480	459 - 534	-	-	-	-	-	-	-	3	5	9	32	14	17	20	1	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, San Diego, CA, October 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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over		
<b>Clerks, Order</b>																												
Level I .....	276	39.0	\$364	\$346	\$320 - \$406	2	-	-	7	19	31	14	2	2	11	8	4	1	-	-	-	-	-	-	-	-	-	
Private industry .....	276	39.0	364	346	320 - 406	2	-	-	7	19	31	14	2	2	11	8	4	1	-	-	-	-	-	-	-	-	-	
Level II .....	209	40.0	460	458	403 - 510	-	-	-	-	-	2	5	11	15	6	15	8	33	3	1	-	-	-	-	-	-	-	
Private industry .....	209	40.0	460	458	403 - 510	-	-	-	-	-	2	5	11	15	6	15	8	33	3	1	-	-	-	-	-	-	-	
Goods-producing industries .....	170	40.0	470	474	432 - 510	-	-	-	-	-	-	1	5	19	8	18	10	34	4	2	-	-	-	-	-	-	-	
Manufacturing .....	170	40.0	470	474	432 - 510	-	-	-	-	-	-	1	5	19	8	18	10	34	4	2	-	-	-	-	-	-	-	
<b>Key Entry Operators</b>																												
Level I .....	841	38.1	326	321	311 - 326	3	1	( <sup>3</sup> )	18	53	6	7	6	1	2	1	( <sup>3</sup> )	2	-	-	-	-	-	-	-	-	-	-
Private industry .....	797	38.0	319	321	301 - 321	3	1	( <sup>3</sup> )	19	56	7	8	5	-	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	766	38.0	318	321	309 - 321	3	1	( <sup>3</sup> )	19	58	5	8	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	211	39.9	420	411	389 - 477	-	-	-	-	( <sup>3</sup> )	15	7	18	22	7	5	11	13	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	133	39.8	422	417	389 - 457	-	-	-	-	1	9	10	10	35	10	8	9	9	1	-	-	-	-	-	-	-	-	-
Service-producing industries .....	119	39.8	419	417	389 - 442	-	-	-	-	1	10	11	11	34	8	6	9	8	1	-	-	-	-	-	-	-	-	-
State and local government .....	78	40.0	417	396	342 - 483	-	-	-	-	-	26	3	31	1	3	1	15	21	-	-	-	-	-	-	-	-	-	-
<b>Personnel Assistants (Employment)</b>																												
Level II .....	36	40.0	443	-	- - -	-	-	-	-	3	3	6	14	11	17	19	8	19	-	-	-	-	-	-	-	-	-	-
State and local government .....	11	40.0	480	-	- - -	-	-	-	-	-	-	-	-	9	-	55	-	36	-	-	-	-	-	-	-	-	-	-
Level III .....	60	39.8	494	-	- - -	-	-	-	-	-	-	-	-	7	7	32	10	32	13	-	-	-	-	-	-	-	-	-
State and local government .....	19	40.0	499	525	461 - 525	-	-	-	-	-	-	-	-	-	16	16	16	37	16	-	-	-	-	-	-	-	-	-
<b>Secretaries</b>																												
Level I .....	161	40.0	420	422	400 - 422	-	-	-	-	1	9	10	4	52	10	4	2	6	2	-	-	-	-	-	-	-	-	-
Private industry .....	86	39.9	424	415	370 - 462	-	-	-	-	1	13	14	5	21	19	8	3	12	5	-	-	-	-	-	-	-	-	-
Service-producing industries .....	64	39.9	397	-	- - -	-	-	-	-	2	17	19	5	27	20	8	-	3	-	-	-	-	-	-	-	-	-	-
Level II .....	647	39.8	482	488	425 - 530	-	-	-	-	2	4	8	9	8	11	19	22	9	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	406	39.8	463	458	400 - 512	-	-	-	-	3	7	12	14	10	13	8	16	12	3	1	-	-	-	-	-	-	-	-
Goods-producing industries .....	134	39.9	465	441	400 - 536	-	-	-	-	10	-	10	25	6	7	7	11	13	7	2	-	-	-	-	-	-	-	-
Manufacturing .....	134	39.9	465	441	400 - 536	-	-	-	-	10	-	10	25	6	7	7	11	13	7	2	-	-	-	-	-	-	-	-
Service-producing industries .....	272	39.7	461	460	410 - 501	-	-	-	-	-	-	11	12	8	13	16	8	18	12	2	-	-	-	-	-	-	-	-
State and local government .....	241	40.0	514	488	488 - 542	-	-	-	-	-	-	-	1	2	4	7	38	32	4	12	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, San Diego, CA, October 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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over
Level III .....	1,192	39.7	\$559	\$565	\$501 - \$604	-	-	-	-	-	-	-	( <sup>3</sup> )	6	4	4	9	22	28	15	7	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-
Private industry .....	970	39.7	549	541	497 - 595	-	-	-	-	-	-	-	( <sup>3</sup> )	7	5	5	11	25	24	12	8	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-
Goods-producing industries .....	309	39.5	601	589	541 - 658	-	-	-	-	-	-	-	-	-	2	1	6	22	25	17	16	7	4	1	( <sup>3</sup> )	-
Manufacturing .....	286	39.5	603	594	541 - 667	-	-	-	-	-	-	-	-	-	2	1	7	22	22	18	16	7	4	1	( <sup>3</sup> )	-
Service-producing industries .....	661	39.7	525	518	480 - 582	-	-	-	-	-	-	-	( <sup>3</sup> )	11	7	6	13	26	23	9	3	1	( <sup>3</sup> )	-	-	-
State and local government .....	222	40.0	600	598	584 - 631	-	-	-	-	-	-	-	-	-	2	-	3	7	48	32	3	5	1	-	-	-
Level IV .....	725	40.0	651	650	592 - 712	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	8	16	22	22	12	10	5	1	( <sup>3</sup> )
Private industry .....	554	39.9	649	645	583 - 720	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	2	9	19	21	17	13	10	6	( <sup>3</sup> )	( <sup>3</sup> )
Goods-producing industries .....	211	40.0	704	720	638 - 763	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	1	1	2	13	14	14	13	24	16	1	1
Manufacturing .....	202	40.0	708	726	648 - 763	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	1	1	2	12	11	15	13	25	16	1	1
Service-producing industries .....	343	39.9	615	616	567 - 673	-	-	-	-	-	-	-	-	1	1	2	3	13	22	26	18	12	1	1	-	-
State and local government .....	171	40.0	659	652	635 - 686	-	-	-	-	-	-	-	-	-	-	1	7	6	24	41	9	11	-	2	-	-
Level V .....	144	40.0	750	751	684 - 800	-	-	-	-	-	-	-	-	-	-	-	-	1	5	13	8	22	23	19	1	8
Private industry .....	85	40.0	737	731	669 - 789	-	-	-	-	-	-	-	-	-	-	-	-	1	8	12	12	22	27	8	2	7
Service-producing industries .....	65	40.0	720	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	11	11	15	28	22	9	-	3
State and local government .....	59	40.0	769	781	726 - 802	-	-	-	-	-	-	-	-	-	-	-	-	-	15	2	22	17	36	-	8	-
<b>Switchboard Operator-Receptionists</b> .....	1,219	39.9	335	326	298 - 372	1	9	7	8	23	18	9	11	5	3	2	1	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	1,206	39.9	334	326	298 - 369	1	9	7	8	23	18	9	11	5	3	2	1	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Goods-producing industries .....	263	39.9	338	340	304 - 390	-	12	-	2	29	19	11	21	3	2	-	2	-	1	-	-	-	-	-	-	-
Manufacturing .....	245	39.9	338	340	304 - 390	-	13	-	2	27	19	10	22	3	2	-	1	-	1	-	-	-	-	-	-	-
Service-producing industries .....	943	39.9	333	323	290 - 369	2	8	10	10	22	17	8	8	6	3	1	2	-	( <sup>3</sup> )	-	-	-	-	-	-	-
State and local government .....	13	40.0	459	-	-	-	-	-	-	8	8	38	-	15	8	-	-	-	23	-	-	-	-	-	-	-
<b>Word Processors</b>																										
Level I .....	75	39.9	391	-	-	-	-	-	15	17	-	1	3	31	4	11	19	-	-	-	-	-	-	-	-	-
Private industry .....	71	39.9	387	-	-	-	-	-	15	18	-	1	3	30	4	11	17	-	-	-	-	-	-	-	-	-
Service-producing industries .....	68	39.9	389	-	-	-	-	-	16	16	-	1	3	29	4	12	18	-	-	-	-	-	-	-	-	-
Level II .....	475	39.8	483	492	455 - 492	-	-	-	( <sup>3</sup> )	-	-	1	4	4	6	24	39	15	7	1	-	-	-	-	-	-
Private industry .....	120	39.3	488	475	448 - 565	-	-	-	2	-	-	2	12	4	7	22	10	12	27	2	-	-	-	-	-	
Service-producing industries .....	109	39.2	485	472	448 - 565	-	-	-	2	-	-	2	13	5	6	24	10	11	28	1	-	-	-	-	-	
State and local government .....	355	40.0	481	492	455 - 492	-	-	-	-	-	-	-	2	4	5	25	48	15	1	-	-	-	-	-	-	
Level III .....	76	39.5	588	-	-	-	-	-	-	-	-	-	1	-	3	9	11	18	34	24	-	-	-	-	-	
Private industry .....	70	39.4	585	-	-	-	-	-	-	-	-	-	1	-	3	10	11	16	37	21	-	-	-	-	-	
Service-producing industries .....	57	39.3	567	-	-	-	-	-	-	-	-	-	2	-	4	12	14	19	46	4	-	-	-	-	-	

