

# Occupational Compensation Survey: Pay Only

Honolulu, Hawaii,  
Metropolitan Area,  
August 1996



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3085-34

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## Preface

This bulletin provides results of an August 1996 survey of occupational pay in the Honolulu, HI Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in San Francisco, under the direction of Caryl L. O'Keefe, Assistant Regional Commissioner for Operations.

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

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

# Honolulu, Hawaii, Metropolitan Area, August 1996



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

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

December 1996

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# Introduction

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

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

The Program develops information that is used for a variety of purposes, including wage and salary administration, collective bargaining, and assistance in determining business or plant location. Survey results also are used by the U.S. Department of Labor in making wage determinations under the Service Contract Act, and by the President's Pay Agent (the Secretary of Labor and Directors of the U.S. Office of Personnel Management and the U.S. Office of Management and Budget) in determining local pay adjustments under the Federal Employee Pay Comparability Act of 1990. This latter requirement resulted in: (1) Expanding the survey's industrial coverage to include all private nonfarm establishments (except households) employing 50 workers or more and to State and local governments and (2) adding more professional, administrative, technical, and protective service occupations to the surveys.

## Pay

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

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

## Appendixes

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

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

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Honolulu, HI, August 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	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over		
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b> .....	718	40.0	\$756	\$706	\$602 -- \$857	—	2	6	13	16	10	10	9	8	8	3	3	6	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	—	( <sup>3</sup> )		
Private industry .....	444	40.0	789	755	596 -- 923	—	3	7	16	10	7	7	6	11	8	3	3	9	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	—	( <sup>3</sup> )		
Goods-producing industries .....	49	39.7	871	923	596 -- 1,064	—	—	—	27	2	6	8	2	—	4	4	4	33	6	2	—	—	2	—	—	—		
Manufacturing .....	26	39.5	785	—	— -- —	—	—	—	46	4	8	4	4	—	4	4	4	8	8	4	—	—	4	—	—	—		
Service-producing industries .....	395	40.0	779	746	593 -- 884	—	4	8	15	11	7	7	6	12	9	3	3	7	6	3	1	1	—	( <sup>3</sup> )	—	( <sup>3</sup> )		
State and local government .....	274	40.0	703	677	626 -- 793	—	—	3	8	27	15	16	14	4	7	3	2	1	—	—	—	—	—	—	—	—		
Level 2 .....	211	40.0	596	588	558 -- 615	—	7	16	41	18	8	7	2	1	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—	
Private industry .....	191	40.0	599	590	558 -- 619	—	7	16	37	20	8	7	2	1	1	1	—	—	—	—	—	—	—	—	—	—	—	
Service-producing industries .....	177	40.0	598	588	544 -- 619	—	8	18	33	21	8	8	2	1	—	1	—	—	—	—	—	—	—	—	—	—	—	
