

# Occupational Compensation Survey: Pay Only

Houston, Texas,  
Metropolitan Area,  
March 1996



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3085-21

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## Preface

This bulletin provides results of a March 1996 survey of occupational pay in the Houston, TX Primary Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in Dallas, under the direction of Hal R. Corley, 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 Dallas Regional Office at (214) 767-6970. You may also write to the Bureau of Labor Statistics at: Office of Compensation Levels and Trends, 2 Massachusetts Avenue, NE, Room 4175, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

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# Occupational Compensation Survey: Pay Only

# Houston, Texas, Metropolitan Area, March 1996



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

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

September 1996

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# Introduction

This survey of occupational pay in the Houston, TX Primary Metropolitan Statistical Area (Fort Bend, Harris, Liberty, Montgomery, and Waller Counties) 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, Houston, TX, March 1996**

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	300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000								
<b>PROFESSIONAL OCCUPATIONS</b>																																	
<b>Accountants</b>																																	
Level I .....	637	39.8	\$575	\$558	\$471 - 654	2	38	16	32	6	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Private industry .....	570	39.7	587	596	473 - 654	2	34	16	35	6	2	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Service-producing industries .....	480	39.7	549	529	468 - 654	2	40	18	37	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Transportation and utilities .....	33	40.0	523	-	- - -	-	42	42	12	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
State and local government .....	67	40.0	475	463	440 - 499	3	73	18	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Level II .....	1,130	39.8	670	660	577 - 720	-	3	28	39	17	8	3	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Private industry .....	1,025	39.8	678	669	590 - 731	-	3	25	40	18	8	3	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Goods-producing industries .....	453	39.9	721	674	652 - 800	-	1	16	46	12	13	7	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Manufacturing .....	137	40.0	655	658	635 - 684	-	2	23	64	6	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Service-producing industries .....	572	39.7	643	642	577 - 708	-	5	32	36	22	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Transportation and utilities .....	60	40.0	659	645	596 - 731	-	-	42	18	38	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
State and local government .....	105	39.8	592	570	538 - 618	-	6	58	25	5	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Level III .....	1,575	39.8	881	860	757 - 976	-	-	3	11	21	24	19	10	4	2	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	1,488	39.8	892	865	769 - 993	-	-	2	9	21	25	20	11	4	2	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	671	39.9	927	911	816 - 1,003	-	-	-	4	14	27	25	18	7	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	227	40.0	886	893	772 - 1,003	-	-	-	13	13	26	22	23	( <sup>3</sup> )	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries:																																	
Transportation and utilities .....	131	40.0	751	750	656 - 795	-	-	13	21	41	7	15	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	87	40.0	703	681	635 - 784	-	-	10	48	21	18	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	1,166	39.9	1,166	1,137	1,019 - 1,315	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	4	14	22	12	17	16	6	4	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,126	39.9	1,176	1,148	1,029 - 1,321	-	-	-	-	3	3	13	22	13	17	16	6	4	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	724	39.9	1,221	1,215	1,064 - 1,357	-	-	-	-	-	-	11	24	13	17	20	8	5	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	90	40.0	1,060	1,095	931 - 1,103	-	-	-	-	-	-	27	24	41	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	402	39.9	1,095	1,085	955 - 1,238	-	-	-	-	8	9	17	20	12	17	9	3	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	80	40.0	951	939	797 - 1,076	-	-	-	-	26	13	32	15	6	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	40	39.5	889	901	851 - 959	-	-	2	7	10	30	47	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level V .....	323	39.8	1,544	1,581	1,373 - 1,714	-	-	-	-	-	2	-	3	14	2	13	12	12	23	16	4	1	-	-	-	-	-	-	-	-	-	-	
Private industry .....	318	39.8	1,548	1,584	1,385 - 1,714	-	-	-	-	-	2	-	3	14	1	13	13	12	23	16	4	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	240	39.8	1,570	1,598	1,385 - 1,804	-	-	-	-	-	2	-	2	17	-	10	12	8	23	20	5	1	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	68	40.0	1,239	-	- - -	-	-	-	-	-	7	-	7	60	-	4	1	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	78	39.6	1,482	-	- - -	-	-	-	-	-	-	-	5	3	4	22	15	23	23	5	-	-	-	-	-	-	-	-	-	-	-		
<b>Attorneys</b>																																	
Level I:																																	
State and local government .....	29	40.0	719	713	713 - 733	-	-	10	-	83	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	107	39.5	1,172	1,231	974 - 1,346	-	-	-	7	1	7	12	8	6	29	14	6	4	5	-	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	76	39.2	1,289	-	- - -	-	-	-	-	-	-	9	9	-	41	20	8	5	7	-	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	31	40.0	884	879	694 - 1,046	-	-	-	26	3	26	19	6	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	199	39.7	1,430	1,499	1,234 - 1,696	-	-	-	2	5	-	6	5	4	19	1	11	18	25	5	3	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	157	39.6	1,542	1,567	1,437 - 1,696	-	-	-	-	-	-	4	-	1	19	-	13	22	31	6	3	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	79	39.7	1,701	-	- - -	-	-	-	-	-	-	-	-	-	4	-	6	14	57	13	6	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	78	39.6	1,381	-	- - -	-	-	-	-	-	-	8	-	1	35	-	21	31	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	42	40.0	1,010	1,052	791 - 1,189	-	-	-	7	21	-	14	21	14	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Houston, TX, March 1996 — 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	300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000
Level IV .....	226	39.7	\$1,843	\$1,827	\$1,635 - \$2,059	-	-	-	-	-	-	1	-	-	1	3	10	4	28	21	21	8	3	-	-
Private industry .....	188	39.7	1,921	1,837	1,788 - 2,154	-	-	-	-	-	-	-	-	1	-	2	1	32	24	26	10	3	-	-	
Goods-producing industries .....	113	39.8	1,995	2,000	1,837 - 2,170	-	-	-	-	-	-	-	-	-	-	-	-	23	27	37	10	4	-	-	
Service-producing industries .....	75	39.5	1,809	-	-	-	-	-	-	-	-	-	-	-	3	5	3	47	21	8	11	3	-	-	
State and local government .....	38	40.0	1,460	1,462	1,425 - 1,559	-	-	-	-	-	5	-	-	-	-	16	50	18	8	3	-	-	-	-	
Level V .....	110	39.4	2,286	2,302	2,115 - 2,500	-	-	-	-	-	-	-	-	-	-	-	-	5	12	19	25	30	9	1	
Private industry .....	110	39.4	2,286	2,302	2,115 - 2,500	-	-	-	-	-	-	-	-	-	-	-	-	5	12	19	25	30	9	1	
Service-producing industries .....	57	39.7	2,209	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	23	26	-	33	9	-	
<b>Engineers</b>																									
Level I .....	1,050	40.0	699	729	606 - 769	-	1	21	21	40	14	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,015	40.0	703	739	610 - 769	-	1	21	19	42	14	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	371	40.0	778	757	741 - 802	-	-	-	1	69	25	4	1	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	2,162	40.0	848	852	735 - 951	-	( <sup>3</sup> )	2	15	23	22	28	10	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	2,109	40.0	852	854	736 - 952	-	( <sup>3</sup> )	1	14	23	22	28	10	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Goods-producing industries .....	1,067	40.0	909	937	829 - 983	-	-	-	6	16	19	40	18	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Manufacturing .....	921	40.0	912	944	829 - 986	-	-	-	6	16	16	42	19	1	-	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Service-producing industries .....	1,042	40.0	795	785	702 - 875	-	( <sup>3</sup> )	2	22	31	26	16	2	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	104	40.0	837	845	736 - 925	-	-	-	13	32	29	26	2	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	53	40.0	679	688	688 - 693	-	-	19	58	17	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	4,007	40.0	985	991	866 - 1,087	-	-	( <sup>3</sup> )	2	8	20	21	27	14	5	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	3,894	40.0	990	998	875 - 1,091	-	-	( <sup>3</sup> )	1	8	20	21	28	14	5	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Goods-producing industries .....	1,777	40.0	1,033	1,039	914 - 1,131	-	-	-	( <sup>3</sup> )	4	19	14	29	22	8	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Manufacturing .....	1,421	40.0	1,035	1,048	910 - 1,132	-	-	-	( <sup>3</sup> )	5	20	12	30	22	9	2	1	-	-	-	-	-	-	-	-
Service-producing industries .....	2,117	40.0	955	954	848 - 1,039	-	-	( <sup>3</sup> )	3	11	21	27	27	7	2	2	1	-	-	-	-	-	-	-	-
Transportation and utilities .....	298	40.0	943	960	827 - 1,021	-	-	-	-	11	27	26	23	12	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	113	40.0	787	741	650 - 975	-	-	12	24	21	9	30	3	1	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	5,673	40.0	1,218	1,223	1,081 - 1,362	-	-	-	1	2	4	8	14	15	21	16	12	6	1	-	-	-	-	-	-
Private industry .....	5,485	40.0	1,229	1,227	1,092 - 1,367	-	-	-	( <sup>3</sup> )	1	3	8	14	15	22	17	13	6	1	-	-	-	-	-	-
Goods-producing industries .....	1,961	40.0	1,255	1,267	1,113 - 1,375	-	-	-	-	1	7	16	13	21	21	13	7	2	-	-	-	-	-	-	-
Manufacturing .....	1,126	40.0	1,223	1,224	1,063 - 1,360	-	-	-	-	1	11	22	10	19	17	10	9	1	-	-	-	-	-	-	-
Service-producing industries .....	3,524	40.0	1,215	1,223	1,082 - 1,362	-	-	-	( <sup>3</sup> )	2	4	9	13	17	22	15	13	5	1	-	-	-	-	-	-
Transportation and utilities .....	313	40.0	1,125	1,110	996 - 1,252	-	-	-	( <sup>3</sup> )	1	6	19	24	18	14	10	8	-	-	-	-	-	-	-	-
State and local government .....	188	40.0	888	874	766 - 998	-	-	-	11	23	28	14	12	4	8	-	-	-	-	-	-	-	-	-	-
Level V .....	4,982	40.0	1,523	1,546	1,396 - 1,662	-	-	-	( <sup>3</sup> )	1	2	2	3	5	12	15	21	28	10	1	( <sup>3</sup> )	-	-	-	-
Private industry .....	4,915	40.0	1,530	1,550	1,406 - 1,664	-	-	-	( <sup>3</sup> )	1	2	2	2	5	12	15	22	28	10	1	( <sup>3</sup> )	-	-	-	-
Goods-producing industries .....	1,807	39.9	1,561	1,560	1,417 - 1,669	-	-	-	-	-	( <sup>3</sup> )	-	2	5	13	18	21	26	14	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Manufacturing .....	777	40.0	1,517	1,462	1,366 - 1,635	-	-	-	-	-	1	-	4	11	18	22	14	14	18	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Service-producing industries .....	3,108	40.0	1,512	1,546	1,391 - 1,659	-	-	-	( <sup>3</sup> )	1	2	4	3	5	11	14	22	29	8	1	-	-	-	-	-
Transportation and utilities .....	92	40.0	1,372	1,326	1,219 - 1,474	-	-	-	-	-	-	-	12	22	24	22	11	9	1	-	-	-	-	-	-
State and local government .....	67	40.0	1,005	934	874 - 1,150	-	-	-	-	6	22	34	3	16	10	6	1	-	-	-	-	-	-	-	-
Level VI .....	2,138	40.0	1,768	1,802	1,631 - 1,922	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	1	2	2	3	6	9	27	34	13	3	( <sup>3</sup> )	-	-	-
Private industry .....	2,119	40.0	1,775	1,806	1,637 - 1,924	-	-	-	-	-	( <sup>3</sup> )	1	2	2	3	6	9	27	34	14	3	( <sup>3</sup> )	-	-	-
Goods-producing industries .....	929	39.9	1,758	1,780	1,565 - 1,900	-	-	-	-	-	-	-	-	( <sup>3</sup> )	4	9	13	26	34	12	1	( <sup>3</sup> )	-	-	-
Manufacturing .....	325	40.0	1,588	1,507	1,477 - 1,708	-	-	-	-	-	-	-	-	( <sup>3</sup> )	13	23	26	24	12	1	2	-	-	-	-
Service-producing industries .....	1,190	40.0	1,787	1,815	1,648 - 1,939	-	-	-	-	-	( <sup>3</sup> )	1	3	3	2	4	5	27	34	15	5	1	-	-	-