<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-5. All establishments: Hourly pay of material movement and custodial occupations, San Diego, CA, October 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	4.25 and under 4.50	4.50 - 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 - 8.50	8.50 - 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		
<b>Forklift Operators</b> .....	128	\$10.89	\$12.50	\$9.47 - \$13.59	-	-	-	4	16	-	1	1	2	-	17	2	3	15	33	6	1	-	-	-	-	-	-	-	-
Private industry .....	128	10.89	12.50	9.47 - 13.59	-	-	-	4	16	-	1	1	2	-	17	2	3	15	33	6	1	-	-	-	-	-	-	-	-
Goods-producing industries .....	128	10.89	12.50	9.47 - 13.59	-	-	-	4	16	-	1	1	2	-	17	2	3	15	33	6	1	-	-	-	-	-	-	-	-
Manufacturing .....	127	10.92	12.50	9.47 - 13.59	-	-	-	4	16	-	1	-	2	-	17	2	3	15	33	6	1	-	-	-	-	-	-	-	-
<b>Guards</b> .....																													
Level I .....	4,297	6.85	6.50	5.65 - 7.50	-	3	14	17	16	10	13	5	10	5	1	1	4	1	-	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	-	-	-
Private industry .....	4,265	6.81	6.45	5.65 - 7.50	-	3	14	17	16	10	13	5	10	5	1	1	4	( <sup>2</sup> )	-	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	-	-	-
Goods-producing industries .....	142	8.52	7.75	6.72 - 7.75	-	-	-	15	10	8	3	40	6	1	-	1	-	4	-	1	-	13	-	-	-	-	-	-	-
Manufacturing .....	141	8.53	7.75	6.72 - 7.75	-	-	-	15	9	8	3	40	6	1	-	1	-	4	-	1	-	13	-	-	-	-	-	-	
Service-producing industries .....	4,123	6.75	6.30	5.65 - 7.50	-	3	15	17	16	10	14	4	10	5	1	1	4	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	32	11.86	11.76	11.19 - 12.47	-	-	-	-	-	-	-	-	-	-	-	-	9	56	34	-	-	-	-	-	-	-	-	-	-
Level II .....	106	11.41	11.11	10.82 - 12.73	-	-	-	-	-	-	-	1	-	6	6	30	25	29	4	-	-	-	-	-	-	-	-	-	-
State and local government .....	56	11.21	11.11	10.84 - 11.72	-	-	-	-	-	-	-	-	-	2	7	39	36	16	-	-	-	-	-	-	-	-	-	-	-
<b>Janitors</b> .....	6,599	7.60	6.56	5.49 - 9.85	2	9	15	12	11	6	3	4	3	3	10	8	10	4	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-
Private industry .....	4,957	6.54	6.00	5.25 - 7.30	3	11	19	17	14	8	4	4	4	2	7	2	2	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-
Goods-producing industries .....	380	9.04	9.18	6.25 - 11.81	-	10	6	7	4	3	4	3	11	3	11	4	24	6	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	2	2	1	-	-	-	-	-
Manufacturing .....	380	9.04	9.18	6.25 - 11.81	-	10	6	7	4	3	4	3	11	3	11	4	24	6	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	2	2	1	-	-	-	-	-
Service-producing industries .....	4,577	6.33	5.76	5.25 - 6.90	3	12	20	17	15	8	4	5	4	2	6	2	( <sup>2</sup> )	1	-	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-
State and local government .....	1,642	10.80	10.75	9.90 - 11.49	-	-	-	-	-	( <sup>2</sup> )	2	2	1	5	18	24	34	9	3	2	( <sup>2</sup> )	-	-	-	-	-	-	-	-
<b>Material Handling Laborers</b> .....	105	8.78	8.25	7.80 - 9.21	-	-	2	-	2	6	-	35	6	24	7	2	-	17	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	102	8.73	8.25	7.50 - 8.61	-	-	2	-	2	6	-	36	6	25	6	-	-	18	-	-	-	-	-	-	-	-	-	-	-
<b>Shipping/Receiving Clerks</b> .....	1,072	8.74	8.23	7.00 - 9.62	-	-	-	6	5	8	15	5	13	8	17	8	6	3	3	3	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-
Private industry .....	1,067	8.72	8.23	7.00 - 9.60	-	-	-	6	5	8	15	5	13	8	17	8	6	3	3	3	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-
Goods-producing industries .....	607	8.31	8.20	7.00 - 9.00	-	-	-	( <sup>2</sup> )	4	8	25	6	21	7	16	6	2	1	-	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-
Manufacturing .....	607	8.31	8.20	7.00 - 9.00	-	-	-	( <sup>2</sup> )	4	8	25	6	21	7	16	6	2	1	-	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-

See footnotes at end of table.