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Houston, TX, March 1996 — 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	300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	
Level VII .....	382	40.0	\$2,154	\$2,158	\$2,008 - \$2,342	-	-	-	-	-	-	( <sup>3</sup> )	-	-	1	1	1	4	17	32	28	13	3	-		
Private industry .....	381	40.0	2,154	2,158	2,008 - 2,342	-	-	-	-	-	-	( <sup>3</sup> )	-	-	1	1	1	4	17	32	28	13	3	-		
Goods-producing industries .....	124	40.0	2,251	2,269	2,119 - 2,346	-	-	-	-	-	-	-	-	-	-	-	-	2	13	23	44	12	6	-		
<b>ADMINISTRATIVE OCCUPATIONS</b>																										
<b>Budget Analysts</b>																										
Level II .....	54	40.0	684	-	- - -	-	4	17	46	22	6	4	2	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	9	40.0	614	-	- - -	-	22	11	44	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	54	40.0	862	-	- - -	-	-	2	33	11	19	9	11	9	4	2	-	-	-	-	-	-	-	-	-	
State and local government .....	15	40.0	734	688	669 - 830	-	-	7	53	7	27	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	50	40.0	1,248	-	- - -	-	-	-	6	8	22	-	6	14	2	12	12	16	2	-	-	-	-	-	-	
State and local government .....	7	40.0	897	-	- - -	-	-	-	43	14	14	-	29	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Buyers/Contracting Specialists</b>																										
Level I .....	312	39.9	529	500	465 - 580	( <sup>3</sup> )	32	44	17	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	262	39.9	532	500	437 - 603	( <sup>3</sup> )	31	43	19	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	150	40.0	497	500	424 - 500	-	41	41	17	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	134	40.0	483	500	424 - 500	-	46	43	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	112	39.8	578	545	508 - 676	1	18	45	23	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	50	40.0	516	500	488 - 540	-	40	52	6	2	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	
Level II .....	411	39.8	722	693	638 - 808	-	( <sup>3</sup> )	16	35	21	17	6	2	1	1	-	-	-	-	-	-	-	-	-	-	
Private industry .....	342	40.0	738	706	648 - 816	-	1	11	36	21	20	7	3	1	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	194	39.9	779	792	693 - 816	-	-	4	29	19	32	11	4	1	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	71	40.0	732	-	- - -	-	-	8	27	24	38	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	148	40.0	683	658	607 - 720	-	1	19	44	24	5	2	1	1	2	-	-	-	-	-	-	-	-	-	-	
State and local government .....	69	39.2	641	636	585 - 675	-	-	42	33	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	715	40.0	954	946	808 - 1,086	-	-	3	4	15	21	18	17	13	3	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-	
Private industry .....	666	40.0	969	951	837 - 1,092	-	-	1	2	16	21	18	18	14	4	3	3	( <sup>3</sup> )	-	-	-	-	-	-	-	
Goods-producing industries .....	416	40.0	1,017	1,006	866 - 1,120	-	-	-	( <sup>3</sup> )	10	21	19	19	18	6	3	4	( <sup>3</sup> )	-	-	-	-	-	-	-	
Manufacturing .....	172	40.0	863	841	802 - 930	-	-	-	1	24	45	23	5	2	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	250	40.0	887	884	767 - 1,004	-	-	3	6	25	23	18	16	6	1	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Transportation and utilities .....	70	40.0	769	739	723 - 844	-	-	11	11	49	17	1	10	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	49	40.0	751	694	588 - 908	-	-	27	24	8	14	14	8	4	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	399	40.0	1,317	1,304	1,096 - 1,460	-	-	-	1	2	9	14	10	13	23	7	8	7	5	2	1	-	-	-	-	
Private industry .....	399	40.0	1,317	1,304	1,096 - 1,460	-	-	-	1	2	9	14	10	13	23	7	8	7	5	2	1	-	-	-	-	
Goods-producing industries .....	193	39.9	1,429	1,332	1,240 - 1,608	-	-	-	-	1	5	6	12	5	30	6	10	10	9	5	1	-	-	-	-	
Service-producing industries .....	206	40.0	1,212	1,202	1,038 - 1,340	-	-	-	1	4	13	21	9	19	16	8	5	3	1	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Houston, TX, March 1996 — 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	300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000				
<b>Computer Programmers</b>																													
Level I .....	408	39.4	\$608	\$600	\$546 - \$654	-	8	39	41	8	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	381	39.5	615	604	548 - 658	-	4	38	44	9	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	299	39.4	582	591	546 - 623	-	6	49	43	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	62	38.0	573	577	529 - 618	-	3	63	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	27	38.7	512	499	499 - 538	-	56	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	750	39.0	703	674	635 - 763	-	2	12	48	18	15	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	688	39.0	713	682	639 - 770	-	-	9	49	19	16	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	181	39.6	819	848	746 - 882	-	-	-	20	16	46	15	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	507	38.8	675	658	635 - 704	-	-	13	60	20	5	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	62	39.1	590	586	539 - 649	-	19	37	37	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	1,153	39.8	877	865	798 - 969	-	-	1	10	16	33	23	14	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,098	39.8	887	867	812 - 969	-	-	( <sup>3</sup> )	7	15	34	24	15	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	219	40.0	932	969	858 - 988	-	-	-	2	2	30	44	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	879	39.8	876	865	791 - 952	-	-	1	8	19	35	19	14	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	55	39.3	676	665	635 - 701	-	-	4	69	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	520	40.0	977	939	901 - 1,018	-	-	-	-	1	24	49	7	13	5	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	509	40.0	979	939	901 - 1,018	-	-	-	-	( <sup>3</sup> )	23	50	7	14	5	1	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	431	40.0	972	939	893 - 1,004	-	-	-	-	( <sup>3</sup> )	27	48	7	11	6	1	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Computer Systems Analysts</b>																													
Level I .....	393	38.9	835	853	717 - 934	-	-	1	16	29	21	21	11	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	362	38.8	849	860	731 - 939	-	-	1	11	30	22	23	12	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	190	39.4	909	917	852 - 979	-	-	1	6	12	21	39	16	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	172	38.1	783	756	710 - 860	-	-	-	16	49	24	4	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	31	40.0	674	675	625 - 700	-	-	6	68	19	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,340	39.6	1,021	1,019	913 - 1,127	-	-	-	1	6	16	20	25	19	10	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,297	39.6	1,028	1,029	923 - 1,135	-	-	-	1	6	15	20	26	19	10	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	375	39.8	1,060	1,049	1,000 - 1,118	-	-	-	-	2	1	21	44	18	12	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	922	39.5	1,015	1,010	888 - 1,144	-	-	-	1	7	20	20	19	20	10	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	115	37.8	872	858	825 - 910	-	-	-	-	17	54	23	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	43	39.4	807	829	740 - 862	-	-	-	9	28	53	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	1,234	39.8	1,198	1,190	1,070 - 1,309	-	-	-	-	-	5	12	14	22	20	12	7	6	1	-	-	-	-	-	-	-	-	-	
Private industry .....	1,228	39.8	1,200	1,190	1,075 - 1,311	-	-	-	-	-	5	12	14	23	20	12	7	6	1	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	425	39.9	1,232	1,212	1,154 - 1,313	-	-	-	-	1	4	6	36	25	19	6	3	1	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	803	39.7	1,182	1,168	1,033 - 1,309	-	-	-	-	-	7	16	18	16	18	9	7	8	2	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	90	38.9	1,026	1,053	873 - 1,169	-	-	-	-	-	29	19	9	30	13	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	6	40.0	917	-	-	-	-	-	-	-	33	50	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	372	39.9	1,503	1,531	1,209 - 1,709	-	-	-	-	-	-	( <sup>3</sup> )	21	11	5	9	11	26	15	1	-	-	-	-	-	-	-	-	
Private industry .....	372	39.9	1,503	1,531	1,209 - 1,709	-	-	-	-	-	-	( <sup>3</sup> )	21	11	5	9	11	26	15	1	-	-	-	-	-	-	-	-	
Goods-producing industries .....	173	39.8	1,613	1,600	1,494 - 1,699	-	-	-	-	-	-	-	-	-	3	5	20	21	33	17	1	-	-	-	-	-	-	-	
Service-producing industries .....	199	40.0	1,408	1,235	1,188 - 1,731	-	-	-	-	-	-	1	40	18	6	1	2	20	13	1	-	-	-	-	-	-	-	-	

See footnotes at end of table.



**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Houston, TX, March 1996 — 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	300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000			
<b>Computer Systems Analyst Supervisors/Managers</b>																												
Level I .....	190	39.5	\$1,345	\$1,317	\$1,189 - \$1,442	-	-	-	-	-	2	4	21	16	26	12	5	13	1	1	-	-	-	-	-	-	-	-
Private industry .....	187	39.4	1,349	1,321	1,198 - 1,442	-	-	-	-	-	1	4	21	16	26	12	5	13	1	1	-	-	-	-	-	-	-	-
Service-producing industries .....	142	39.4	1,307	1,295	1,173 - 1,387	-	-	-	-	-	1	4	25	19	28	11	2	8	1	-	-	-	-	-	-	-	-	-
Level II .....	231	39.8	1,455	1,417	1,302 - 1,562	-	-	-	-	-	3	3	3	12	28	13	21	10	3	5	( <sup>3</sup> )	-	-	-	-	-	-	
Private industry .....	231	39.8	1,455	1,417	1,302 - 1,562	-	-	-	-	-	3	3	3	12	28	13	21	10	3	5	( <sup>3</sup> )	-	-	-	-	-	-	
Service-producing industries .....	141	39.7	1,364	1,329	1,265 - 1,444	-	-	-	-	-	4	4	4	20	41	1	13	9	1	1	-	-	-	-	-	-	-	
Transportation and utilities .....	52	39.0	1,239	1,329	1,128 - 1,378	-	-	-	-	-	12	12	10	13	52	2	-	-	-	-	-	-	-	-	-	-	-	
<b>Personnel Specialists</b>																												
Level I .....	158	39.5	558	541	500 - 600	-	23	50	17	6	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	127	39.4	564	542	481 - 620	-	28	39	20	8	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	110	39.5	539	530	462 - 587	-	32	45	19	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	450	39.8	658	646	577 - 705	-	2	36	28	26	3	2	1	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	388	39.8	666	658	577 - 716	-	2	35	24	30	4	3	1	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	109	39.9	750	705	701 - 749	-	-	8	12	59	7	7	3	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	279	39.8	633	615	577 - 690	-	3	46	29	19	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	62	40.0	604	601	567 - 650	-	6	44	50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	509	39.8	877	842	769 - 973	-	-	2	16	16	29	14	8	13	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	461	39.9	889	846	785 - 1,008	-	-	1	15	16	29	14	9	14	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	210	40.0	981	1,008	842 - 1,139	-	-	-	4	12	27	6	15	30	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	78	40.0	870	-	-	-	-	-	8	31	33	10	8	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	251	39.8	812	808	693 - 904	-	-	1	24	19	31	21	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	73	40.0	849	846	808 - 894	-	-	-	1	14	63	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	48	39.6	765	776	673 - 864	-	-	10	27	21	29	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	637	39.8	1,135	1,116	990 - 1,281	-	-	-	( <sup>3</sup> )	4	8	17	19	14	15	15	6	1	2	( <sup>3</sup> )	-	-	-	-	-	-	-	
Private industry .....	600	39.8	1,145	1,135	998 - 1,281	-	-	-	( <sup>3</sup> )	3	7	16	19	14	15	16	6	1	2	( <sup>3</sup> )	-	-	-	-	-	-	-	
Goods-producing industries .....	381	39.9	1,215	1,228	1,062 - 1,349	-	-	-	-	1	1	10	20	15	18	23	8	1	3	( <sup>3</sup> )	-	-	-	-	-	-	-	
Manufacturing .....	98	40.0	1,192	1,252	1,001 - 1,385	-	-	-	-	-	-	18	23	7	17	31	3	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	219	39.7	1,025	990	871 - 1,142	-	-	-	( <sup>3</sup> )	9	17	25	18	13	11	3	2	1	1	-	-	-	-	-	-	-	-	
Transportation and utilities .....	36	40.0	988	-	-	-	-	-	3	8	22	31	17	6	6	8	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	37	39.9	967	-	-	-	-	-	-	8	19	35	24	11	3	-	-	-	-	-	-	-	-	-	-	-	-	
Level V .....	211	40.0	1,386	1,393	1,204 - 1,508	-	-	-	-	-	( <sup>3</sup> )	9	14	15	13	21	10	15	2	( <sup>3</sup> )	-	-	-	-	-	-	-	
Private industry .....	208	40.0	1,390	1,401	1,204 - 1,508	-	-	-	-	-	-	9	14	15	13	22	11	15	2	( <sup>3</sup> )	-	-	-	-	-	-	-	
Goods-producing industries .....	143	39.9	1,439	1,481	1,250 - 1,601	-	-	-	-	-	-	3	16	12	6	27	10	22	3	1	-	-	-	-	-	-	-	
Service-producing industries .....	65	40.0	1,281	-	-	-	-	-	-	-	-	20	9	22	28	9	12	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Houston, TX, March 1996 — 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	300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000			
<b>Personnel Supervisors/Managers</b>																												
Level I:																												
State and local government .....	9	40.0	\$979	-	- - -	-	-	-	11	22	-	-	44	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	83	39.9	1,416	\$1,325	\$1,235 - \$1,532	-	-	-	1	1	1	-	2	17	6	28	6	22	5	5	5	-	1	-	-	-	-	-
Private industry .....	71	39.9	1,459	-	- - -	-	-	-	-	-	-	-	-	18	6	28	6	24	6	6	6	-	1	-	-	-	-	-
Goods-producing industries .....	50	39.9	1,361	-	- - -	-	-	-	-	-	-	-	-	26	8	40	6	10	8	-	-	-	2	-	-	-	-	-
State and local government .....	12	40.0	1,160	-	- - -	-	-	-	8	8	8	-	17	8	8	25	8	8	-	-	-	-	-	-	-	-	-	-
Level III .....	74	39.5	1,948	-	- - -	-	-	-	-	-	-	-	-	-	-	-	3	8	16	23	32	16	1	-	-	-	-	
Private industry .....	74	39.5	1,948	-	- - -	-	-	-	-	-	-	-	-	-	-	-	3	8	16	23	32	16	1	-	-	-	-	
<b>Tax Collectors</b>																												
Level II .....	6	40.0	446	-	- - -	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	6	40.0	446	-	- - -	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	7	40.0	502	-	- - -	-	71	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	7	40.0	502	-	- - -	-	71	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

methods used to compute means, medians, and middle ranges.