**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, San Diego, CA, October 1995 — Continued**

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	4.25 and under 4.50	4.50 - 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 - 8.50	8.50 - 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	
<b>Truckdrivers</b>																												
Light Truck .....	247	\$8.19	\$8.00	\$5.50 - \$9.29	-	-	21	4	6	-	4	10	26	-	9	( <sup>2</sup> )	9	3	8	( <sup>2</sup> )	1	-	-	-	-	-	-	-
Private industry .....	218	7.56	7.90	5.50 - 8.31	-	-	24	5	7	-	4	11	29	-	10	( <sup>2</sup> )	6	3	-	( <sup>2</sup> )	1	-	-	-	-	-	-	-
Service-producing industries .....	200	7.58	7.95	5.00 - 8.31	-	-	26	5	2	-	4	12	28	-	11	( <sup>2</sup> )	6	3	-	-	1	-	-	-	-	-	-	-
State and local government .....	29	12.87	13.55	11.92 - 13.55	-	-	-	-	-	-	-	-	-	-	-	-	28	7	66	-	-	-	-	-	-	-	-	
Medium Truck:																												
Private industry:																												
Goods-producing industries .....	82	9.68	8.75	8.00 - 10.87	-	-	-	-	-	13	-	-	12	26	16	10	1	5	17	-	-	-	-	-	-	-	-	-
Manufacturing .....	82	9.68	8.75	8.00 - 10.87	-	-	-	-	-	13	-	-	12	26	16	10	1	5	17	-	-	-	-	-	-	-	-	-
Service-producing industries .....	1,241	15.07	16.83	12.00 - 19.99	-	-	-	-	-	2	18	-	-	-	( <sup>2</sup> )	3	2	11	6	4	1	12	1	1	40	-	-	
Heavy Truck .....	1,588	13.26	12.13	10.90 - 15.72	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	4	24	8	20	8	6	12	3	12	4	-	1	-	
Private industry .....	1,333	12.96	12.13	10.90 - 15.12	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	4	29	9	23	6	2	4	3	14	5	-	1	-	
Goods-producing industries .....	346	15.81	17.00	15.12 - 17.00	-	-	-	-	-	-	-	-	-	-	4	5	4	( <sup>2</sup> )	1	3	15	10	55	-	-	3	-	
Manufacturing .....	336	15.67	17.00	15.12 - 17.00	-	-	-	-	-	-	-	-	-	-	4	5	4	( <sup>2</sup> )	1	3	15	11	57	-	-	-	-	
Service-producing industries .....	987	11.97	11.90	10.90 - 12.13	-	-	-	-	-	-	-	1	1	4	37	11	31	7	2	-	( <sup>2</sup> )	-	-	6	-	-	-	
Tractor Trailer .....	1,253	14.28	14.01	11.71 - 16.16	-	-	-	-	-	-	( <sup>2</sup> )	8	3	1	6	8	9	14	11	8	12	2	1	1	15	( <sup>2</sup> )	-	
Private industry .....	1,221	14.30	14.00	11.60 - 16.16	-	-	-	-	-	-	( <sup>2</sup> )	9	3	1	6	8	9	14	10	8	12	2	1	1	16	( <sup>2</sup> )	-	
Goods-producing industries:																												
Manufacturing .....	327	13.41	13.30	12.65 - 14.75	-	-	-	-	-	-	-	-	6	-	-	9	15	35	15	13	4	2	( <sup>2</sup> )	-	-	1	-	
Service-producing industries .....	731	13.33	13.63	10.98 - 16.16	-	-	-	-	-	-	( <sup>2</sup> )	14	2	2	10	9	8	8	9	8	19	3	-	-	7	-	-	
<b>Warehouse Specialists</b>	1,092	10.71	10.90	8.23 - 12.85	-	-	-	3	3	4	6	3	9	4	11	7	12	13	4	2	( <sup>2</sup> )	3	-	-	1	-	-	
Private industry .....	920	10.50	9.66	8.00 - 13.00	-	-	-	3	4	5	7	4	11	5	12	4	9	9	14	5	2	-	4	-	2	-	-	
Goods-producing industries .....	579	10.54	9.47	8.23 - 13.00	-	-	-	-	1	1	11	4	17	6	15	6	8	5	13	4	4	-	6	-	-	-	-	
Manufacturing .....	579	10.54	9.47	8.23 - 13.00	-	-	-	-	1	1	11	4	17	6	15	6	8	5	13	4	4	-	6	-	-	-	-	
State and local government .....	172	11.85	11.81	10.96 - 12.45	-	-	-	-	-	-	-	-	1	1	5	21	30	32	8	1	1	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-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, San Diego, CA, October 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	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 and over
<b>PROFESSIONAL OCCUPATIONS</b>																										
<b>Accountants</b>																										
Level I .....	57	40.0	\$545	-	- - -	5	21	25	33	9	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	29	40.0	529	\$536	\$487 - \$573	-	38	31	24	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	181	40.0	674	673	602 - 737	2	1	7	14	18	18	31	8	2	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	145	40.0	673	673	596 - 741	2	1	8	14	14	19	30	8	3	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	60	40.0	695	-	- - -	-	-	5	8	13	30	32	12	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	60	40.0	695	-	- - -	-	-	5	8	13	30	32	12	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	85	39.9	658	651	577 - 731	4	2	11	18	15	12	29	5	5	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	36	40.0	677	668	623 - 726	-	-	3	14	31	11	33	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	366	39.9	789	793	711 - 854	-	-	-	2	5	10	35	33	11	3	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	199	39.8	786	793	697 - 865	-	-	-	4	8	15	28	33	10	4	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	85	39.6	822	838	740 - 885	-	-	-	1	1	9	21	49	13	5	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	85	39.6	822	838	740 - 885	-	-	-	1	1	9	21	49	13	5	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	114	39.9	758	732	692 - 838	-	-	-	5	12	18	32	20	8	4	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	167	40.0	794	794	711 - 847	-	-	-	1	2	5	44	34	12	2	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	174	39.8	1,027	1,005	913 - 1,119	-	-	-	-	-	-	3	20	21	24	24	3	3	2	1	-	-	-	-	-	-
Private industry .....	127	39.7	1,052	1,039	948 - 1,135	-	-	-	-	-	-	3	11	21	30	24	3	4	2	2	-	-	-	-	-	-
Goods-producing industries .....	59	39.7	1,044	-	- - -	-	-	-	-	-	-	3	8	22	29	34	3	-	-	-	-	-	-	-	-	-
Manufacturing .....	59	39.7	1,044	-	- - -	-	-	-	-	-	-	3	8	22	29	34	3	-	-	-	-	-	-	-	-	-
Service-producing industries .....	68	39.7	1,058	-	- - -	-	-	-	-	-	-	3	13	21	31	15	3	7	4	3	-	-	-	-	-	-
State and local government .....	47	40.0	960	943	864 - 1,102	-	-	-	-	-	-	4	45	19	6	23	2	-	-	-	-	-	-	-	-	-
Level V .....	55	39.9	1,290	-	- - -	-	-	-	-	-	-	-	-	-	4	31	20	27	13	2	-	4	-	-	-	-
State and local government .....	8	40.0	1,333	-	- - -	-	-	-	-	-	-	-	-	-	-	25	75	-	-	-	-	-	-	-	-	-
<b>Attorneys</b>																										
Level II .....	68	39.8	1,128	-	- - -	-	-	-	-	-	-	-	1	21	12	43	10	7	3	3	-	-	-	-	-	-
Level III .....	107	39.8	1,458	1,422	1,329 - 1,601	-	-	-	-	-	-	-	-	-	1	7	15	10	31	7	21	1	3	3	-	-
State and local government .....	70	40.0	1,453	1,422	1,345 - 1,562	-	-	-	-	-	-	-	-	-	1	10	10	13	39	3	14	1	4	4	-	-
Level IV .....	85	39.7	1,730	1,768	1,615 - 1,836	-	-	-	-	-	-	-	-	-	-	2	2	6	2	7	25	27	12	2	8	6
State and local government .....	57	40.0	1,681	1,624	1,615 - 1,790	-	-	-	-	-	-	-	-	-	-	4	4	7	2	4	32	33	5	-	11	-
Level V:																										
State and local government .....	18	40.0	1,803	1,818	1,608 - 2,074	-	-	-	-	-	-	-	-	-	-	-	11	6	-	17	6	28	-	28	6	

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, San Diego, CA, October 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	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100
<b>Engineers</b>																									
Level I .....	114	40.0	\$659	\$654	\$623 - \$712	-	2	1	10	34	23	31	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	95	40.0	654	647	615 - 710	-	2	1	12	36	21	28	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	91	40.0	651	646	615 - 712	-	2	1	12	37	22	25	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	91	40.0	651	646	615 - 712	-	2	1	12	37	22	25	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	19	40.0	688	682	648 - 716	-	-	-	-	26	32	42	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	367	40.0	785	785	710 - 835	-	-	-	-	2	21	44	21	9	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	297	40.0	784	770	696 - 841	-	-	-	-	2	24	39	21	11	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	249	40.0	773	756	692 - 827	-	-	-	-	2	26	41	18	10	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Manufacturing .....	249	40.0	773	756	692 - 827	-	-	-	-	2	26	41	18	10	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
State and local government .....	70	40.0	788	791	772 - 801	-	-	-	-	-	9	64	24	1	1	-	-	-	-	-	-	-	-	-	-
Level III .....	959	40.0	909	890	844 - 985	-	-	-	-	-	1	9	43	37	7	3	1	-	-	-	-	-	-	-	-
Private industry .....	557	40.0	907	894	827 - 962	-	-	-	-	-	1	13	36	32	11	4	1	-	-	-	-	-	-	-	-
Goods-producing industries .....	449	40.0	896	879	820 - 954	-	-	-	-	-	1	14	41	29	9	5	1	-	-	-	-	-	-	-	-
Manufacturing .....	449	40.0	896	879	820 - 954	-	-	-	-	-	1	14	41	29	9	5	1	-	-	-	-	-	-	-	-
State and local government .....	402	40.0	912	877	862 - 988	-	-	-	-	-	-	2	52	43	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Level IV .....	1,426	40.0	1,057	1,037	981 - 1,128	-	-	-	-	-	-	( <sup>3</sup> )	5	34	31	17	10	3	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	1,021	40.0	1,072	1,058	981 - 1,161	-	-	-	-	-	-	( <sup>3</sup> )	5	24	31	22	13	3	1	-	-	-	-	-	-
Goods-producing industries .....	739	40.0	1,033	1,017	962 - 1,092	-	-	-	-	-	-	( <sup>3</sup> )	7	33	37	15	5	2	1	-	-	-	-	-	-
Manufacturing .....	739	40.0	1,033	1,017	962 - 1,092	-	-	-	-	-	-	( <sup>3</sup> )	7	33	37	15	5	2	1	-	-	-	-	-	-
State and local government .....	405	40.0	1,017	995	972 - 1,066	-	-	-	-	-	-	-	3	60	32	3	2	1	-	-	-	-	-	-	-
Level V .....	1,062	40.0	1,259	1,235	1,148 - 1,336	-	-	-	-	-	-	-	-	1	9	31	28	15	8	5	3	( <sup>3</sup> )	-	-	-
Private industry .....	904	40.0	1,269	1,241	1,163 - 1,359	-	-	-	-	-	-	-	-	1	9	27	28	17	9	5	4	( <sup>3</sup> )	-	-	-
Goods-producing industries .....	822	40.0	1,252	1,229	1,157 - 1,334	-	-	-	-	-	-	-	-	1	10	29	29	16	9	4	2	-	-	-	-
Manufacturing .....	822	40.0	1,252	1,229	1,157 - 1,334	-	-	-	-	-	-	-	-	1	10	29	29	16	9	4	2	-	-	-	-
State and local government .....	158	40.0	1,198	1,148	1,147 - 1,249	-	-	-	-	-	-	-	-	-	6	53	31	6	2	1	1	-	-	-	-
Level VI .....	460	40.0	1,507	1,482	1,373 - 1,608	-	-	-	-	-	-	-	-	-	-	1	7	24	23	18	11	8	5	( <sup>3</sup> )	2
Private industry .....	436	40.0	1,515	1,490	1,385 - 1,614	-	-	-	-	-	-	-	-	-	-	1	7	20	25	19	12	8	6	( <sup>3</sup> )	2
Goods-producing industries .....	408	40.0	1,494	1,479	1,375 - 1,587	-	-	-	-	-	-	-	-	-	-	1	8	22	26	20	12	7	3	( <sup>3</sup> )	( <sup>3</sup> )
Manufacturing .....	408	40.0	1,494	1,479	1,375 - 1,587	-	-	-	-	-	-	-	-	-	1	8	22	26	20	12	7	3	( <sup>3</sup> )	( <sup>3</sup> )	
State and local government .....	24	40.0	1,363	1,348	1,324 - 1,376	-	-	-	-	-	-	-	-	-	-	-	92	4	-	4	-	-	-	-	-
<b>ADMINISTRATIVE OCCUPATIONS</b>																									
<b>Budget Analysts</b>																									
Level II:																									
State and local government .....	10	40.0	697	-	- - -	-	-	-	-	40	30	30	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	56	40.0	872	-	- - -	-	-	-	-	2	-	18	39	41	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	31	40.0	878	873	867 - 948	-	-	-	-	3	-	13	42	42	-	-	-	-	-	-	-	-	-	-	-
Level IV:																									
State and local government .....	17	40.0	992	950	950 - 1,102	-	-	-	-	-	-	6	6	53	6	29	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, San Diego, CA, October 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	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 and over	
<b>Buyers/Contracting Specialists</b>																											
Level I .....	54	40.0	\$566	-	- - -	2	17	19	44	7	4	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	33	40.0	571	\$578	\$555 - \$586	-	18	6	58	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	214	39.9	689	668	625 - 736	( <sup>3</sup> )	1	4	11	21	22	25	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	141	39.9	695	670	617 - 782	1	1	6	15	18	18	19	16	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	66	40.0	646	-	- - -	2	3	11	20	15	26	18	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	66	40.0	646	-	- - -	2	3	11	20	15	26	18	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	75	39.8	738	-	- - -	-	-	1	11	21	11	20	25	11	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	73	40.0	678	666	641 - 701	-	-	-	4	26	32	37	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	162	40.0	848	834	771 - 918	-	-	-	-	1	4	33	34	18	7	2	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	151	40.0	855	843	775 - 919	-	-	-	-	1	3	32	34	19	8	3	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	121	40.0	846	831	775 - 891	-	-	-	-	-	2	36	39	15	7	2	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	121	40.0	846	831	775 - 891	-	-	-	-	-	2	36	39	15	7	2	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	11	40.0	764	-	- - -	-	-	-	-	9	18	45	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	82	40.0	1,022	1,006	952 - 1,098	-	-	-	-	-	-	2	11	34	28	17	2	5	-	-	-	-	-	-	-	-	-
Private industry .....	77	40.0	1,019	-	- - -	-	-	-	-	-	-	3	12	35	27	16	3	5	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	59	40.0	1,011	-	- - -	-	-	-	-	-	-	2	10	37	34	14	3	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	59	40.0	1,011	-	- - -	-	-	-	-	-	-	2	10	37	34	14	3	-	-	-	-	-	-	-	-	-	-
<b>Computer Programmers</b>																											
Level II .....	56	39.5	666	-	- - -	-	-	11	11	27	23	18	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	15	40.0	631	641	612 - 680	-	-	20	-	33	40	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III:																											
State and local government .....	22	40.0	779	793	712 - 804	-	-	-	-	-	-	50	50	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Computer Systems Analysts</b>																											
Level I .....	191	40.0	774	775	712 - 827	-	-	-	-	2	14	46	30	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	54	40.0	788	-	- - -	-	-	-	-	7	7	33	43	9	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	137	40.0	768	761	712 - 810	-	-	-	-	-	17	51	26	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	529	39.9	946	952	873 - 1,011	-	-	-	-	-	( <sup>3</sup> )	5	26	40	21	7	1	-	-	-	-	-	-	-	-	-	-
Private industry .....	252	39.7	958	949	868 - 1,044	-	-	-	-	-	1	7	24	27	29	10	1	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	70	40.0	925	-	- - -	-	-	-	-	-	3	11	34	20	26	4	1	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	70	40.0	925	-	- - -	-	-	-	-	-	3	11	34	20	26	4	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	182	39.6	970	966	896 - 1,051	-	-	-	-	-	5	20	30	31	12	1	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	277	40.0	935	952	876 - 952	-	-	-	-	-	-	3	29	51	13	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Level III .....	305	39.9	1,120	1,099	1,040 - 1,194	-	-	-	-	-	-	2	13	35	26	16	5	2	-	1	-	-	-	-	-	-	-
Private industry .....	233	39.8	1,124	1,120	1,036 - 1,212	-	-	-	-	-	-	3	13	28	30	20	3	2	-	1	-	-	-	-	-	-	-
Goods-producing industries .....	76	39.9	1,104	-	- - -	-	-	-	-	-	-	8	17	34	20	8	5	5	-	3	-	-	-	-	-	-	-
Manufacturing .....	76	39.9	1,104	-	- - -	-	-	-	-	-	-	8	17	34	20	8	5	5	-	3	-	-	-	-	-	-	-
Service-producing industries .....	157	39.8	1,134	1,137	1,052 - 1,220	-	-	-	-	-	-	-	-	11	25	35	25	3	-	-	-	-	-	-	-	-	-
<b>Computer Systems Analyst Supervisors/Managers</b>																											
Level II .....	54	39.6	1,342	-	- - -	-	-	-	-	-	-	-	-	-	-	22	22	17	24	13	2	-	-	-	-	-	-
State and local government .....	8	40.0	1,248	-	- - -	-	-	-	-	-	-	-	-	-	-	63	13	13	13	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, San Diego, CA, October 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	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 and over		
<b>Personnel Specialists</b>																												
Level II .....	121	39.7	\$618	\$604	\$533 - \$674	1	7	18	17	20	20	16	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	109	39.6	608	604	532 - 674	1	7	20	18	20	18	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	70	39.7	599	-	- - -	1	7	23	13	27	19	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	12	40.0	705	-	- - -	-	-	-	-	17	33	42	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	169	39.9	815	808	752 - 865	-	-	2	2	2	7	28	41	11	5	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	103	39.9	814	808	750 - 865	-	-	3	3	-	10	32	34	9	9	1	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	68	39.9	785	-	- - -	-	-	4	4	-	13	31	38	3	6	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	66	40.0	816	802	762 - 847	-	-	-	-	5	3	23	53	15	-	2	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	151	39.9	1,000	992	903 - 1,090	-	-	-	1	-	-	5	17	30	24	15	8	1	-	-	-	-	-	-	-	-	-	
Private industry .....	109	39.8	1,003	992	904 - 1,090	-	-	-	1	-	-	6	13	32	24	11	11	2	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	61	39.8	990	-	- - -	-	-	-	2	-	-	8	13	33	25	10	7	3	-	-	-	-	-	-	-	-	-	
State and local government .....	42	40.0	992	990	897 - 1,081	-	-	-	-	-	-	-	26	26	24	24	24	-	-	-	-	-	-	-	-	-	-	
<b>Personnel Supervisors/Managers</b>																												
Level I:																												
State and local government .....	14	40.0	1,060	-	- - -	-	-	-	-	-	-	-	-	7	71	14	7	-	-	-	-	-	-	-	-	-	-	-
Level II:																												
State and local government .....	9	40.0	1,272	-	- - -	-	-	-	-	-	-	-	-	-	-	44	22	22	11	-	-	-	-	-	-	-	-	-
<b>Tax Collectors</b>																												
Level III .....	37	40.0	785	831	726 - 831	-	-	-	-	-	16	27	57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	37	40.0	785	831	726 - 831	-	-	-	-	-	16	27	57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<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, San Diego, CA, October 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	350 and under 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200		
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b>																												
Level II .....	132	40.0	\$480	\$482	\$446 - \$517	-	5	8	14	13	23	14	19	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	96	40.0	472	476	440 - 505	-	7	11	16	8	29	17	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	67	40.0	473	-	- - -	-	1	15	16	12	30	15	4	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	36	40.0	502	522	462 - 538	-	-	-	11	25	8	6	50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	81	39.6	549	538	487 - 623	-	-	-	1	14	12	11	15	20	23	2	1	-	-	-	-	-	-	-	-	-	-	
Private industry .....	64	39.5	534	-	- - -	-	-	-	2	17	16	14	16	17	14	3	2	-	-	-	-	-	-	-	-	-	-	
State and local government .....	17	40.0	607	623	587 - 629	-	-	-	-	-	-	-	12	29	59	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Drafters</b>																												
Level II .....	65	40.0	514	-	- - -	2	2	9	11	11	18	6	2	29	5	6	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	34	40.0	574	584	556 - 584	-	-	-	-	-	18	3	3	56	9	12	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	100	39.9	622	646	556 - 646	-	-	-	1	1	8	9	3	12	45	5	6	6	4	-	-	-	-	-	-	-	-	
State and local government .....	53	40.0	657	646	634 - 646	-	-	-	-	-	-	-	-	6	77	2	2	8	6	-	-	-	-	-	-	-	-	
<b>Engineering Technicians</b>																												
Level II .....	64	40.0	519	-	- - -	-	3	5	-	6	20	19	17	30	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	64	40.0	519	-	- - -	-	3	5	-	6	20	19	17	30	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	64	40.0	519	-	- - -	-	3	5	-	6	20	19	17	30	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	64	40.0	519	-	- - -	-	3	5	-	6	20	19	17	30	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	138	40.0	622	610	570 - 666	-	-	2	-	1	1	5	11	25	25	18	7	4	1	1	1	1	-	-	-	-	-	
Private industry .....	138	40.0	622	610	570 - 666	-	-	2	-	1	1	5	11	25	25	18	7	4	1	1	1	1	-	-	-	-	-	
Goods-producing industries .....	138	40.0	622	610	570 - 666	-	-	2	-	1	1	5	11	25	25	18	7	4	1	1	1	1	-	-	-	-	-	
Manufacturing .....	138	40.0	622	610	570 - 666	-	-	2	-	1	1	5	11	25	25	18	7	4	1	1	1	1	-	-	-	-	-	
Level IV .....	282	40.0	740	714	660 - 806	-	-	-	-	-	-	-	-	3	19	21	22	10	7	8	5	3	2	1	-	-	-	
Private industry .....	279	40.0	739	713	655 - 806	-	-	-	-	-	-	-	-	3	19	21	21	10	8	8	5	3	2	1	-	-	-	
Goods-producing industries .....	255	40.0	719	704	650 - 766	-	-	-	-	-	-	-	-	3	21	23	23	10	8	6	5	-	-	-	-	-	-	
Manufacturing .....	255	40.0	719	704	650 - 766	-	-	-	-	-	-	-	-	3	21	23	23	10	8	6	5	-	-	-	-	-	-	
Level V .....	97	40.0	893	849	788 - 1,007	-	-	-	-	-	-	-	-	-	-	1	5	26	19	8	9	3	18	4	5	2		
Private industry .....	97	40.0	893	849	788 - 1,007	-	-	-	-	-	-	-	-	-	-	1	5	26	19	8	9	3	18	4	5	2		
Goods-producing industries .....	55	40.0	814	-	- - -	-	-	-	-	-	-	-	-	-	-	2	9	44	27	9	4	2	2	-	2	-		
Manufacturing .....	55	40.0	814	-	- - -	-	-	-	-	-	-	-	-	-	2	9	44	27	9	4	2	2	-	2	-	-		