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

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

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Houston, TX, March 1996**

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 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500					
<b>TECHNICAL OCCUPATIONS</b>																														
<b>Computer Operators</b>																														
Level I .....	97	39.5	\$389	\$371	\$346 - \$446	3	3	24	41	9	7	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	72	39.4	397	-	- - -	4	4	24	29	13	10	15	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	72	39.4	397	-	- - -	4	4	24	29	13	10	15	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	25	40.0	366	377	350 - 382	-	-	24	76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level II .....	521	39.8	453	440	387 - 498	-	3	3	25	28	16	8	13	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-		
Private industry .....	436	39.9	464	443	387 - 513	-	-	3	27	26	16	9	15	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-		
Goods-producing industries .....	60	39.7	510	-	- - -	-	-	-	-	30	25	3	42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	376	39.9	456	440	387 - 503	-	-	3	31	25	15	10	11	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-		
Transportation and utilities .....	56	40.0	525	557	444 - 593	-	-	-	9	18	-	20	41	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	85	39.3	399	414	353 - 440	-	16	7	15	42	13	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	360	39.5	565	578	513 - 626	-	-	-	2	2	14	26	24	21	8	3	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	333	39.5	572	578	513 - 626	-	-	-	-	2	12	27	24	23	8	3	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	132	40.0	591	615	515 - 647	-	-	-	-	-	8	39	1	32	15	5	-	1	-	1	-	-	-	-	-	-	-	-	-	
Manufacturing .....	91	40.0	561	520	513 - 630	-	-	-	-	-	11	56	-	21	11	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	201	39.3	560	578	510 - 589	-	-	-	-	4	15	20	39	16	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	92	38.9	538	578	494 - 578	-	-	-	-	5	20	24	51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	27	38.7	480	-	- - -	-	-	-	22	4	44	4	22	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	58	39.5	720	-	- - -	-	-	-	-	-	-	-	16	21	7	24	16	3	-	14	-	-	-	-	-	-	-	-	-	
Private industry .....	57	39.5	722	-	- - -	-	-	-	-	-	-	-	16	19	7	25	16	4	-	14	-	-	-	-	-	-	-	-	-	
<b>Drafters</b>																														
Level I .....	242	40.0	441	360	360 - 549	-	-	24	33	-	3	36	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	242	40.0	441	360	360 - 549	-	-	24	33	-	3	36	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II:																														
Private industry:																														
Service-producing industries .....	170	40.0	506	508	460 - 537	-	-	-	4	5	38	32	14	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	942	40.0	734	720	680 - 780	-	-	-	-	-	1	-	6	8	13	29	19	18	2	4	-	-	-	-	-	-	-	-	-	-
Private industry .....	933	40.0	735	720	680 - 780	-	-	-	-	-	1	-	6	7	13	29	20	18	2	4	-	-	-	-	-	-	-	-	-	-
Level IV .....	251	40.0	817	844	677 - 912	-	-	-	-	-	-	-	-	1	29	7	6	8	10	35	4	-	-	-	-	-	-	-	-	-
Private industry .....	246	40.0	819	852	680 - 919	-	-	-	-	-	-	-	-	-	29	7	6	9	10	36	4	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	142	40.0	805	833	674 - 907	-	-	-	-	-	-	-	-	-	33	5	6	11	8	37	1	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Houston, TX, March 1996 — 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 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500		
<b>Engineering Technicians</b>																											
Level I .....	50	40.0	\$473	-	- - -	-	-	-	4	28	50	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	50	40.0	473	-	- - -	-	-	-	4	28	50	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	176	40.0	580	\$577	\$536 - \$640	-	-	1	2	6	4	19	34	26	3	2	4	-	-	1	-	-	-	-	-	-	-
Private industry .....	176	40.0	580	577	536 - 640	-	-	1	2	6	4	19	34	26	3	2	4	-	-	1	-	-	-	-	-	-	-
Goods-producing industries .....	99	40.0	598	577	542 - 624	-	-	-	-	3	23	37	22	5	-	7	-	-	2	-	-	-	-	-	-	-	-
Service-producing industries .....	77	40.0	558	-	- - -	-	-	1	4	13	5	13	29	30	1	4	-	-	-	-	-	-	-	-	-	-	-
Level III .....	463	40.0	689	683	644 - 739	-	-	-	-	( <sup>3</sup> )	1	3	8	16	33	20	12	5	( <sup>3</sup> )	1	-	1	-	-	-	-	-
Private industry .....	463	40.0	689	683	644 - 739	-	-	-	-	( <sup>3</sup> )	1	3	8	16	33	20	12	5	( <sup>3</sup> )	1	-	1	-	-	-	-	-
Goods-producing industries .....	206	40.0	715	703	667 - 762	-	-	-	-	-	-	5	16	28	24	17	7	1	1	1	-	1	-	-	-	-	-
Service-producing industries .....	257	40.0	669	673	632 - 715	-	-	-	-	( <sup>3</sup> )	1	6	11	16	37	17	8	4	-	( <sup>3</sup> )	-	-	-	-	-	-	-
Level IV .....	1,331	40.0	837	824	741 - 919	-	-	-	-	-	( <sup>3</sup> )	2	2	10	15	12	13	12	21	9	3	-	-	-	-	-	-
Private industry .....	1,331	40.0	837	824	741 - 919	-	-	-	-	-	( <sup>3</sup> )	2	2	10	15	12	13	12	21	9	3	-	-	-	-	-	-
Goods-producing industries .....	752	40.0	810	814	727 - 896	-	-	-	-	-	-	1	3	1	12	12	17	12	22	3	-	-	-	-	-	-	-
Manufacturing .....	489	40.0	780	785	715 - 838	-	-	-	-	-	-	1	4	2	16	13	22	17	5	19	-	-	-	-	-	-	-
Service-producing industries .....	579	40.0	871	874	746 - 990	-	-	-	-	-	-	-	1	2	9	18	7	8	13	19	17	6	-	-	-	-	-
Level V .....	1,089	40.0	1,083	1,087	1,010 - 1,175	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	4	4	( <sup>3</sup> )	14	29	27	14	5	( <sup>3</sup> )	-	
Private industry .....	1,089	40.0	1,083	1,087	1,010 - 1,175	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	4	4	( <sup>3</sup> )	14	29	27	14	5	( <sup>3</sup> )	-	
Goods-producing industries .....	378	40.0	1,014	1,012	944 - 1,087	-	-	-	-	-	-	-	-	-	-	7	7	7	( <sup>3</sup> )	27	39	14	3	1	1	-	
Level VI .....	799	40.0	1,220	1,243	1,129 - 1,325	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	12	9	16	34	22	7	-	
Private industry .....	799	40.0	1,220	1,243	1,129 - 1,325	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	12	9	16	34	22	7	-	
Service-producing industries .....	615	40.0	1,268	1,269	1,214 - 1,337	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	4	17	40	29	9	-	
<b>Engineering Technicians, Civil</b>																											
Level I:																											
State and local government .....	24	40.0	378	395	307 - 429	-	13	17	33	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II:																											
State and local government .....	39	40.0	415	397	372 - 466	-	-	3	56	15	5	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	238	40.0	532	500	453 - 590	-	-	-	-	18	34	10	21	3	6	3	4	2	-	-	-	-	-	-	-	-	-
State and local government .....	169	40.0	493	468	438 - 506	-	-	-	-	26	48	14	1	4	4	4	1	-	-	-	-	-	-	-	-	-	-
Level IV .....	217	40.0	581	551	534 - 588	-	-	-	-	-	16	24	39	10	-	2	2	3	4	-	-	-	-	-	-	-	-
State and local government .....	205	40.0	566	551	516 - 588	-	-	-	-	-	17	25	41	10	-	1	2	2	1	-	-	-	-	-	-	-	-
Level V .....	109	40.0	631	629	588 - 694	-	-	-	-	-	-	-	31	37	32	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	109	40.0	631	629	588 - 694	-	-	-	-	-	-	-	31	37	32	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Houston, TX, March 1996 — 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 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500		
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																											
<b>Corrections Officers</b> .....	2,039	40.0	\$441	\$468	\$422 - \$468	-	-	( <sup>3</sup> )	12	35	53	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	2,039	40.0	441	468	422 - 468	-	-	( <sup>3</sup> )	12	35	53	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Firefighters</b> .....	1,947	46.7	617	627	550 - 683	-	-	-	-	11	19	8	16	23	19	4	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	1,863	47.0	611	612	550 - 683	-	-	-	-	11	19	9	16	24	20	-	-	-	-	-	-	-	-	-	-	-	-
<b>Police Officers</b> .....	8,041	40.0	603	608	558 - 655	-	-	( <sup>3</sup> )	2	1	10	11	15	28	17	15	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	7,967	40.0	604	608	559 - 655	-	-	-	2	1	10	11	15	29	18	15	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-

<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, Houston, TX, March 1996**

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	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300
<b>Clerks, Accounting</b>																								
Level I .....	548	40.0	\$409	\$371	\$327 - \$546	4	4	( <sup>3</sup> )	1	4	22	22	5	1	36	-	-	-	-	-	-	-	-	-
Private industry .....	434	40.0	419	388	320 - 546	5	5	-	1	6	17	19	2	-	45	-	-	-	-	-	-	-	-	-
Service-producing industries .....	377	40.0	444	546	340 - 546	-	1	-	1	6	19	18	3	-	52	-	-	-	-	-	-	-	-	-
State and local government .....	114	40.0	369	357	329 - 395	-	-	1	-	-	41	34	17	6	1	-	-	-	-	-	-	-	-	-
Level II .....	2,284	40.0	406	400	346 - 456	-	-	-	2	3	21	22	25	13	9	4	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	2,118	40.0	408	400	346 - 460	-	-	-	2	3	22	20	26	14	10	4	( <sup>3</sup> )	-	-	-	-	-	-	-
Goods-producing industries .....	613	40.0	414	430	365 - 441	-	-	-	-	-	19	11	50	14	3	3	( <sup>3</sup> )	-	-	-	-	-	-	-
Manufacturing .....	385	40.0	402	430	356 - 430	-	-	-	-	-	23	12	54	10	1	-	-	-	-	-	-	-	-	-
Service-producing industries:																								
Transportation and utilities .....	325	40.0	418	392	349 - 490	-	-	-	-	-	26	28	14	8	4	21	-	-	-	-	-	-	-	-
State and local government .....	166	40.0	381	375	357 - 400	-	-	-	-	10	11	53	16	6	5	-	-	-	-	-	-	-	-	-
Level III .....	2,332	39.8	493	482	433 - 541	-	-	-	-	-	2	11	22	22	21	10	5	3	3	( <sup>3</sup> )	-	-	-	-
Private industry .....	2,179	39.9	498	485	438 - 542	-	-	-	-	-	1	10	21	23	22	11	5	4	3	( <sup>3</sup> )	-	-	-	-
Goods-producing industries .....	1,123	40.0	536	523	476 - 572	-	-	-	-	-	-	5	8	20	33	14	7	5	7	( <sup>3</sup> )	-	-	-	-
Manufacturing .....	458	40.0	513	523	462 - 547	-	-	-	-	-	-	5	15	14	46	15	2	2	1	-	-	-	-	-
Service-producing industries:																								
Transportation and utilities .....	1,056	39.8	457	442	414 - 490	-	-	-	-	-	3	15	35	26	10	7	2	2	-	-	-	-	-	-
State and local government .....	151	39.7	451	451	401 - 491	-	-	-	-	-	7	18	25	27	14	8	1	-	-	-	-	-	-	-
Level IV .....	153	38.3	432	415	388 - 478	-	-	-	-	-	9	26	32	14	8	8	3	-	-	-	-	-	-	-
Private industry .....	1,071	39.8	580	571	503 - 632	-	-	-	-	-	1	3	6	14	16	20	21	7	6	6	1	-	-	-
Goods-producing industries .....	1,017	39.8	587	577	509 - 632	-	-	-	-	-	-	3	4	13	16	20	22	7	6	6	1	-	-	-
Service-producing industries:																								
Transportation and utilities .....	531	40.0	633	620	555 - 684	-	-	-	-	-	-	1	8	12	22	26	9	9	12	1	-	-	-	-
State and local government .....	486	39.6	538	533	478 - 602	-	-	-	-	-	-	6	8	20	22	19	17	6	3	-	-	-	-	-
Level I .....	187	39.3	501	499	435 - 568	-	-	-	-	-	-	16	13	22	17	19	12	2	-	-	-	-	-	-
Level II .....	54	39.4	434	428	339 - 482	-	-	-	-	-	26	4	31	20	7	11	-	-	-	-	-	-	-	-
<b>Clerks, General</b>																								
Level I .....	190	39.8	328	301	281 - 348	-	-	2	16	30	29	7	3	13	1	-	-	-	-	-	-	-	-	-
Private industry .....	64	39.4	350	-	-	-	-	-	5	20	45	9	6	13	2	-	-	-	-	-	-	-	-	-
Level II .....	1,515	39.8	349	334	309 - 371	( <sup>3</sup> )	( <sup>3</sup> )	2	5	8	46	22	7	5	3	1	1	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	1,006	39.7	352	337	301 - 382	-	1	3	8	8	38	25	7	5	3	1	1	( <sup>3</sup> )	-	-	-	-	-	-
Goods-producing industries .....	201	39.7	388	337	304 - 502	-	-	-	( <sup>3</sup> )	13	40	18	2	-	12	7	5	1	-	-	-	-	-	-
Service-producing industries:																								
Transportation and utilities .....	805	39.7	343	337	300 - 375	-	1	3	9	6	38	26	8	7	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-
State and local government .....	68	40.0	358	346	318 - 382	-	-	-	1	10	40	32	1	15	-	-	-	-	-	-	-	-	-	-
Level III .....	509	40.0	342	325	310 - 357	1	-	-	( <sup>3</sup> )	9	60	18	5	4	3	-	-	-	-	-	-	-	-	-
Private industry .....	1,020	39.6	479	462	394 - 546	-	-	1	( <sup>3</sup> )	( <sup>3</sup> )	8	17	18	15	18	14	4	2	4	( <sup>3</sup> )	-	-	-	-
Goods-producing industries .....	930	39.6	483	466	397 - 557	-	-	-	-	-	8	18	19	14	17	15	4	2	4	( <sup>3</sup> )	-	-	-	-
Service-producing industries:																								
Transportation and utilities .....	291	39.4	546	530	450 - 631	-	-	-	-	-	1	5	17	21	15	10	11	6	14	1	-	-	-	-
Level IV .....	639	39.7	455	440	386 - 546	-	-	-	-	-	11	23	19	10	18	17	1	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	192	39.9	506	546	481 - 560	-	-	-	-	-	3	13	5	4	38	38	-	-	-	-	-	-	-	-
Level I .....	1,694	39.9	442	451	291 - 560	-	-	-	-	33	8	3	6	9	8	22	7	3	2	-	-	-	-	-
Private industry .....	929	39.8	549	560	499 - 590	-	-	-	-	-	( <sup>3</sup> )	3	9	13	14	39	12	5	3	-	-	-	-	-
Goods-producing industries .....	328	40.0	567	571	524 - 625	-	-	-	-	-	-	1	5	14	23	30	17	11	-	-	-	-	-	-
Service-producing industries .....	601	39.7	539	560	477 - 571	-	-	-	-	-	1	5	12	12	9	43	10	2	5	-	-	-	-	-

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Houston, TX, March 1996 — 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	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	
<b>Key Entry Operators</b>																									
Level I .....	683	39.9	\$341	\$333	\$318 - \$346	-	-	-	-	11	69	13	3	4	2	-	-	-	-	-	-	-	-	-	-
Private industry .....	326	39.9	355	342	321 - 360	-	-	-	-	5	64	15	5	7	3	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	307	39.8	356	342	321 - 360	-	-	-	-	5	64	16	6	6	3	-	-	-	-	-	-	-	-	-	-
State and local government .....	357	40.0	328	327	307 - 343	-	-	-	-	16	72	10	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Level II .....	760	40.0	396	398	355 - 439	-	-	( <sup>3</sup> )	-	4	17	36	22	16	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	481	40.0	403	398	377 - 450	-	-	( <sup>3</sup> )	-	3	13	35	23	21	5	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Service-producing industries .....	466	40.0	401	398	375 - 441	-	-	( <sup>3</sup> )	-	3	13	36	24	20	4	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-
State and local government .....	279	40.0	384	372	349 - 408	-	-	-	-	5	25	38	18	7	4	3	-	-	-	-	-	-	-	-	-
<b>Personnel Assistants (Employment)</b>																									
Level II .....	158	39.9	408	385	330 - 462	-	-	-	-	12	17	23	20	10	4	11	3	-	-	-	-	-	-	-	-
Private industry:																									
Service-producing industries .....	107	39.9	403	385	330 - 462	-	-	-	-	7	23	24	20	12	3	11	-	-	-	-	-	-	-	-	-
State and local government .....	36	40.0	367	376	291 - 406	-	-	-	-	33	6	25	28	3	6	-	-	-	-	-	-	-	-	-	-
Level III:																									
Private industry:																									
Goods-producing industries .....	97	40.0	584	600	436 - 690	-	-	-	-	-	-	-	31	3	5	10	11	22	18	-	-	-	-	-	-
Service-producing industries .....	69	39.6	447	-	-	-	-	-	-	-	-	43	13	7	4	19	1	1	-	-	-	-	-	-	-
State and local government .....	25	39.8	405	339	339 - 482	-	-	-	-	-	60	4	-	16	8	-	12	-	-	-	-	-	-	-	-
<b>Secretaries</b>																									
Level I .....	927	39.5	429	440	374 - 485	-	-	-	-	4	15	13	26	26	12	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	691	39.7	432	440	381 - 485	-	-	-	-	3	13	14	27	25	12	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Goods-producing industries .....	182	40.0	465	467	427 - 489	-	-	-	-	-	2	3	24	53	15	1	-	1	-	-	-	-	-	-	-
Manufacturing .....	152	40.0	462	467	426 - 489	-	-	-	-	-	2	4	25	60	7	1	-	1	-	-	-	-	-	-	-
Service-producing industries .....	509	39.6	420	424	364 - 466	-	-	-	-	4	18	17	28	15	11	6	1	-	-	-	-	-	-	-	-
State and local government .....	236	38.7	420	433	346 - 485	-	-	-	-	7	19	12	20	28	14	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Level II .....	2,343	39.6	496	496	444 - 557	-	-	-	-	-	5	10	13	25	22	16	7	2	1	-	-	-	-	-	-
Private industry .....	1,672	39.5	515	510	464 - 567	-	-	-	-	-	1	6	11	25	26	16	10	3	1	-	-	-	-	-	-
Goods-producing industries .....	437	39.7	553	565	479 - 606	-	-	-	-	-	-	-	7	27	11	22	22	7	3	-	-	-	-	-	-
Manufacturing .....	206	40.0	512	482	464 - 565	-	-	-	-	-	-	-	15	47	6	11	21	( <sup>3</sup> )	-	-	-	-	-	-	-
Service-producing industries .....	1,235	39.5	501	508	455 - 537	-	-	-	-	-	1	9	12	25	32	13	6	2	( <sup>3</sup> )	-	-	-	-	-	-
Transportation and utilities .....	67	39.6	526	533	441 - 600	-	-	-	-	-	-	7	22	9	12	24	16	9	-	-	-	-	-	-	-
State and local government .....	671	39.9	451	451	376 - 517	-	-	-	-	-	14	20	16	24	10	15	1	-	-	-	-	-	-	-	-
Level III .....	2,787	39.7	573	575	493 - 655	-	-	-	-	-	4	2	8	13	18	13	15	14	10	2	1	-	-	-	-
Private industry .....	2,372	39.7	596	595	518 - 673	-	-	-	-	-	( <sup>3</sup> )	1	6	12	17	14	17	16	12	2	1	-	-	-	-
Goods-producing industries .....	664	39.7	684	692	631 - 724	-	-	-	-	-	-	-	-	1	11	5	17	25	31	7	3	-	-	-	-
Manufacturing .....	212	40.0	656	652	623 - 704	-	-	-	-	-	-	-	-	2	15	7	21	25	24	3	3	-	-	-	-
Service-producing industries .....	1,708	39.7	562	559	494 - 627	-	-	-	-	-	( <sup>3</sup> )	1	8	17	20	18	18	13	5	( <sup>3</sup> )	-	-	-	-	-
Transportation and utilities .....	443	39.6	550	555	470 - 644	-	-	-	-	-	2	4	12	23	10	14	17	12	7	-	-	-	-	-	-
State and local government .....	415	39.7	444	452	339 - 520	-	-	-	-	-	27	6	16	19	19	8	4	1	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Houston, TX, March 1996 — 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	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300
Level IV .....	855	39.7	\$676	\$662	\$578 - \$769	-	-	-	-	-	3	1	1	4	9	13	14	14	22	7	10	1	( <sup>3</sup> )	-
Private industry .....	700	39.7	710	694	601 - 787	-	-	-	-	-	-	-	1	2	8	14	13	14	26	8	12	1	1	-
Goods-producing industries .....	158	40.0	786	766	700 - 870	-	-	-	-	-	-	-	-	-	-	3	5	16	37	15	21	-	3	-
Service-producing industries .....	542	39.6	687	662	586 - 769	-	-	-	-	-	-	1	3	11	17	15	14	23	6	9	1	-	-	-
Transportation and utilities .....	49	40.0	629	598	526 - 697	-	-	-	-	-	-	2	16	20	12	22	2	10	4	10	-	-	-	-
State and local government .....	155	39.8	525	529	411 - 637	-	-	-	-	-	17	6	5	11	14	12	17	13	4	-	-	-	-	-
Level V .....	158	39.7	808	776	704 - 879	-	-	-	-	-	-	-	-	-	3	9	10	32	22	14	4	4	1	
Private industry .....	155	39.7	810	784	704 - 881	-	-	-	-	-	-	-	-	-	3	10	10	32	22	14	5	4	1	
Service-producing industries .....	118	39.6	779	737	684 - 850	-	-	-	-	-	-	-	-	-	4	13	13	36	16	8	5	3	1	
Transportation and utilities .....	28	40.0	732	-	-	-	-	-	-	-	-	-	-	-	7	11	14	57	-	4	7	-	-	
<b>Switchboard Operator-Receptionists .....</b>	<b>1,523</b>	<b>39.8</b>	<b>363</b>	<b>358</b>	<b>322 - 412</b>	-	5	2	4	8	30	20	19	10	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	1,473	39.9	363	360	325 - 412	-	5	1	4	7	31	19	19	10	3	1	-	-	-	-	-	-	-	-
Goods-producing industries .....	368	40.0	398	395	380 - 441	-	-	-	2	-	12	40	26	17	( <sup>3</sup> )	2	-	-	-	-	-	-	-	-
Service-producing industries .....	1,105	39.8	352	340	312 - 408	-	7	2	4	9	37	12	17	7	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Transportation and utilities .....	121	39.9	349	340	307 - 369	-	-	-	15	-	53	7	16	7	2	-	-	-	-	-	-	-	-	-
State and local government .....	50	38.9	338	293	291 - 375	-	2	6	10	34	4	26	14	2	-	-	2	-	-	-	-	-	-	-
<b>Word Processors</b>																								
Level I .....	98	40.0	392	385	362 - 424	-	-	-	-	-	19	47	28	-	6	-	-	-	-	-	-	-	-	-
Level II .....	148	39.9	477	473	425 - 517	-	-	-	-	-	5	32	31	19	8	4	-	-	-	-	-	-	-	-
Private industry .....	117	39.9	492	484	448 - 523	-	-	-	-	-	-	26	35	23	10	5	-	-	-	-	-	-	-	-
Service-producing industries .....	62	39.8	492	-	-	-	-	-	-	-	-	18	47	26	10	-	-	-	-	-	-	-	-	-
Level III .....	90	39.2	626	628	561 - 683	-	-	-	-	-	2	1	1	4	10	22	22	13	21	2	-	-	-	-
Private industry .....	70	39.0	661	-	-	-	-	-	-	-	-	-	-	-	3	23	27	17	27	3	-	-	-	-
State and local government .....	20	40.0	502	517	461 - 549	-	-	-	-	-	10	5	5	20	35	20	5	-	-	-	-	-	-	-

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

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

for definitions and methods used to compute means, medians, and middle ranges.

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

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



**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Houston, TX, March 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																											
		Mean	Median	Middle range	4.50 and under 5.00	5.00-6.00	6.00-7.00	7.00-8.00	8.00-9.00	9.00-10.00	10.00-11.00	11.00-12.00	12.00-13.00	13.00-14.00	14.00-15.00	15.00-16.00	16.00-17.00	17.00-18.00	18.00-19.00	19.00-20.00	20.00-21.00	21.00-22.00	22.00-23.00	23.00-24.00	24.00-26.00	26.00-28.00	28.00-30.00					
<b>General Maintenance Workers</b> .....	1,657	\$9.22	\$8.81	\$7.50 - \$11.13	1	1	4	24	23	12	10	16	8	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	1,224	9.02	8.50	7.31 - 11.30	1	1	6	31	16	12	7	19	8	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-			
Service-producing industries .....	934	8.37	8.00	7.25 - 9.00	1	1	7	40	20	14	2	3	10	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-			
State and local government .....	433	9.77	9.15	8.63 - 10.81	-	-	-	3	43	15	17	9	10	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-			
<b>Maintenance Electricians</b> .....	1,964	18.67	19.80	16.77 - 20.62	-	-	-	-	-	-	( <sup>2</sup> )	3	2	2	5	10	2	8	2	18	46	1	-	-	-	-	-	-	-			
Private industry .....	1,640	19.39	20.37	19.80 - 20.70	-	-	-	-	-	-	-	4	1	1	1	3	2	10	2	55	1	-	-	-	-	-	-	-	-			
Goods-producing industries .....	1,190	19.32	19.80	19.80 - 20.54	-	-	-	-	-	-	-	5	-	-	( <sup>2</sup> )	3	2	12	1	30	47	-	-	-	-	-	-	-	-			
Manufacturing .....	1,173	19.35	19.80	19.80 - 20.54	-	-	-	-	-	-	-	5	-	-	( <sup>2</sup> )	3	1	12	-	30	48	-	-	-	-	-	-	-	-			
Service-producing industries .....	450	19.56	20.75	20.59 - 20.75	-	-	-	-	-	-	-	1	3	3	2	5	2	3	4	-	74	4	-	-	-	-	-	-	-			
State and local government .....	324	15.06	15.25	14.81 - 15.78	-	-	-	-	-	-	( <sup>2</sup> )	1	6	11	29	45	5	1	1	-	1	-	-	-	-	-	-	-	-			
<b>Maintenance Electronics Technicians</b>																																
Level I .....	301	11.88	11.37	11.30 - 12.23	-	-	-	-	-	-	2	68	15	11	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
Private industry .....	297	11.88	11.37	11.30 - 12.23	-	-	-	-	-	-	2	68	15	11	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
Level II .....	1,529	18.51	19.76	15.56 - 20.34	-	-	-	-	-	1	5	( <sup>2</sup> )	7	6	2	7	2	4	2	37	6	4	4	8	4	1	-	-	-			
Private industry .....	1,454	18.66	19.76	15.56 - 20.58	-	-	-	-	-	1	5	( <sup>2</sup> )	7	5	1	7	2	2	2	39	6	4	4	8	4	2	-	-	-			
Service-producing industries .....	1,260	19.59	19.76	19.76 - 21.06	-	-	-	-	-	2	( <sup>2</sup> )	( <sup>2</sup> )	2	5	1	6	2	2	3	45	7	5	5	9	4	2	-	-	-			
Transportation and utilities .....	1,100	20.24	19.76	19.76 - 21.78	-	-	-	-	-	2	1	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	6	-	2	2	50	8	6	6	11	5	2	-	-	-			
State and local government .....	75	15.60	16.34	14.00 - 17.16	-	-	-	-	-	-	-	5	5	13	13	9	12	36	5	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	210	20.99	18.70	17.15 - 28.37	-	-	-	-	-	-	( <sup>2</sup> )	1	3	1	2	1	12	26	5	7	3	4	1	2	1	4	26	-	-			
Private industry .....	188	21.72	19.24	17.15 - 28.37	-	-	-	-	-	-	-	-	-	1	-	-	13	29	5	7	3	4	-	2	1	5	29	-	-			
Service-producing industries .....	180	21.87	19.32	17.15 - 28.48	-	-	-	-	-	-	-	-	-	1	-	-	13	29	4	7	3	4	-	2	1	5	30	-	-			
<b>Maintenance Mechanics, Machinery</b> .....	2,889	18.46	19.35	19.35 - 19.89	-	-	-	-	-	-	4	3	( <sup>2</sup> )	2	3	3	6	1	1	59	17	-	( <sup>2</sup> )	-	-	-	-	-	-			
Private industry .....	2,874	18.48	19.35	19.35 - 19.89	-	-	-	-	-	-	4	3	( <sup>2</sup> )	2	3	3	6	1	1	60	17	-	( <sup>2</sup> )	-	-	-	-	-	-			
Goods-producing industries .....	2,415	18.17	19.35	18.12 - 19.35	-	-	-	-	-	-	5	3	( <sup>2</sup> )	2	4	4	7	1	( <sup>2</sup> )	71	4	-	-	-	-	-	-	-	-			
Manufacturing .....	2,415	18.17	19.35	18.12 - 19.35	-	-	-	-	-	-	5	3	( <sup>2</sup> )	2	4	4	7	1	( <sup>2</sup> )	71	4	-	-	-	-	-	-	-	-			
<b>Maintenance Mechanics, Motor Vehicle</b> .....	2,165	14.63	14.00	13.33 - 15.93	-	-	-	-	-	3	2	7	5	32	16	18	2	2	2	3	7	-	-	( <sup>2</sup> )	-	-	-	-	-			
Private industry .....	1,397	14.70	13.71	13.11 - 15.50	-	-	-	-	-	5	1	8	3	41	10	9	2	2	2	5	11	-	-	1	-	-	-	-	-			
Goods-producing industries:																																
Manufacturing .....	163	14.40	13.56	11.38 - 16.15	-	-	-	-	-	2	12	21	8	7	9	11	11	1	-	1	18	-	-	-	-	-	-	-	-			
Service-producing industries .....	1,194	14.93	13.71	13.71 - 15.41	-	-	-	-	-	2	-	6	2	47	10	9	1	3	3	6	11	-	-	1	-	-	-	-	-			
Transportation and utilities .....	557	16.57	15.50	14.95 - 19.72	-	-	-	-	-	4	-	8	2	5	13	20	1	6	5	12	23	-	-	2	-	-	-	-	-			
State and local government .....	768	14.51	14.65	13.46 - 15.93	-	-	-	-	-	( <sup>2</sup> )	3	5	8	16	27	35	3	1	1	-	-	-	-	-	-	-	-	-	-			
<b>Tool and Die Makers</b> .....	264	17.22	16.50	16.35 - 19.65	-	-	-	-	-	-	-	-	-	-	-	15	58	-	-	27	-	-	-	-	-	-	-	-	-			
Private industry .....	264	17.22	16.50	16.35 - 19.65	-	-	-	-	-	-	-	-	-	-	-	15	58	-	-	27	-	-	-	-	-	-	-	-	-			
Goods-producing industries .....	264	17.22	16.50	16.35 - 19.65	-	-	-	-	-	-	-	-	-	-	-	15	58	-	-	27	-	-	-	-	-	-	-	-	-			
Manufacturing .....	264	17.22	16.50	16.35 - 19.65	-	-	-	-	-	-	-	-	-	-	-	15	58	-	-	27	-	-	-	-	-	-	-	-	-			