See footnotes at end of table.

**Table A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, San Diego, CA, October 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	350 and under 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200			
<b>Engineering Technicians, Civil</b>																													
Level I .....	8	40.0	\$495	-	- - -	-	-	-	-	-	38	63	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	8	40.0	495	-	- - -	-	-	-	-	-	38	63	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	63	40.0	591	\$580	\$572 - \$601	-	-	-	-	-	-	13	54	25	2	3	3	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	63	40.0	591	580	572 - 601	-	-	-	-	-	-	13	54	25	2	3	3	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	86	40.0	688	664	634 - 728	-	-	-	-	-	-	1	2	27	33	20	1	14	2	-	-	-	-	-	-	-	-	-	
State and local government .....	86	40.0	688	664	634 - 728	-	-	-	-	-	-	1	2	27	33	20	1	14	2	-	-	-	-	-	-	-	-	-	
Level IV .....	168	40.0	779	766	749 - 818	-	-	-	-	-	-	-	-	1	3	43	27	9	13	2	1	1	-	-	-	-	-	-	
State and local government .....	168	40.0	779	766	749 - 818	-	-	-	-	-	-	-	-	1	3	43	27	9	13	2	1	1	-	-	-	-	-	-	
Level V .....	25	40.0	983	972	972 - 998	-	-	-	-	-	-	-	-	-	-	-	-	-	4	8	64	24	-	-	-	-	-	-	
State and local government .....	25	40.0	983	972	972 - 998	-	-	-	-	-	-	-	-	-	-	-	-	-	4	8	64	24	-	-	-	-	-	-	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																													
<b>Corrections Officers</b> .....	1,148	40.0	687	638	551 - 885	-	-	-	3	6	-	9	1	20	21	-	2	-	8	31	-	-	-	-	-	-	-	-	-
State and local government .....	1,148	40.0	687	638	551 - 885	-	-	-	3	6	-	9	1	20	21	-	2	-	8	31	-	-	-	-	-	-	-	-	-
<b>Firefighters</b> .....	511	52.2	797	817	817 - 817	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	3	1	2	6	( <sup>3</sup> )	87	-	-	-	-	-	-	-	-	-	-	
State and local government .....	496	52.6	804	817	817 - 817	-	-	-	-	-	-	( <sup>3</sup> )	1	-	2	6	( <sup>3</sup> )	90	-	-	-	-	-	-	-	-	-	-	
<b>Police Officers</b>																													
Level I .....	2,679	40.0	824	885	773 - 889	-	-	-	-	-	( <sup>3</sup> )	-	2	1	4	1	3	28	7	51	4	-	-	-	-	-	-	-	
State and local government .....	2,667	40.0	825	885	773 - 889	-	-	-	-	-	-	-	2	1	4	1	3	28	7	51	4	-	-	-	-	-	-	-	