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

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

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

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Houston, TX, March 1996**

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 - 9.50	9.50 - 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 and over	
<b>Forklift Operators:</b>																												
Private industry:																												
Service-producing industries .....	1,986	\$11.89	\$11.01	\$11.00 - \$13.09	-	-	-	-	-	1	1	( <sup>2</sup> )	4	-	-	1	1	63	4	2	18	-	2	-	3	-	-	-
<b>Guards</b>																												
Level I .....	4,848	6.55	6.25	5.50 - 7.00	2	2	16	16	21	15	8	5	4	3	2	2	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	1	-	-	-
Private industry .....	4,657	6.47	6.00	5.50 - 6.85	2	2	17	17	22	15	8	4	3	2	2	2	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	1	-	-	-
Goods-producing industries .....	98	14.13	12.55	9.95 - 18.20	-	-	-	-	-	-	-	-	3	1	6	16	18	4	1	1	-	-	-	-	49	-	-	-
Service-producing industries .....	4,559	6.31	6.00	5.50 - 6.75	3	2	17	17	23	16	9	5	3	2	1	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-
State and local government .....	191	8.46	8.37	7.89 - 8.62	-	-	-	-	-	3	3	25	23	27	7	8	3	2	-	-	-	-	-	-	-	-	-	-
Level II .....	271	10.17	9.89	9.14 - 11.39	-	-	-	-	-	-	-	13	3	8	13	18	12	20	7	5	2	-	-	-	-	-	-	-
<b>Janitors</b> .....	20,727	5.34	4.50	4.25 - 5.70	43	18	10	7	5	4	4	2	2	1	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	-	-	-
Private industry .....	17,803	4.90	4.45	4.25 - 5.00	51	21	11	7	4	2	2	1	1	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	( <sup>2</sup> )	-	-	-	-
Goods-producing industries .....	433	9.28	9.39	5.25 - 10.86	-	13	15	13	( <sup>2</sup> )	-	-	-	2	-	13	11	14	2	-	-	-	-	-	-	16	-	-	-
Manufacturing .....	432	9.28	9.39	5.25 - 10.86	-	13	15	13	( <sup>2</sup> )	-	-	-	2	-	13	11	14	2	-	-	-	-	-	-	16	-	-	-
Service-producing industries .....	17,370	4.79	4.35	4.25 - 5.00	52	21	11	6	4	2	3	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	
State and local government .....	2,924	8.02	7.79	6.51 - 9.34	-	( <sup>2</sup> )	4	6	13	12	10	8	9	9	8	7	6	4	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	
<b>Material Handling Laborers:</b>																												
Private industry:																												
Goods-producing industries .....	160	8.85	8.67	8.48 - 8.67	-	-	-	-	-	7	-	1	16	61	1	-	4	6	2	-	-	-	-	1	-	-	-	-
Manufacturing .....	160	8.85	8.67	8.48 - 8.67	-	-	-	-	-	7	-	1	16	61	1	-	4	6	2	-	-	-	-	1	-	-	-	-
<b>Order Fillers</b> .....	744	8.19	6.75	6.00 - 11.00	-	-	15	1	24	17	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	2	1	6	24	4	4	-	-	-	-	-	-	-	-
Private industry .....	744	8.19	6.75	6.00 - 11.00	-	-	15	1	24	17	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	2	1	6	24	4	4	-	-	-	-	-	-	-	-
<b>Shipping/Receiving Clerks</b> .....	1,595	10.94	12.14	9.25 - 12.14	-	-	1	( <sup>2</sup> )	1	5	2	3	4	5	6	6	8	4	49	4	-	-	( <sup>2</sup> )	-	1	1	-	
Private industry .....	1,527	11.03	12.14	9.50 - 12.14	-	-	1	( <sup>2</sup> )	1	5	2	2	3	4	6	6	8	3	52	4	-	-	( <sup>2</sup> )	-	1	1	-	
State and local government .....	68	8.93	8.84	7.70 - 10.23	-	-	-	-	12	3	7	10	13	15	6	4	9	21	-	-	-	-	-	-	-	-	-	
<b>Truckdrivers</b>																												
Light Truck:																												
Private industry:																												
Goods-producing industries .....	261	9.32	8.00	8.00 - 11.25	-	-	3	-	-	-	-	-	51	-	3	-	5	38	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	239	10.76	11.25	6.50 - 14.13	-	-	-	-	-	32	1	6	2	3	-	3	3	10	10	4	17	-	-	-	-	9	-	
State and local government .....	31	7.91	8.20	6.54 - 9.27	-	-	-	-	19	19	3	6	19	-	13	19	-	-	-	-	-	-	-	-	-	-	-	
Medium Truck:																												
Private industry:																												
Goods-producing industries .....	75	9.86	-	- - -	-	-	-	-	-	16	-	-	23	-	5	-	44	-	-	7	-	-	-	-	5	-	-	
Manufacturing .....	71	9.96	-	- - -	-	-	-	-	-	17	-	-	18	-	6	-	46	-	-	7	-	-	-	-	6	-	-	
Heavy Truck .....	1,335	10.09	9.36	8.78 - 11.40	-	-	-	-	-	-	-	2	9	22	23	2	11	13	16	2	-	-	2	-	-	-	-	
Private industry .....	1,114	10.34	9.80	9.05 - 11.55	-	-	-	-	-	-	-	-	9	14	27	2	12	14	19	2	-	-	2	-	-	-	-	
Goods-producing industries .....	747	9.57	9.36	8.80 - 9.95	-	-	-	-	-	-	-	-	13	20	40	2	7	10	6	1	-	-	-	-	-	-	-	
State and local government .....	221	8.82	8.63	8.63 - 8.63	-	-	-	-	-	-	-	-	13	11	62	4	1	2	6	2	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Houston, TX, March 1996 — 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 - 9.50	9.50 - 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 and over	
Tractor Trailer .....	4,256	\$13.30	\$13.58	\$12.15 - \$14.95	-	-	-	-	-	-	-	2	5	( <sup>2</sup> )	2	3	6	3	28	19	15	1	2	1	13	( <sup>2</sup> )	( <sup>2</sup> )	
Private industry .....	4,255	13.30	13.58	12.15 - 14.95	-	-	-	-	-	-	-	2	5	-	2	3	6	3	28	19	15	1	2	1	13	( <sup>2</sup> )	( <sup>2</sup> )	
Goods-producing industries .....	811	10.95	10.25	9.25 - 12.30	-	-	-	-	-	-	-	-	-	17	-	9	16	29	1	9	6	4	2	2	1	1	( <sup>2</sup> )	
Manufacturing .....	501	11.79	10.84	9.84 - 12.30	-	-	-	-	-	-	-	-	-	-	2	26	34	2	14	6	6	4	2	( <sup>2</sup> )	1	2	1	
Service-producing industries .....	3,444	13.85	13.80	12.15 - 14.95	-	-	-	-	-	-	-	2	2	-	-	-	1	3	33	23	18	( <sup>2</sup> )	2	1	15	-	-	
Transportation and utilities .....	2,156	14.87	14.95	13.80 - 17.21	-	-	-	-	-	-	-	3	3	-	-	-	-	1	( <sup>2</sup> )	35	28	1	3	1	25	-	-	
<b>Warehouse Specialists:</b>																												
Private industry:																												
Goods-producing industries:																												
Manufacturing .....	1,203	13.98	13.29	10.00 - 18.61	-	-	-	-	-	-	5	-	6	-	1	7	13	1	5	24	( <sup>2</sup> )	-	-	-	36	-	2	
Service-producing industries:																												
Transportation and utilities .....	314	13.40	13.84	11.43 - 17.38	-	-	-	-	-	-	4	1	2	5	3	1	4	23	2	4	20	-	-	30	-	-	-	
State and local government .....	53	9.75	9.83	8.53 - 10.90	-	-	-	-	-	-	6	9	8	13	9	8	26	21	-	-	-	-	-	-	-	-	-	

<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, Houston, TX, March 1996**

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	300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000									
<b>PROFESSIONAL OCCUPATIONS</b>																																		
<b>Accountants</b>																																		
Level I .....	375	39.9	\$610	\$596	\$499 - \$673	1	25	26	29	10	3	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Private industry .....	308	39.9	639	615	527 - 692	-	14	28	34	12	4	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Service-producing industries .....	218	39.9	577	577	510 - 644	-	20	36	38	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Transportation and utilities .....	33	40.0	523	-	- - -	-	42	42	12	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
State and local government .....	67	40.0	475	463	440 - 499	3	73	18	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Level II .....	785	39.8	686	665	583 - 750	-	4	27	31	19	12	4	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Private industry .....	682	39.8	700	678	599 - 772	-	3	23	32	22	13	5	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Goods-producing industries .....	243	39.8	789	784	673 - 885	-	1	10	27	15	25	12	7	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Manufacturing .....	97	40.0	660	658	590 - 684	-	3	24	58	8	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Service-producing industries .....	439	39.8	651	645	577 - 721	-	4	30	34	25	6	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Transportation and utilities .....	44	40.0	629	599	590 - 670	-	-	57	25	16	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
State and local government .....	103	39.8	591	570	538 - 618	-	6	58	25	4	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Level III .....	1,020	39.8	867	858	741 - 975	-	-	3	15	19	21	19	13	6	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	933	39.8	882	871	761 - 995	-	-	3	12	19	22	21	14	6	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	381	39.8	968	960	861 - 1,071	-	-	-	8	7	18	23	24	13	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	552	39.8	823	808	718 - 923	-	-	5	15	27	24	19	7	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	97	40.0	736	739	652 - 781	-	-	18	29	30	9	11	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	87	40.0	703	681	635 - 784	-	-	10	48	21	18	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	840	39.9	1,194	1,200	1,041 - 1,339	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	4	12	15	16	20	13	9	5	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	801	39.9	1,209	1,210	1,070 - 1,348	-	-	-	-	3	2	10	15	16	21	14	9	6	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	470	39.8	1,265	1,232	1,111 - 1,389	-	-	-	-	-	-	8	11	20	21	16	13	7	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	78	40.0	1,067	-	- - -	-	-	-	-	-	-	31	13	47	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	331	39.9	1,129	1,125	972 - 1,250	-	-	-	-	7	6	14	21	11	21	11	4	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	39	39.5	886	891	850 - 959	-	-	3	8	10	31	46	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level V .....	246	39.7	1,589	1,607	1,373 - 1,804	-	-	-	-	-	2	-	4	11	2	9	7	15	24	21	5	1	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	241	39.7	1,595	1,630	1,385 - 1,804	-	-	-	-	-	2	-	4	10	1	8	7	16	24	21	5	1	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	167	39.8	1,650	1,689	1,507 - 1,912	-	-	-	-	-	3	-	3	14	-	2	3	12	26	28	8	1	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	74	39.6	1,473	-	- - -	-	-	-	-	-	-	-	5	3	4	23	16	24	19	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Attorneys</b>																																		
Level I:																																		
State and local government .....	29	40.0	719	713	713 - 733	-	-	10	-	83	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	101	39.4	1,167	1,212	961 - 1,346	-	-	-	8	1	8	13	9	6	25	15	6	4	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	70	39.2	1,292	-	- - -	-	-	-	-	-	-	10	10	-	36	21	9	6	7	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	31	40.0	884	879	694 - 1,046	-	-	-	26	3	26	19	6	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	144	39.6	1,403	1,462	1,200 - 1,579	-	-	-	2	6	-	4	6	5	16	1	15	24	10	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	102	39.4	1,565	1,538	1,442 - 1,704	-	-	-	-	-	-	-	-	1	15	-	21	34	15	10	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	53	39.4	1,437	-	- - -	-	-	-	-	-	-	-	-	2	23	-	30	45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	42	40.0	1,010	1,052	791 - 1,189	-	-	-	7	21	-	14	21	14	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Houston, TX, March 1996 — 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	300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000
Level IV .....	158	39.6	\$1,813	\$1,800	\$1,571 - \$2,058	-	-	-	-	-	-	1	-	-	1	4	15	6	23	17	18	12	4	-	-
Private industry .....	120	39.5	1,924	1,923	1,654 - 2,114	-	-	-	-	-	-	-	-	-	2	-	3	2	27	23	16	5	-	-	-
Service-producing industries .....	67	39.4	1,811	-	-	-	-	-	-	-	-	-	-	-	3	-	6	3	40	24	9	12	3	-	-
State and local government .....	38	40.0	1,460	1,462	1,425 - 1,559	-	-	-	-	-	5	-	-	-	16	50	18	8	3	-	-	-	-	-	-
Level V .....	110	39.4	2,286	2,302	2,115 - 2,500	-	-	-	-	-	-	-	-	-	-	-	-	5	12	19	25	30	9	1	
Private industry .....	110	39.4	2,286	2,302	2,115 - 2,500	-	-	-	-	-	-	-	-	-	-	-	-	5	12	19	25	30	9	1	
Service-producing industries .....	57	39.7	2,209	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	23	26	-	33	9	-	
<b>Engineers</b>																									
Level I .....	776	40.0	726	744	692 - 788	-	2	15	10	52	19	2	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	741	40.0	733	748	715 - 788	-	2	14	7	54	19	2	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	354	40.0	780	757	741 - 802	-	-	-	1	67	27	4	1	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	387	40.0	690	727	560 - 773	-	4	26	13	42	13	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Level II .....	1,254	40.0	879	889	782 - 971	-	( <sup>3</sup> )	1	7	22	23	29	15	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	1,201	40.0	888	892	785 - 975	-	( <sup>3</sup> )	1	4	22	24	30	15	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Goods-producing industries .....	770	40.0	918	933	844 - 998	-	-	-	( <sup>3</sup> )	21	16	37	22	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Manufacturing .....	627	40.0	924	948	828 - 1,004	-	-	-	-	23	11	39	24	1	-	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Service-producing industries .....	431	40.0	835	837	770 - 891	-	( <sup>3</sup> )	2	11	25	39	16	4	( <sup>3</sup> )	3	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	62	40.0	766	764	719 - 799	-	-	-	23	53	15	10	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	53	40.0	679	688	688 - 693	-	-	19	58	17	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	2,557	40.0	1,021	1,032	929 - 1,121	-	-	1	2	6	10	21	29	20	7	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	2,444	40.0	1,032	1,039	941 - 1,126	-	-	( <sup>3</sup> )	1	5	10	20	31	21	7	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Goods-producing industries .....	976	40.0	1,099	1,108	1,025 - 1,176	-	-	( <sup>3</sup> )	1	4	11	29	37	13	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Service-producing industries .....	1,468	40.0	988	992	900 - 1,073	-	-	( <sup>3</sup> )	2	8	14	26	32	10	3	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Transportation and utilities .....	298	40.0	943	960	827 - 1,021	-	-	-	-	11	27	26	23	12	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	113	40.0	787	741	650 - 975	-	-	12	24	21	9	30	3	1	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	4,275	40.0	1,229	1,250	1,099 - 1,375	-	-	-	1	2	3	6	12	15	21	19	13	6	1	-	-	-	-	-	-
Private industry .....	4,087	40.0	1,245	1,261	1,115 - 1,382	-	-	-	( <sup>3</sup> )	1	2	6	13	16	21	20	14	7	1	-	-	-	-	-	-
Goods-producing industries .....	1,558	40.0	1,235	1,250	1,090 - 1,357	-	-	-	-	-	1	7	19	13	22	22	9	5	2	-	-	-	-	-	-
Manufacturing .....	842	40.0	1,184	1,188	1,041 - 1,310	-	-	-	-	-	1	13	28	12	19	16	5	5	1	-	-	-	-	-	-
Service-producing industries .....	2,529	40.0	1,250	1,267	1,139 - 1,392	-	-	-	( <sup>3</sup> )	2	3	5	9	17	21	19	17	7	( <sup>3</sup> )	-	-	-	-	-	-
Transportation and utilities .....	292	40.0	1,101	1,087	985 - 1,226	-	-	-	( <sup>3</sup> )	1	7	21	25	19	15	11	1	-	-	-	-	-	-	-	-
State and local government .....	188	40.0	888	874	766 - 998	-	-	-	11	23	28	14	12	4	8	-	-	-	-	-	-	-	-	-	-
Level V .....	3,849	40.0	1,531	1,554	1,417 - 1,664	-	-	-	( <sup>3</sup> )	1	2	2	2	2	4	9	16	25	30	8	1	( <sup>3</sup> )	-	-	-
Private industry .....	3,782	40.0	1,540	1,558	1,429 - 1,667	-	-	-	( <sup>3</sup> )	1	2	2	2	2	4	9	16	25	31	8	1	( <sup>3</sup> )	-	-	-
Goods-producing industries .....	1,341	39.9	1,539	1,531	1,413 - 1,646	-	-	-	-	-	-	-	-	1	6	13	23	25	24	7	1	( <sup>3</sup> )	-	-	-
Manufacturing .....	556	40.0	1,490	1,415	1,366 - 1,579	-	-	-	-	-	-	-	2	12	21	27	16	12	9	1	1	-	-	-	-
Service-producing industries .....	2,441	40.0	1,540	1,576	1,443 - 1,684	-	-	-	( <sup>3</sup> )	1	3	3	2	3	7	12	25	34	8	1	-	-	-	-	-
Transportation and utilities .....	92	40.0	1,372	1,326	1,219 - 1,474	-	-	-	-	-	-	-	12	22	24	22	11	9	1	-	-	-	-	-	-
State and local government .....	67	40.0	1,005	934	874 - 1,150	-	-	-	6	22	34	3	16	10	6	1	-	-	-	-	-	-	-	-	-
Level VI .....	1,571	39.9	1,801	1,831	1,678 - 1,971	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	1	2	2	2	4	6	23	36	17	4	1	-	-	-
Private industry .....	1,552	39.9	1,811	1,835	1,685 - 1,971	-	-	-	-	-	( <sup>3</sup> )	1	2	2	2	4	6	24	36	17	4	1	-	-	-
Goods-producing industries .....	596	39.8	1,792	1,788	1,653 - 1,949	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	7	14	31	30	15	2	( <sup>3</sup> )	-	-	-
Manufacturing .....	218	40.0	1,641	1,616	1,507 - 1,746	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	17	28	35	12	1	3	-	-	-	-
Service-producing industries .....	956	40.0	1,823	1,857	1,723 - 2,008	-	-	-	-	-	( <sup>3</sup> )	2	4	3	2	3	2	19	40	18	6	1	-	-	-

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Houston, TX, March 1996 — 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	300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	
Level VII .....	350	40.0	\$2,142	\$2,141	\$1,986 - \$2,308	-	-	-	-	-	-	( <sup>3</sup> )	-	-	1	1	1	5	18	34	23	14	3	-		
Private industry .....	349	40.0	2,142	2,141	1,986 - 2,308	-	-	-	-	-	-	( <sup>3</sup> )	-	-	1	1	1	5	18	34	23	14	3	-		
Goods-producing industries .....	104	40.0	2,233	2,223	2,063 - 2,375	-	-	-	-	-	-	-	-	-	-	-	-	2	15	28	34	14	7	-		
<b>ADMINISTRATIVE OCCUPATIONS</b>																										
<b>Budget Analysts</b>																										
Level II .....	54	40.0	684	-	- - -	-	4	17	46	22	6	4	2	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	9	40.0	614	-	- - -	-	22	11	44	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	54	40.0	862	-	- - -	-	-	2	33	11	19	9	11	9	4	2	-	-	-	-	-	-	-	-	-	
State and local government .....	15	40.0	734	688	669 - 830	-	-	7	53	7	27	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	50	40.0	1,248	-	- - -	-	-	-	-	6	8	22	-	6	14	2	12	12	16	2	-	-	-	-	-	
State and local government .....	7	40.0	897	-	- - -	-	-	-	-	43	14	14	-	29	-	-	-	-	-	-	-	-	-	-	-	
<b>Buyers/Contracting Specialists</b>																										
Level I .....	141	39.8	581	558	500 - 667	-	23	38	27	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	91	39.7	617	633	552 - 698	-	13	30	38	18	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	72	39.6	624	-	- - -	-	13	31	36	19	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	50	40.0	516	500	488 - 540	-	40	52	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	280	39.7	732	707	638 - 792	-	1	17	28	30	9	4	1	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	211	39.9	762	720	665 - 871	-	1	9	27	32	12	12	5	1	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	114	39.9	796	775	694 - 910	-	-	7	18	32	16	19	7	1	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	97	40.0	722	707	638 - 750	-	2	10	36	33	8	3	2	2	3	-	-	-	-	-	-	-	-	-	-	
State and local government .....	69	39.2	641	636	585 - 675	-	-	42	33	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	544	40.0	942	918	808 - 1,052	-	-	4	4	15	24	22	13	8	5	3	3	( <sup>3</sup> )	-	-	-	-	-	-	-	
Private industry .....	495	40.0	961	932	833 - 1,061	-	-	2	2	15	25	22	13	8	5	4	3	( <sup>3</sup> )	-	-	-	-	-	-	-	
Goods-producing industries .....	300	40.0	993	951	841 - 1,142	-	-	-	( <sup>3</sup> )	12	29	24	8	8	8	5	5	1	-	-	-	-	-	-	-	
Manufacturing .....	156	40.0	859	841	808 - 929	-	-	-	1	24	49	22	2	3	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	195	40.0	911	909	771 - 1,052	-	-	4	5	20	19	20	21	8	1	2	1	-	-	-	-	-	-	-	-	
State and local government .....	49	40.0	751	694	588 - 908	-	-	27	24	8	14	14	8	4	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	373	40.0	1,320	1,298	1,095 - 1,486	-	-	-	-	1	2	10	14	11	13	18	8	8	7	5	2	1	-	-	-	
Private industry .....	373	40.0	1,320	1,298	1,095 - 1,486	-	-	-	-	1	2	10	14	11	13	18	8	8	7	5	2	1	-	-	-	
Goods-producing industries .....	170	39.9	1,446	1,379	1,192 - 1,648	-	-	-	-	-	1	6	6	14	6	21	6	12	12	11	5	1	-	-	-	
Service-producing industries .....	203	40.0	1,214	1,205	1,038 - 1,340	-	-	-	-	1	4	13	20	9	20	16	8	5	3	1	-	-	-	-	-	
<b>Computer Programmers</b>																										
Level I .....	275	39.1	639	625	577 - 692	-	6	25	50	12	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	248	39.2	652	635	602 - 692	-	1	23	56	13	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	166	39.0	612	618	577 - 637	-	1	34	61	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	62	38.0	573	577	529 - 618	-	3	63	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	27	38.7	512	499	499 - 538	-	56	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.



**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Houston, TX, March 1996 — 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	300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000				
<b>Personnel Specialists</b>																													
Level I .....	140	39.5	\$575	\$548	\$512 - \$600	-	13	56	19	7	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	109	39.3	587	558	512 - 623	-	16	46	24	9	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	92	39.4	561	548	510 - 600	-	18	53	23	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	240	39.9	668	649	553 - 717	-	4	31	35	17	6	5	2	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	193	39.9	685	658	560 - 751	-	3	29	30	21	7	6	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	149	39.9	647	635	547 - 717	-	4	34	32	24	4	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	47	40.0	598	605	547 - 650	-	9	38	53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	355	39.8	852	842	768 - 914	-	-	2	13	21	34	16	5	3	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	307	39.9	866	842	793 - 940	-	-	1	11	21	35	17	6	4	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	130	40.0	913	842	796 - 1,008	-	-	-	6	19	38	8	9	7	9	2	1	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	177	39.8	831	846	750 - 913	-	-	2	15	23	33	23	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	64	40.0	854	846	817 - 909	-	-	-	2	16	58	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	48	39.6	765	776	673 - 864	-	-	10	27	21	29	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	476	39.8	1,116	1,088	969 - 1,249	-	-	-	( <sup>3</sup> )	5	10	16	21	14	14	7	8	1	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	439	39.8	1,128	1,096	977 - 1,266	-	-	-	( <sup>3</sup> )	5	10	15	21	14	15	8	8	1	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	253	39.9	1,211	1,212	1,062 - 1,375	-	-	-	-	1	2	10	23	15	21	11	13	1	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Service-producing industries .....	186	39.7	1,016	981	856 - 1,142	-	-	-	1	10	20	22	19	12	8	4	2	1	1	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	27	40.0	1,000	-	-	-	-	-	4	11	30	7	22	7	7	11	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	37	39.9	967	-	-	-	-	-	-	8	19	35	24	11	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level V .....	207	40.0	1,390	1,410	1,228 - 1,508	-	-	-	-	-	-	( <sup>3</sup> )	9	13	15	13	22	11	15	2	( <sup>3</sup> )	-	-	-	-	-	-	-	
Private industry .....	204	40.0	1,394	1,410	1,228 - 1,511	-	-	-	-	-	-	-	9	12	15	13	22	11	15	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Goods-producing industries .....	143	39.9	1,439	1,481	1,250 - 1,601	-	-	-	-	-	-	-	3	16	12	6	27	10	22	3	1	-	-	-	-	-	-	-	-
Service-producing industries .....	61	40.0	1,288	-	-	-	-	-	-	-	-	-	21	3	23	30	10	13	-	-	-	-	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b>																													
Level I:																													
State and local government .....	9	40.0	979	-	-	-	-	-	-	11	22	-	-	44	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II:																													
State and local government .....	12	40.0	1,160	-	-	-	-	-	-	8	8	8	-	17	8	8	25	8	8	-	-	-	-	-	-	-	-	-	-
Level III .....	71	39.5	1,956	-	-	-	-	-	-	-	-	-	-	-	-	-	3	8	13	24	34	17	1	-	-	-	-	-	
Private industry .....	71	39.5	1,956	-	-	-	-	-	-	-	-	-	-	-	-	-	3	8	13	24	34	17	1	-	-	-	-	-	
<b>Tax Collectors</b>																													
Level II .....	6	40.0	446	-	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	6	40.0	446	-	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	7	40.0	502	-	-	-	-	71	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	7	40.0	502	-	-	-	-	71	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<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, Houston, TX, March 1996**