<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, San Diego, CA, October 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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 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 - 1000	1000 - 1100				
<b>Clerks, Accounting</b>																														
Level II .....	432	39.8	\$389	\$385	\$346 -- \$398	-	-	-	( <sup>3</sup> )	3	24	12	42	4	3	7	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	189	39.5	376	374	346 -- 394	-	-	-	1	6	23	20	30	8	3	7	1	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	163	39.5	375	372	346 -- 390	-	-	-	1	6	22	22	33	7	1	7	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	243	40.0	398	398	362 -- 398	-	-	-	-	-	25	5	51	( <sup>3</sup> )	3	7	9	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	518	39.6	478	473	442 -- 520	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	4	5	9	8	40	21	7	4	-	( <sup>3</sup> )	-	-	-	-	-	-	-		
Private industry .....	286	39.2	474	472	421 -- 523	-	-	-	-	( <sup>3</sup> )	1	8	6	13	9	23	31	5	3	-	( <sup>3</sup> )	-	-	-	-	-	-	-		
Goods-producing industries .....	124	38.8	507	523	475 -- 533	-	-	-	-	-	-	2	7	9	15	56	7	3	-	1	-	-	-	-	-	-	-			
Manufacturing .....	124	38.8	507	523	475 -- 533	-	-	-	-	-	-	2	7	9	15	56	7	3	-	1	-	-	-	-	-	-	-			
Service-producing industries .....	162	39.6	448	449	400 -- 485	-	-	-	1	1	14	9	18	9	30	13	2	4	-	-	-	-	-	-	-	-	-			
State and local government .....	232	40.0	484	474	459 -- 498	-	-	-	-	-	-	4	4	8	60	8	11	4	-	-	-	-	-	-	-	-	-			
Level IV .....	181	39.9	550	555	522 -- 588	-	-	-	-	-	-	-	-	2	3	13	31	34	14	4	-	-	-	-	-	-	-			
Private industry .....	93	39.7	542	535	496 -- 585	-	-	-	-	-	-	-	-	4	3	19	31	22	14	6	-	-	-	-	-	-	-			
Service-producing industries .....	69	39.6	545	-	-	-	-	-	-	-	-	-	6	4	22	22	19	19	9	-	-	-	-	-	-	-	-			
State and local government .....	88	40.0	558	560	525 -- 591	-	-	-	-	-	-	-	-	2	6	31	47	14	1	-	-	-	-	-	-	-	-			
<b>Clerks, General</b>																														
Level II .....	430	39.8	335	328	297 -- 367	3	1	12	10	20	20	13	7	3	7	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	275	39.7	330	324	278 -- 367	4	1	17	11	19	16	9	7	3	9	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-			
Goods-producing industries .....	77	39.0	381	-	-	-	1	4	9	14	6	8	10	8	23	14	1	-	-	-	-	-	-	-	-	-				
Manufacturing .....	77	39.0	381	-	-	-	1	4	9	14	6	8	10	8	23	14	1	-	-	-	-	-	-	-	-	-				
Service-producing industries .....	198	39.9	310	310	270 -- 347	6	1	22	12	21	20	10	5	1	3	-	-	-	-	-	-	-	-	-	-	-				
State and local government .....	155	40.0	345	337	317 -- 367	-	-	5	10	21	25	20	8	4	5	3	-	-	-	-	-	-	-	-	-	-				
Level III .....	2,882	40.0	410	396	380 -- 446	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	13	6	35	6	15	23	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-				
Private industry .....	427	39.9	398	404	360 -- 428	-	-	1	1	6	11	12	17	8	30	12	1	-	-	-	-	-	-	-	-	-				
Goods-producing industries .....	53	40.0	414	-	-	-	-	-	-	8	17	8	13	4	15	32	4	-	-	-	-	-	-	-	-	-				
Manufacturing .....	53	40.0	414	-	-	-	-	-	-	8	17	8	13	4	15	32	4	-	-	-	-	-	-	-	-	-				
Service-producing industries .....	374	39.9	396	404	360 -- 428	-	-	2	2	6	10	12	18	9	32	9	1	-	-	-	-	-	-	-	-					
State and local government .....	2,455	40.0	412	396	389 -- 462	-	-	-	-	-	14	5	38	5	12	25	1	( <sup>3</sup> )	-	-	-	-	-	-	-					
Level IV .....	1,156	39.9	488	479	458 -- 532	-	-	-	-	( <sup>3</sup> )	1	4	8	9	40	21	16	1	-	-	-	-	-	-	-					
Private industry .....	309	39.7	474	478	421 -- 521	-	-	-	-	1	3	8	15	10	23	34	6	1	-	-	-	-	-	-	-					
Goods-producing industries .....	118	39.2	494	508	421 -- 534	-	-	-	-	-	1	6	19	3	15	43	10	3	-	-	-	-	-	-	-					
Manufacturing .....	118	39.2	494	508	421 -- 534	-	-	-	-	-	1	6	19	3	15	43	10	3	-	-	-	-	-	-	-					
Service-producing industries .....	191	40.0	462	462	420 -- 504	-	-	-	-	2	4	9	13	15	28	28	3	-	-	-	-	-	-	-	-					
State and local government .....	847	40.0	493	480	459 -- 543	-	-	-	-	-	-	3	5	9	47	16	20	1	-	-	-	-	-	-	-					
<b>Key Entry Operators</b>																														
Level I .....	297	39.8	334	320	290 -- 334	-	-	1	40	30	6	3	6	2	3	3	5	-	-	-	-	-	-	-	-					
Level II .....	128	39.8	430	432	396 -- 486	-	-	-	1	17	4	20	4	9	27	19	-	-	-	-	-	-	-	-	-					
Private industry .....	54	39.4	449	-	-	-	-	-	2	4	7	4	9	19	41	15	-	-	-	-	-	-	-	-	-					
State and local government .....	74	40.0	416	396	342 -- 483	-	-	-	-	27	1	32	-	1	16	22	-	-	-	-	-	-	-	-	-					

See footnotes at end of table.