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 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500				
<b>TECHNICAL OCCUPATIONS</b>																													
<b>Computer Operators</b>																													
Level I .....	84	39.8	\$386	\$371	\$340 - \$427	4	4	26	40	11	1	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	59	39.8	395	-	- - -	5	5	27	25	15	2	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	59	39.8	395	-	- - -	5	5	27	25	15	2	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	25	40.0	366	377	350 - 382	-	-	24	76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	345	39.7	470	454	406 - 531	-	4	3	14	27	16	12	18	3	-	1	-	1	-	-	-	-	-	-	-	-	-	-	
Private industry .....	261	39.8	493	490	419 - 560	-	-	2	14	22	17	15	23	3	-	2	-	2	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	52	39.7	521	-	- - -	-	-	-	-	19	29	4	48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	209	39.9	486	489	406 - 551	-	-	2	17	23	14	18	17	4	-	2	-	2	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	56	40.0	525	557	444 - 593	-	-	-	9	18	-	20	41	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	84	39.3	400	414	353 - 443	-	17	7	14	43	13	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	315	39.5	560	563	510 - 615	-	-	-	2	3	17	27	23	16	9	3	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	288	39.6	568	578	513 - 616	-	-	-	-	3	14	29	23	17	10	3	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	112	40.0	584	521	513 - 652	-	-	-	-	9	46	1	20	18	5	-	1	-	1	-	1	-	-	-	-	-	-	-	-
Manufacturing .....	91	40.0	561	520	513 - 630	-	-	-	-	11	56	-	21	11	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	176	39.4	557	578	500 - 585	-	-	-	-	5	17	19	38	15	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	92	38.9	538	578	494 - 578	-	-	-	-	5	20	24	51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	27	38.7	480	-	- - -	-	-	-	22	4	44	4	22	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	58	39.5	720	-	- - -	-	-	-	-	-	-	-	16	21	7	24	16	3	-	14	-	-	-	-	-	-	-	-	-
Private industry .....	57	39.5	722	-	- - -	-	-	-	-	-	-	-	16	19	7	25	16	4	-	14	-	-	-	-	-	-	-	-	-
<b>Drafters</b>																													
Level II .....	205	40.0	516	508	467 - 554	-	-	-	3	12	25	33	17	4	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	199	40.0	518	509	471 - 554	-	-	-	3	9	26	34	17	5	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	190	40.0	661	663	599 - 717	-	-	-	-	3	-	24	14	24	19	14	2	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	181	40.0	664	666	598 - 719	-	-	-	-	3	-	25	10	24	20	14	2	1	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	118	40.0	650	630	584 - 706	-	-	-	-	4	-	34	14	11	23	11	3	1	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	120	40.0	865	867	799 - 934	-	-	-	-	-	-	-	-	2	2	11	13	17	15	32	8	-	-	-	-	-	-	-	-
<b>Engineering Technicians</b>																													
Level II .....	126	40.0	572	569	517 - 624	-	-	1	2	8	6	24	27	18	5	2	6	-	-	2	-	-	-	-	-	-	-	-	-
Private industry .....	126	40.0	572	569	517 - 624	-	-	1	2	8	6	24	27	18	5	2	6	-	-	2	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	93	40.0	599	580	541 - 624	-	-	-	-	3	25	33	24	5	-	8	-	-	2	-	-	-	-	-	-	-	-	-	-
Level III .....	367	40.0	692	688	635 - 746	-	-	-	-	( <sup>3</sup> )	1	4	10	16	26	19	15	7	1	1	-	1	-	1	-	-	-	-	-
Private industry .....	367	40.0	692	688	635 - 746	-	-	-	-	( <sup>3</sup> )	1	4	10	16	26	19	15	7	1	1	-	1	-	1	-	1	-	-	-
Goods-producing industries .....	206	40.0	715	703	667 - 762	-	-	-	-	-	-	5	16	28	24	17	7	1	1	-	1	-	1	-	1	-	-	-	-
Service-producing industries .....	161	40.0	662	669	596 - 727	-	-	-	1	2	9	16	17	24	13	12	6	-	1	-	-	-	-	-	-	-	-	-	-
Level IV .....	1,144	40.0	838	824	733 - 919	-	-	-	-	-	( <sup>3</sup> )	2	2	10	17	13	12	9	21	11	3	-	-	-	-	-	-	-	-
Private industry .....	1,144	40.0	838	824	733 - 919	-	-	-	-	-	( <sup>3</sup> )	2	2	10	17	13	12	9	21	11	3	-	-	-	-	-	-	-	-
Goods-producing industries .....	630	40.0	802	792	724 - 900	-	-	-	-	-	1	3	2	14	15	18	15	6	23	3	-	-	-	-	-	-	-	-	-
Service-producing industries .....	514	40.0	883	875	746 - 1,003	-	-	-	-	-	-	1	2	5	21	7	8	13	18	20	7	-	-	-	-	-	-	-	-

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, Houston, TX, March 1996 — 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 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	
Level V .....	1,053	40.0	\$1,084	\$1,094	\$1,002 - \$1,177	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	5	4	( <sup>3</sup> )	15	27	28	15	5	( <sup>3</sup> )	
Private industry .....	1,053	40.0	1,084	1,094	1,002 - 1,177	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	5	4	( <sup>3</sup> )	15	27	28	15	5	( <sup>3</sup> )	
Goods-producing industries .....	348	40.0	1,009	1,012	940 - 1,087	-	-	-	-	-	-	-	-	-	-	-	8	7	( <sup>3</sup> )	30	34	16	3	1	1	
Level VI .....	739	40.0	1,227	1,248	1,134 - 1,325	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	13	7	13	35	24	8	
Private industry .....	739	40.0	1,227	1,248	1,134 - 1,325	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	13	7	13	35	24	8	
<b>Engineering Technicians, Civil</b>																										
Level I .....	24	40.0	378	395	307 - 429	-	13	17	33	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	24	40.0	378	395	307 - 429	-	13	17	33	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II:																										
State and local government .....	39	40.0	415	397	372 - 466	-	-	3	56	15	5	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	190	40.0	521	484	453 - 534	-	-	-	-	23	43	12	1	4	7	3	5	3	-	-	-	-	-	-	-	-
State and local government .....	169	40.0	493	468	438 - 506	-	-	-	-	26	48	14	1	4	4	4	1	-	-	-	-	-	-	-	-	-
Level IV .....	214	40.0	579	551	516 - 588	-	-	-	-	16	24	39	10	-	1	2	3	4	-	-	-	-	-	-	-	-
State and local government .....	205	40.0	566	551	516 - 588	-	-	-	-	17	25	41	10	-	1	2	2	1	-	-	-	-	-	-	-	-
Level V .....	109	40.0	631	629	588 - 694	-	-	-	-	-	-	-	31	37	32	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	109	40.0	631	629	588 - 694	-	-	-	-	-	-	-	31	37	32	-	-	-	-	-	-	-	-	-	-	-
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																										
<b>Corrections Officers</b> .....	2,039	40.0	441	468	422 - 468	-	-	( <sup>3</sup> )	12	35	53	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	2,039	40.0	441	468	422 - 468	-	-	( <sup>3</sup> )	12	35	53	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Firefighters:</b>																										
State and local government .....	1,581	46.1	615	627	522 - 683	-	-	-	-	12	20	6	12	28	22	-	-	-	-	-	-	-	-	-	-	-
<b>Police Officers</b>																										
Level I .....	7,492	40.0	608	608	560 - 655	-	-	-	( <sup>3</sup> )	1	10	11	15	29	18	16	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
State and local government .....	7,424	40.0	609	610	560 - 655	-	-	-	( <sup>3</sup> )	1	10	11	15	29	18	16	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-

<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, Houston, TX, March 1996**

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	175 and under 200	200 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	
<b>Clerks, Accounting</b>																									
Level I .....	505	40.0	\$425	\$388	\$340 - \$546	-	1	6	24	24	6	1	39	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	391	40.0	442	528	341 - 546	-	1	7	18	21	3	-	50	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	377	40.0	444	546	340 - 546	-	1	8	19	18	3	-	52	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	114	40.0	369	357	329 - 395	-	1	-	41	34	17	6	1	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	935	40.0	411	398	361 - 444	-	-	2	15	33	27	9	4	10	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	789	40.0	416	400	362 - 451	-	-	2	16	28	28	9	5	11	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	154	40.0	455	443	430 - 476	-	-	-	5	3	51	19	11	10	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	635	40.0	406	390	358 - 440	-	-	3	19	34	23	7	3	12	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	290	40.0	426	398	358 - 513	-	-	-	21	30	16	6	4	23	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	146	40.0	385	378	361 - 400	-	-	1	12	60	18	7	2	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	1,611	39.8	503	491	435 - 548	-	-	-	2	10	20	19	24	11	5	4	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	1,464	40.0	510	505	441 - 561	-	-	-	1	8	19	20	26	12	6	4	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Goods-producing industries .....	772	40.0	556	535	509 - 605	-	-	-	-	3	9	9	37	16	8	8	8	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Manufacturing .....	353	40.0	509	519	450 - 547	-	-	-	-	6	18	12	46	11	2	3	1	-	-	-	-	-	-	-	-
Service-producing industries .....	692	39.9	459	455	417 - 490	-	-	-	2	13	30	32	13	7	3	-	-	-	-	-	-	-	-	-	-
State and local government .....	147	38.3	427	415	388 - 476	-	-	-	10	27	33	15	8	4	3	-	-	-	-	-	-	-	-	-	-
Level IV .....	911	39.8	576	558	487 - 631	-	-	-	2	4	7	16	18	19	13	8	4	3	4	3	1	-	-	-	-
Private industry .....	857	39.8	585	568	500 - 640	-	-	-	-	4	5	16	18	19	14	9	4	3	4	3	1	-	-	-	-
Goods-producing industries .....	419	40.0	638	606	546 - 735	-	-	-	-	-	1	10	15	23	11	12	6	5	8	7	1	-	-	-	-
Service-producing industries .....	438	39.7	534	525	475 - 602	-	-	-	-	7	9	22	21	15	16	6	2	1	-	-	-	-	-	-	-
Transportation and utilities .....	178	39.3	497	498	431 - 568	-	-	-	-	17	13	23	17	15	13	2	-	-	-	-	-	-	-	-	-
State and local government .....	54	39.4	434	428	339 - 482	-	-	-	26	4	31	20	7	11	-	-	-	-	-	-	-	-	-	-	-
<b>Clerks, General</b>																									
Level I .....	184	39.9	329	304	281 - 348	-	2	45	30	7	3	13	1	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	58	39.6	356	-	-	-	-	17	50	10	7	14	2	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	1,182	39.9	356	335	312 - 385	( <sup>3</sup> )	2	11	45	22	7	6	4	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	675	39.8	366	351	313 - 400	-	4	12	33	25	9	8	5	2	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	93	39.4	473	503	370 - 563	-	-	2	6	33	3	-	27	15	11	2	-	-	-	-	-	-	-	-	-
Service-producing industries .....	582	39.8	349	340	304 - 388	-	4	14	38	24	9	9	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	66	40.0	359	349	318 - 382	-	-	12	38	33	2	15	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	507	40.0	342	325	310 - 357	1	-	9	61	18	5	4	3	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	799	39.6	492	497	402 - 560	-	1	( <sup>3</sup> )	8	14	13	15	19	17	5	2	4	1	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	709	39.6	500	503	408 - 560	-	-	-	8	14	13	13	18	19	6	3	5	1	( <sup>3</sup> )	-	-	-	-	-	-
Goods-producing industries .....	255	39.3	559	546	457 - 647	-	-	-	1	5	13	16	17	12	13	7	13	3	1	-	-	-	-	-	-
Service-producing industries .....	454	39.7	467	469	385 - 556	-	-	-	12	19	13	11	19	24	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Level IV .....	1,525	40.0	424	408	291 - 560	-	-	37	9	3	6	8	8	23	4	2	1	-	-	-	-	-	-	-	-
Private industry .....	760	39.9	537	560	490 - 572	-	-	-	1	4	11	13	14	44	8	4	1	-	-	-	-	-	-	-	-
Goods-producing industries .....	231	40.0	549	552	500 - 588	-	-	-	-	1	6	19	23	35	8	8	-	-	-	-	-	-	-	-	-
Service-producing industries .....	529	39.9	531	560	477 - 560	-	-	-	1	5	13	10	11	48	7	3	2	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Houston, TX, March 1996 — 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	175 and under 200	200 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300
<b>Key Entry Operators</b>																								
Level I .....	414	40.0	\$330	\$328	\$308 - \$343	-	-	16	69	12	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	58	40.0	343	-	- - -	-	-	17	48	24	10	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	52	40.0	346	-	- - -	-	-	19	42	27	12	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	356	40.0	328	327	306 - 343	-	-	16	72	10	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Level II .....	572	40.0	386	381	347 - 413	-	( <sup>3</sup> )	5	23	33	26	5	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	293	40.0	388	390	347 - 415	-	( <sup>3</sup> )	5	21	28	34	3	8	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Service-producing industries .....	286	40.0	385	388	344 - 414	-	( <sup>3</sup> )	5	21	29	35	3	6	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
State and local government .....	279	40.0	384	372	349 - 408	-	-	5	25	38	18	7	4	3	-	-	-	-	-	-	-	-	-	-
<b>Personnel Assistants (Employment)</b>																								
Level II .....	109	39.9	435	420	375 - 500	-	-	12	6	23	18	15	6	16	5	-	-	-	-	-	-	-	-	-
Private industry .....	73	39.9	468	-	- - -	-	-	1	7	22	14	21	5	23	7	-	-	-	-	-	-	-	-	-
Service-producing industries .....	59	39.8	448	-	- - -	-	-	2	8	25	17	22	5	20	-	-	-	-	-	-	-	-	-	-
State and local government .....	36	40.0	367	376	291 - 406	-	-	33	6	25	28	3	6	-	-	-	-	-	-	-	-	-	-	-
Level III .....	114	39.9	572	582	497 - 682	-	-	-	13	1	3	10	9	18	13	19	9	6	-	-	-	-	-	-
Private industry .....	89	40.0	619	604	552 - 690	-	-	-	-	-	3	8	9	22	13	25	11	8	-	-	-	-	-	-
Goods-producing industries .....	64	40.0	654	-	- - -	-	-	-	-	-	-	5	8	11	17	33	16	11	-	-	-	-	-	-
State and local government .....	25	39.8	405	339	339 - 482	-	-	-	60	4	-	16	8	-	12	-	-	-	-	-	-	-	-	-
<b>Secretaries</b>																								
Level I .....	511	39.4	444	444	390 - 495	-	-	2	6	20	25	25	15	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	327	40.0	453	447	399 - 496	-	-	-	2	23	25	24	14	9	2	1	-	-	-	-	-	-	-	-
Service-producing industries .....	248	40.0	447	432	390 - 485	-	-	-	3	28	26	23	8	10	2	-	-	-	-	-	-	-	-	-
State and local government .....	184	38.3	429	435	361 - 493	-	-	5	13	16	23	25	17	1	-	-	-	-	-	-	-	-	-	-
Level II .....	1,694	39.7	497	497	434 - 575	-	-	-	6	12	14	19	17	20	8	3	1	1	-	-	-	-	-	-
Private industry .....	1,023	39.6	528	533	463 - 588	-	-	-	1	7	12	16	22	23	12	5	1	1	-	-	-	-	-	-
Goods-producing industries .....	234	39.4	591	584	548 - 632	-	-	-	-	-	( <sup>3</sup> )	9	17	32	24	12	3	3	-	-	-	-	-	-
Service-producing industries .....	789	39.6	509	510	450 - 572	-	-	-	2	9	15	18	24	21	9	3	1	( <sup>3</sup> )	-	-	-	-	-	-
Transportation and utilities .....	67	39.6	526	533	441 - 600	-	-	-	-	7	22	9	12	24	16	9	-	-	-	-	-	-	-	-
State and local government .....	671	39.9	451	451	376 - 517	-	-	-	14	20	16	24	10	15	1	-	-	-	-	-	-	-	-	-
Level III .....	2,145	39.7	562	558	478 - 645	-	-	-	6	2	10	15	16	13	16	8	9	3	2	1	1	-	-	-
Private industry .....	1,739	39.6	590	585	501 - 656	-	-	-	( <sup>3</sup> )	1	8	14	15	14	19	10	11	3	2	1	1	-	-	-
Goods-producing industries .....	395	39.4	716	714	646 - 760	-	-	-	-	-	-	-	2	5	19	14	33	11	9	3	5	-	-	-
Service-producing industries .....	1,344	39.7	553	548	482 - 617	-	-	-	1	2	10	19	19	17	19	8	5	1	( <sup>3</sup> )	-	-	-	-	-
Transportation and utilities .....	432	39.6	547	544	466 - 628	-	-	-	2	4	12	23	10	14	18	10	7	-	-	-	-	-	-	-
State and local government .....	406	39.7	443	450	339 - 520	-	-	-	28	6	17	19	18	8	4	1	-	-	-	-	-	-	-	-
Level IV .....	697	39.8	650	645	566 - 737	-	-	-	4	1	2	4	11	11	17	16	12	10	6	2	2	1	1	-
Private industry .....	542	39.8	685	673	600 - 769	-	-	-	-	-	1	3	10	11	17	16	14	13	8	3	2	1	1	-
Goods-producing industries .....	102	40.0	760	734	680 - 835	-	-	-	-	-	-	-	-	5	8	19	25	14	17	7	3	-	4	
Service-producing industries .....	440	39.7	668	656	577 - 745	-	-	-	-	-	1	3	13	13	19	16	12	13	6	2	2	1	-	
Transportation and utilities .....	49	40.0	629	598	526 - 697	-	-	-	-	-	2	16	20	12	22	2	2	8	-	4	10	-	-	
State and local government .....	155	39.8	525	529	411 - 637	-	-	-	17	6	5	11	14	12	17	13	3	1	-	-	-	-	-	