**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, San Diego, CA, October 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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 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 - 1000	1000 - 1100		
<b>Personnel Assistants (Employment)</b>																												
Level II:																												
State and local government .....	7	40.0	\$455	-	- - -	-	-	-	-	-	-	-	-	14	-	86	-	-	-	-	-	-	-	-	-	-	-	-
Level III:																												
State and local government .....	19	40.0	499	\$525	\$461 - \$525	-	-	-	-	-	-	-	-	-	16	32	37	16	-	-	-	-	-	-	-	-	-	-
<b>Secretaries</b>																												
Level I .....																												
Private industry .....	55	39.9	423	422	400 - 422	-	-	-	1	6	7	4	62	7	5	6	3	-	-	-	-	-	-	-	-	-	-	
Level II .....																												
Private industry .....	244	39.8	494	498	453 - 550	-	-	-	-	( <sup>3</sup> )	2	4	3	6	39	29	11	4	1	-	-	-	-	-	-	-	-	
Goods-producing industries .....	75	39.7	517	-	- - -	-	-	-	-	1	-	5	5	8	25	16	23	12	4	-	-	-	-	-	-	-	-	
Manufacturing .....	75	39.7	517	-	- - -	-	-	-	-	1	-	5	5	8	25	16	23	12	4	-	-	-	-	-	-	-	-	
Service-producing industries .....	169	39.8	483	490	450 - 520	-	-	-	-	-	6	8	4	8	30	26	16	3	-	-	-	-	-	-	-	-	-	
State and local government .....	215	40.0	502	488	488 - 538	-	-	-	-	-	-	1	2	4	51	35	3	3	-	-	-	-	-	-	-	-	-	
Level III .....																												
Private industry .....	635	39.5	565	564	503 - 605	-	-	-	-	-	-	( <sup>3</sup> )	1	6	15	22	28	13	8	4	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Goods-producing industries .....	256	39.4	609	604	546 - 676	-	-	-	-	-	-	-	-	2	8	17	22	20	18	8	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Manufacturing .....	256	39.4	609	604	546 - 676	-	-	-	-	-	-	-	-	2	8	17	22	20	18	8	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Service-producing industries .....	379	39.6	536	533	494 - 586	-	-	-	-	-	-	( <sup>3</sup> )	2	9	20	26	32	9	2	1	-	-	-	-	-	-	-	
State and local government .....	215	40.0	599	590	578 - 631	-	-	-	-	-	-	-	-	2	3	7	49	30	3	5	1	-	-	-	-	-	-	
Level IV .....																												
Private industry .....	327	39.9	633	635	571 - 694	-	-	-	-	-	-	( <sup>3</sup> )	1	7	10	17	25	17	12	8	3	1	1	-	-	-	-	
Goods-producing industries .....	90	40.0	692	718	616 - 768	-	-	-	-	-	-	1	-	4	3	10	13	17	16	23	8	2	2	-	-	-	-	
Manufacturing .....	90	40.0	692	718	616 - 768	-	-	-	-	-	-	1	-	4	3	10	13	17	16	23	8	2	2	-	-	-	-	
Service-producing industries .....	237	39.9	611	619	555 - 665	-	-	-	-	-	-	-	1	1	8	13	19	29	16	11	2	1	-	-	-	-	-	
State and local government .....	119	40.0	666	652	635 - 686	-	-	-	-	-	-	-	-	-	3	6	21	47	8	15	-	-	-	-	-	-	-	
Level V .....																												
Private industry .....	58	40.0	736	-	- - -	-	-	-	-	-	-	-	-	-	-	2	12	17	10	9	26	10	3	7	3	-	-	
State and local government .....	57	40.0	757	781	726 - 802	-	-	-	-	-	-	-	-	-	-	-	16	2	23	18	37	-	-	5	-	-	-	
<b>Switchboard Operator-Receptionists</b>																												
Private industry .....	308	39.8	329	330	290 - 344	5	1	4	20	10	38	8	5	3	3	1	1	1	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	280	39.8	324	330	290 - 344	5	1	4	22	9	40	9	4	3	1	1	1	-	-	-	-	-	-	-	-	-	-	
<b>Word Processors</b>																												
State and local government .....	355	40.0	481	492	455 - 492	-	-	-	-	-	-	-	2	4	5	6	73	15	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-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, San Diego, CA, October 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	7.00 and under 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 24.00	24.00 - 26.00	26.00 - 28.00		
<b>General Maintenance Workers</b> .....	334	\$11.91	\$11.41	\$10.00 - \$13.49	1	1	9	1	7	3	6	12	10	4	15	8	6	8	3	5	1	-	-	-	-	-	-	-	-
Private industry .....	256	11.36	10.85	9.34 - 12.85	2	1	12	2	9	4	8	15	10	3	13	5	4	2	2	6	1	-	-	-	-	-	-	-	
Service-producing industries .....	222	10.78	10.84	9.34 - 12.02	2	-	13	2	11	5	9	17	12	4	14	5	5	1	1	-	-	-	-	-	-	-	-	-	
State and local government .....	78	13.74	13.21	12.87 - 15.28	-	-	-	-	-	-	-	3	9	5	23	19	10	27	4	-	-	-	-	-	-	-	-	-	
<b>Maintenance Electricians</b> .....	429	19.73	19.56	16.71 - 22.80	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	6	3	3	14	4	14	10	1	3	38	-	3		
Private industry .....	302	20.41	22.80	16.71 - 22.80	-	-	-	-	-	-	-	-	-	-	1	8	4	4	11	2	1	7	-	3	54	-	4		
Goods-producing industries .....	95	18.40	17.89	14.22 - 19.78	-	-	-	-	-	-	-	-	-	-	-	19	9	9	8	6	3	21	-	11	-	-	13		
Manufacturing .....	95	18.40	17.89	14.22 - 19.78	-	-	-	-	-	-	-	-	-	-	19	9	9	8	6	3	21	-	11	-	-	-	13		
State and local government .....	127	18.12	18.33	16.88 - 18.63	-	-	-	-	-	-	-	-	-	-	-	2	2	2	22	9	43	16	4	2	-	-	-		
<b>Maintenance Electronics Technicians</b>																													
Level II .....	346	17.28	16.79	14.79 - 19.00	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	4	3	20	16	9	5	17	9	1	2	13	-	-		
Private industry .....	276	17.30	16.53	14.63 - 19.00	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	5	3	22	16	6	3	18	5	1	3	17	-	-		
Goods-producing industries .....	151	16.73	17.00	14.42 - 18.84	-	-	-	-	-	-	-	-	-	-	9	4	25	9	3	3	31	10	1	5	-	-	-		
Manufacturing .....	151	16.73	17.00	14.42 - 18.84	-	-	-	-	-	-	-	-	-	-	9	4	25	9	3	3	31	10	1	5	-	-	-		
Service-producing industries .....	125	18.00	16.29	14.79 - 22.80	-	-	-	-	-	-	-	1	1	1	2	2	20	23	10	2	2	-	-	-	37	-	-		
State and local government .....	70	17.17	17.00	15.81 - 18.97	-	-	-	-	-	-	-	-	-	-	-	-	10	20	19	14	14	23	-	-	-	-	-		
Level III .....	137	19.42	19.92	18.32 - 20.10	-	-	-	-	-	-	-	-	-	-	-	2	1	2	9	22	14	36	11	3	-	-	-		
State and local government .....	109	19.46	20.10	18.32 - 20.10	-	-	-	-	-	-	-	-	-	-	-	1	2	3	11	18	9	43	12	1	-	-	-		
<b>Maintenance Machinists</b> .....	54	21.19	-	- - -	-	-	-	-	-	-	-	-	-	4	-	-	7	4	9	11	4	30	2	-	-	30	-		
<b>Maintenance Mechanics, Machinery</b> .....	121	19.71	19.60	18.60 - 20.57	-	-	-	-	-	-	-	-	-	1	-	-	-	1	7	25	17	25	23	1	-	-	-		
Private industry .....	115	19.71	19.60	18.60 - 20.57	-	-	-	-	-	-	-	-	-	1	-	-	-	8	25	18	24	23	-	-	-	-	-		
Goods-producing industries .....	73	19.53	-	- - -	-	-	-	-	-	-	-	-	-	1	-	-	-	11	26	25	-	37	-	-	-	-	-		
Manufacturing .....	73	19.53	-	- - -	-	-	-	-	-	-	-	-	-	1	-	-	-	11	26	25	-	37	-	-	-	-	-		
<b>Maintenance Mechanics, Motor Vehicle</b> .....	472	18.05	18.03	17.13 - 20.20	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	1	4	10	32	19	6	25	1	-	-	-	-		
State and local government .....	314	17.33	17.26	17.01 - 18.16	-	-	-	-	-	-	-	-	-	-	-	2	4	15	48	29	1	-	1	-	-	-	-		
<b>Tool and Die Makers</b> .....	65	19.79	-	- - -	-	-	-	-	-	-	-	-	-	-	3	2	3	-	2	23	25	3	37	3	-	-	-		
Private industry .....	65	19.79	-	- - -	-	-	-	-	-	-	-	-	-	-	3	2	3	-	2	23	25	3	37	3	-	-	-		
Goods-producing industries .....	65	19.79	-	- - -	-	-	-	-	-	-	-	-	-	-	3	2	3	-	2	23	25	3	37	3	-	-	-		
Manufacturing .....	65	19.79	-	- - -	-	-	-	-	-	-	-	-	-	-	3	2	3	-	2	23	25	3	37	3	-	-	-		

<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-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, San Diego, CA, October 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	4.25	4.50	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	
					and under 4.50	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	21.00	
<b>Guards</b>																												
Level I .....	2,017	\$7.25	\$7.25	\$6.00 – \$8.00	–	–	10	15	11	4	19	6	19	8	( <sup>2</sup> )	( <sup>2</sup> )	2	2	1	–	( <sup>2</sup> )	–	1	–	–	–	–	
Private industry .....	1,985	7.18	7.25	5.95 – 8.00	–	–	10	16	11	5	19	6	19	9	( <sup>2</sup> )	( <sup>2</sup> )	2	1	1	–	( <sup>2</sup> )	–	1	–	–	–	–	
Goods-producing industries .....	61	10.41	–	–	–	–	–	–	20	18	2	3	13	2	–	–	3	–	8	–	2	–	30	–	–	–	–	
Manufacturing .....	61	10.41	–	–	–	–	–	–	20	18	2	3	13	2	–	–	3	–	8	–	2	–	30	–	–	–	–	
Service-producing industries .....	1,924	7.07	7.25	5.85 – 8.00	–	–	10	16	11	4	20	6	19	9	( <sup>2</sup> )	1	2	1	1	–	–	–	–	–	–	–	–	
State and local government .....	32	11.86	11.76	11.19 – 12.47	–	–	–	–	–	–	–	–	–	–	–	–	9	56	34	–	–	–	–	–	–	–	–	
Level II .....	100	11.55	11.72	10.84 – 12.90	–	–	–	–	–	–	–	1	–	2	3	2	31	26	31	4	–	–	–	–	–	–	–	
State and local government .....	56	11.21	11.11	10.84 – 11.72	–	–	–	–	–	–	–	–	–	2	4	4	39	36	16	–	–	–	–	–	–	–	–	
<b>Janitors</b>	3,654	8.82	9.18	6.00 – 11.03	( <sup>2</sup> )	( <sup>2</sup> )	11	12	5	4	4	4	3	4	8	8	12	16	6	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	–	–	–	
Private industry .....	2,114	7.35	6.56	5.50 – 9.04	( <sup>2</sup> )	1	19	21	9	6	5	6	4	4	7	6	5	4	4	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	–	–	–	
Goods-producing industries .....	167	10.62	11.81	7.60 – 12.07	–	–	–	10	2	2	8	5	4	1	4	2	–	36	14	1	1	4	5	2	–	–	–	
Manufacturing .....	167	10.62	11.81	7.60 – 12.07	–	–	–	10	2	2	8	5	4	1	4	2	–	36	14	1	1	4	5	2	–	–	–	
Service-producing industries .....	1,947	7.07	6.25	5.50 – 8.71	( <sup>2</sup> )	1	21	22	9	7	5	6	4	4	8	6	5	1	3	–	–	–	–	–	–	–	–	
State and local government .....	1,540	10.83	10.88	9.94 – 11.49	–	–	–	–	–	( <sup>2</sup> )	1	2	1	5	8	11	23	34	10	3	3	( <sup>2</sup> )	–	–	–	–	–	
<b>Shipping/Receiving Clerks</b>	151	10.44	10.35	9.10 – 11.78	–	–	–	–	–	–	4	1	11	5	13	8	25	19	9	2	–	1	1	2	–	–	–	
Private industry .....	149	10.43	10.35	9.10 – 11.78	–	–	–	–	–	–	4	1	11	5	13	8	25	18	9	2	–	1	1	2	–	–	–	
Service-producing industries .....	107	10.31	10.35	9.10 – 11.80	–	–	–	–	–	–	6	–	10	5	14	7	23	21	12	3	–	–	–	–	–	–	–	
<b>Truckdrivers</b>																												
Light Truck .....	62	11.47	–	–	–	–	–	–	16	–	–	–	–	–	–	2	2	34	13	31	–	3	–	–	–	–	–	
State and local government .....	29	12.87	13.55	11.92 – 13.55	–	–	–	–	–	–	–	–	–	–	–	–	–	28	7	66	–	–	–	–	–	–	–	
Heavy Truck .....	332	15.46	15.72	14.32 – 15.72	–	–	–	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	2	15	21	40	2	–	19	–	–	
Tractor Trailer .....	133	17.41	17.29	14.01 – 20.44	–	–	–	–	–	–	–	–	–	–	1	2	–	7	2	18	1	8	20	1	–	42		
Private industry .....	101	18.66	20.44	17.29 – 20.44	–	–	–	–	–	–	–	–	–	–	–	2	–	2	1	2	1	10	26	1	–	55		
<b>Warehouse Specialists</b>	546	11.21	11.34	8.98 – 12.81	–	–	–	6	1	8	3	1	2	5	8	3	10	14	15	6	4	4	1	6	–	–	3	
Private industry .....	383	10.94	10.00	7.68 – 13.07	–	–	–	8	2	11	4	2	3	7	11	3	5	9	8	5	5	5	–	9	–	–	4	
Goods-producing industries .....	291	11.69	11.34	9.47 – 14.04	–	–	–	–	2	2	4	3	3	8	14	4	7	12	10	7	7	7	–	11	–	–	–	
Manufacturing .....	291	11.69	11.34	9.47 – 14.04	–	–	–	–	2	2	4	3	3	8	14	4	7	12	10	7	7	7	–	11	–	–	–	
State and local government .....	163	11.85	11.90	10.95 – 12.45	–	–	–	–	–	–	–	–	–	1	1	4	22	26	34	9	1	1	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.

# Appendix A.

## Scope and Method of Survey

### Scope

This survey of the San Diego, CA 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; and services industries, including health services); 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 San Diego, CA Metropolitan Statistical Area (September 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 San Diego, CA Metropolitan Statistical Area. Collection for the survey was from July 1995 through February 1996 and reflects an average payroll reference month of October 1995. Data obtained for a payroll period prior to the end of November 1995 were updated to include general wage changes, if granted, scheduled to be effective through that date.

### Occupational pay

Occupational pay data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Pay data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included in the pay data.

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

Average pay reflect areawide estimates. Industries and establishments differ in pay levels and job staffing, and thus contribute differently to the estimates for each job. Therefore, average pay may not reflect the pay differential among jobs within individual establishments. A-series tables provide distributions of workers by pay intervals

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

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

Average weekly hours for professional, administrative, technical, protective service, and clerical occupations refer to the standard workweek (rounded to the nearest tenth of an hour) for which employees receive regular straight-time pay. Average weekly pay for these occupations are rounded to the nearest dollar.

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

### Survey nonresponse

Data were not available from 12.5 percent of the sample establishments (representing 58,441 employees covered by the survey). An additional 7.0 percent of the sample establishments (representing 25,351 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. In all but three of the occupational work levels published in this bulletin, the proportion of employees for whom pay data were not available was less than 5 percent. The three jobs were Accountants V (6.4 percent); Budget Analyst IV (5.9 percent); and Personnel Supervisors/ Manager I (17.5 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	9.8
1 and under 3 percent	69.6
3 and under 5 percent	17.9
5 percent and over	2.7

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 6 percent of the 396 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, San Diego, CA*, BLS Bulletin 3075-58.

<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, San Diego, CA<sup>1</sup>, October, 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 .....	2,131	374	586,315	100	265,546
Private industry .....	2,047	339	453,550	77	163,390
Goods producing .....	576	96	99,716	17	42,277
Manufacturing .....	428	83	89,014	15	40,575
Construction <sup>5</sup> .....	146	12	10,540	2	1,621
Service producing .....	1,471	243	353,834	60	121,113
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	90	20	24,762	4	9,505
Wholesale trade <sup>7</sup> .....	84	16	7,838	1	2,157
Retail trade <sup>7</sup> .....	454	30	147,868	25	27,112
Finance, insurance, and real estate <sup>7</sup> .....	158	29	23,064	4	11,987
Services <sup>7</sup> .....	685	148	150,302	26	70,352
State and local government .....	84	35	132,765	23	102,156
<b>ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE</b>					
All divisions .....	233	98	353,414	100	219,073
Private industry .....	198	81	229,799	65	120,732
Goods producing .....	36	24	38,005	11	29,118
Manufacturing .....	36	24	38,005	11	29,118
Service producing .....	162	57	191,794	54	91,614
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	11	4	15,011	4	6,714
Retail trade <sup>7</sup> .....	83	12	83,357	24	23,036
Finance, insurance, and real estate <sup>7</sup> .....	7	6	9,751	3	9,002
Services <sup>7</sup> .....	61	35	83,675	24	52,862
State and local government .....	35	17	123,615	35	98,341

<sup>1</sup> The San Diego, CA Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of San Diego County. 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.

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