See footnotes at end of table.

**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Houston, TX, March 1996 — 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	175 and under 200	200 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300
Level V .....	149	39.7	\$812	\$784	\$716 - \$885	-	-	-	-	-	-	-	-	3	10	9	23	7	15	8	15	5	4	1
Private industry .....	146	39.7	814	800	716 - 923	-	-	-	-	-	-	-	-	3	10	8	23	7	15	8	15	5	4	1
Service-producing industries .....	109	39.6	782	735	683 - 850	-	-	-	-	-	-	-	-	5	14	11	30	4	9	8	9	6	4	1
Transportation and utilities .....	28	40.0	732	-	- - -	-	-	-	-	-	-	-	-	7	11	14	57	-	-	-	4	7	-	-
<b>Switchboard Operator-Receptionists .....</b>	<b>468</b>	<b>39.7</b>	<b>340</b>	<b>346</b>	<b>277 - 400</b>	-	20	14	19	19	16	6	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	432	39.8	341	346	277 - 404	-	21	12	21	17	17	6	5	1	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	55	40.0	406	-	- - -	-	-	-	7	20	62	9	2	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	377	39.8	332	335	252 - 383	-	24	13	23	17	10	6	6	1	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	51	40.0	356	346	307 - 400	-	-	-	53	10	37	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	36	38.4	331	-	- - -	-	11	39	6	36	3	3	-	-	3	-	-	-	-	-	-	-	-	-
<b>Word Processors</b>																								
Level I .....	56	40.0	368	-	- - -	-	-	-	34	50	16	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	107	40.0	469	473	414 - 517	-	-	-	-	7	39	27	15	6	6	-	-	-	-	-	-	-	-	-
Level III .....	70	39.0	618	-	- - -	-	-	-	3	1	1	6	13	29	14	3	7	20	3	-	-	-	-	-
State and local government .....	20	40.0	502	517	461 - 549	-	-	-	10	5	5	20	35	20	5	-	-	-	-	-	-	-	-	-

<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-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Houston, TX, March 1996**

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 - 9.50	9.50 - 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 and over	
<b>Forklift Operators</b> .....	886	\$13.00	\$13.09	\$12.45 - \$14.58	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	6	-	2	5	5	4	24	8	41	-	5	-	-	-	-	-
Private industry .....	886	13.00	13.09	12.45 - 14.58	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	6	-	2	5	5	4	24	8	41	-	5	-	-	-	-	
Goods-producing industries .....	292	12.53	12.55	11.25 - 12.84	-	-	-	-	-	-	-	-	-	-	7	8	9	8	46	6	( <sup>2</sup> )	-	16	-	-	-	-	
Manufacturing .....	292	12.53	12.55	11.25 - 12.84	-	-	-	-	-	-	-	-	-	-	7	8	9	8	46	6	( <sup>2</sup> )	-	16	-	-	-	-	
<b>Guards</b> .....																												
Level I .....	2,698	7.10	6.50	6.00 - 7.75	3	2	5	9	20	19	12	7	7	5	3	4	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	2	-	-	
Private industry .....	2,512	7.00	6.50	6.00 - 7.50	3	2	6	9	22	21	12	5	6	4	3	4	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	2	-	-	
Goods-producing industries .....	98	14.13	12.55	9.95 - 18.20	-	-	-	-	-	-	-	-	3	1	6	16	18	4	1	1	-	-	-	-	49	-	-	
Service-producing industries .....	2,414	6.71	6.50	6.00 - 7.25	3	2	6	10	23	22	13	6	6	4	2	3	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	
State and local government .....	186	8.47	8.37	7.91 - 8.63	-	-	-	-	-	3	3	24	23	27	8	8	3	2	-	-	-	-	-	-	-	-	-	
Level II .....	267	10.15	9.89	9.14 - 11.34	-	-	-	-	-	-	-	13	3	8	13	18	12	19	7	4	2	-	-	-	-	-	-	
<b>Janitors</b> .....	15,205	5.39	4.45	4.25 - 6.08	51	10	7	6	6	4	5	2	2	2	2	1	2	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	
Private industry .....	12,469	4.80	4.25	4.25 - 5.00	62	13	7	6	4	3	3	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	
Goods-producing industries .....	12,407	4.77	4.25	4.25 - 5.00	62	13	7	6	4	3	3	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	
Service-producing industries .....	12,407	4.77	4.25	4.25 - 5.00	62	13	7	6	4	3	3	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	
State and local government .....	2,736	8.07	7.98	6.59 - 9.39	-	( <sup>2</sup> )	4	5	12	12	10	8	9	10	8	8	6	4	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	
<b>Shipping/Receiving Clerks</b> .....	415	10.27	9.25	7.88 - 12.00	-	-	3	2	4	3	7	10	11	4	9	5	5	10	7	12	-	-	( <sup>2</sup> )	-	4	4	-	
Private industry .....	347	10.53	9.28	7.90 - 12.95	-	-	4	2	2	3	7	10	11	2	10	5	4	8	8	14	-	-	1	-	5	5	-	
Goods-producing industries .....	76	15.81	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	8	9	29	-	-	3	-	24	24	-	
Service-producing industries .....	271	9.06	8.50	7.50 - 11.00	-	-	5	3	3	4	8	12	14	3	13	6	4	8	7	10	-	-	-	-	-	-	-	
State and local government .....	68	8.93	8.84	7.70 - 10.23	-	-	-	-	12	3	7	10	13	15	6	4	9	21	-	-	-	-	-	-	-	-	-	
<b>Truckdrivers</b> .....																												
Light Truck .....	176	11.23	11.54	9.47 - 13.57	-	-	-	-	3	3	2	8	2	3	2	7	11	14	14	6	23	-	-	-	-	-	-	
State and local government .....	25	7.84	7.07	6.54 - 9.44	-	-	-	-	24	24	4	8	-	-	16	24	-	-	-	-	-	-	-	-	-	-	-	
Heavy Truck .....	340	9.40	8.63	8.00 - 8.63	-	-	-	-	-	-	-	8	31	40	2	1	1	4	1	4	-	-	8	-	-	-	-	
State and local government .....	221	8.82	8.63	8.63 - 8.63	-	-	-	-	-	-	-	13	11	62	4	1	2	6	2	-	-	-	-	-	-	-	-	
Tractor Trailer .....	1,161	13.74	14.95	12.96 - 14.95	-	-	-	-	-	-	-	-	12	( <sup>2</sup> )	-	-	2	10	5	4	54	1	6	3	1	1	( <sup>2</sup> )	
Private industry .....	1,160	13.74	14.95	12.96 - 14.95	-	-	-	-	-	-	-	-	12	-	-	-	2	10	5	4	54	1	6	3	1	1	( <sup>2</sup> )	
<b>Warehouse Specialists</b> .....	1,175	15.27	14.65	13.05 - 18.61	-	-	-	-	-	-	1	1	1	2	1	1	2	8	6	25	6	-	-	8	37	-	2	
Private industry .....	1,122	15.53	14.81	13.29 - 18.61	-	-	-	-	-	-	1	( <sup>2</sup> )	1	2	1	( <sup>2</sup> )	1	7	6	27	6	-	-	8	39	-	2	
Goods-producing industries .....	808	16.35	18.61	13.29 - 18.61	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	-	1	7	35	1	-	-	-	53	-	3	
Goods-producing industries .....	314	13.40	13.84	11.43 - 17.38	-	-	-	-	-	-	4	1	2	5	3	1	4	23	2	4	20	-	-	30	-	-	-	
Service-producing industries .....	314	13.40	13.84	11.43 - 17.38	-	-	-	-	-	-	4	1	2	5	3	1	4	23	2	4	20	-	-	30	-	-	-	
Transportation and utilities .....	314	13.40	13.84	11.43 - 17.38	-	-	-	-	-	-	4	1	2	5	3	1	4	23	2	4	20	-	-	30	-	-	-	
State and local government .....	53	9.75	9.83	8.53 - 10.90	-	-	-	-	-	-	6	9	8	13	9	8	26	21	-	-	-	-	-	-	-	-	-	

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

### Sampling frame

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the State unemployment insurance reports for the Houston, TX Primary Metropolitan Statistical Area (March 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 Houston, TX Primary Metropolitan Statistical Area. Collection for the survey was from February 1996 through July 1996 and reflects an average payroll reference month of March 1996. Data obtained for a payroll period prior to the end of April 1996 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 12.6 percent of the sample establishments (representing 154,008 employees covered by the survey). An additional 8.3 percent of the sample establishments (representing 59,901 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. The proportion of employees for whom pay data were not available was less than 5 percent.

### Reliability of estimates

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

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

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

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

<i>Relative standard error</i>	<i>Percent of published occupational work levels</i>
Less than 1 percent	0.0
1 and under 3 percent	60.7
3 and under 5 percent	33.9
5 percent and over	5.5

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

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

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

To measure and better control nonsampling errors that occur during data collection, a quality control procedure was applied to the survey design. The procedure, job match validation (JMV), is designed to identify the frequency,

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

Approximately 2 percent of the 580 sampled job match decisions reviewed by the JMV reviewers and checked with the respondents were subsequently changed by the JMV reviewers. The results are from a similar survey conducted in 1994, see *Occupational Compensation Survey: Pay Only, Houston, TX*, BLS Bulletin 3075-18.

<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, Houston, TX<sup>1</sup>, March 1996**

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 .....	3,436	291	1,007,554	100	336,488
Private industry .....	3,340	263	828,216	82	218,844
Goods producing .....	1,018	77	215,066	21	49,428
Manufacturing .....	620	49	140,315	14	30,218
Mining <sup>5</sup> .....	113	9	30,275	3	9,745
Construction <sup>5</sup> .....	285	19	44,476	4	9,465
Service producing .....	2,322	186	613,150	61	169,416
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	255	30	82,385	8	35,146
Wholesale trade <sup>7</sup> .....	345	9	34,933	3	2,909
Retail trade <sup>7</sup> .....	531	16	201,980	20	40,982
Finance, insurance, and real estate <sup>7</sup> .....	191	17	42,416	4	15,484
Services <sup>7</sup> .....	1,000	114	251,436	25	74,895
State and local government .....	96	28	179,338	18	117,644
<b>ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE</b>					
All divisions .....	380	111	645,884	100	307,302
Private industry .....	338	93	477,240	74	191,762
Goods producing .....	93	25	99,627	15	41,530
Manufacturing .....	62	14	61,507	10	24,200
Mining <sup>5</sup> .....	20	5	21,605	3	9,365
Construction <sup>5</sup> .....	11	6	16,515	3	7,965
Service producing .....	245	68	377,613	58	150,232
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	45	12	61,634	10	32,495
Wholesale trade <sup>7</sup> .....	7	3	4,434	1	2,362
Retail trade <sup>7</sup> .....	88	9	146,881	23	39,984
Finance, insurance, and real estate <sup>7</sup> .....	22	7	28,955	4	14,068
Services <sup>7</sup> .....	83	37	135,709	21	61,323
State and local government .....	42	18	168,644	26	115,540

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

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

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

same industry division. In government, an establishment is generally defined as all locations of a government entity.

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

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

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

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

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