State and local government .....	20	40.0	563	560	557 -- 579	—	—	15	85	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Level 3 .....	256	40.0	759	744	626 -- 841	—	—	—	2	29	12	10	5	18	13	4	1	7	—	—	—	—	—	—	—	—	—	
Private industry .....	156	40.0	839	827	775 -- 889	—	—	—	—	3	9	10	9	29	21	6	2	12	—	—	—	—	—	—	—	—	—	
Goods-producing industries .....	26	39.7	968	—	— -- —	—	—	—	—	—	—	4	15	—	—	4	8	8	62	—	—	—	—	—	—	—	—	
Service-producing industries .....	130	40.0	813	808	775 -- 865	—	—	—	—	3	10	9	11	35	25	5	1	2	—	—	—	—	—	—	—	—	—	
State and local government .....	100	40.0	634	626	602 -- 651	—	—	—	4	70	16	9	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	
Level 4 .....	180	40.0	885	824	706 -- 1,056	—	—	—	—	2	14	16	16	2	7	3	6	14	14	4	—	—	—	—	—	—	—	
Private industry .....	81	39.9	1,058	1,056	989 -- 1,155	—	—	—	—	—	—	—	9	—	2	5	12	30	32	10	—	—	—	—	—	—	—	
Service-producing industries .....	76	40.0	1,057	1,056	989 -- 1,155	—	—	—	—	—	—	—	8	—	3	5	13	32	30	9	—	—	—	—	—	—	—	
State and local government .....	99	40.0	743	733	677 -- 793	—	—	—	—	4	26	29	22	4	11	1	1	1	—	—	—	—	—	—	—	—	—	
Level 5 .....	58	40.0	923	857	793 -- 964	—	—	—	—	—	—	10	29	9	12	12	7	3	—	5	7	3	2	—	—	—		
State and local government .....	48	40.0	838	812	762 -- 927	—	—	—	—	—	—	13	35	10	15	15	8	4	—	—	—	—	—	—	—	—	—	
<b>Accountants, Public:</b>																												
Level 2 .....	18	40.0	623	625	612 -- 633	—	—	—	11	78	11	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Private industry .....	18	40.0	623	625	612 -- 633	—	—	—	11	78	11	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Service-producing industries .....	18	40.0	623	625	612 -- 633	—	—	—	11	78	11	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Level 3 .....	52	40.0	729	715	692 -- 773	—	—	—	2	2	27	38	15	13	2	—	—	—	—	—	—	—	—	—	—	—	—	
Private industry .....	52	40.0	729	715	692 -- 773	—	—	—	2	2	27	38	15	13	2	—	—	—	—	—	—	—	—	—	—	—	—	
Service-producing industries .....	52	40.0	729	715	692 -- 773	—	—	—	2	2	27	38	15	13	2	—	—	—	—	—	—	—	—	—	—	—	—	
Level 4 .....	37	40.0	1,027	1,000	850 -- 1,154	—	—	—	—	—	—	—	5	16	11	—	14	16	16	22	—	—	—	—	—	—	—	
Private industry .....	37	40.0	1,027	1,000	850 -- 1,154	—	—	—	—	—	—	—	5	16	11	—	14	16	16	22	—	—	—	—	—	—	—	
Service-producing industries .....	37	40.0	1,027	1,000	850 -- 1,154	—	—	—	—	—	—	—	5	16	11	—	14	16	16	22	—	—	—	—	—	—	—	
<b>Attorneys</b> .....	364	40.0	1,127	1,104	916 -- 1,284	—	—	—	—	—	—	2	7	5	9	7	5	13	14	13	7	7	5	3	1	1		
Private industry .....	29	40.0	1,422	—	— -- —	—	—	—	—	—	—	—	—	—	—	—	3	10	17	7	7	7	14	14	14	7		
Service-producing industries .....	26	40.0	1,388	—	— -- —	—	—	—	—	—	—	—	—	—	—	4	12	19	8	8	4	15	15	15	—	—		

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Honolulu, HI, August 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	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over
<b>Engineers</b> .....	1,602	40.0	\$988	\$942	\$769 - \$1,154	-	-	1	3	3	3	3	24	4	4	5	7	14	11	3	3	2	9	( <sup>3</sup> )	( <sup>3</sup> )	1
State and local government .....	535	40.0	935	923	793 - 1,057	-	-	1	1	2	8	6	9	7	10	9	9	17	13	1	2	3	-	-	-	
Level 1:																										
State and local government .....	6	40.0	535	-	- - -	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2:																										
State and local government .....	11	40.0	599	-	- - -	-	-	-	64	27	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	292	40.0	853	857	745 - 961	-	-	-	-	3	15	6	9	12	9	8	19	18	-	-	-	-	-	-	-	
Private industry .....	159	40.0	945	961	923 - 1,000	-	-	-	-	-	-	-	-	8	7	3	14	33	-	-	-	-	-	-	-	
State and local government .....	133	40.0	743	733	651 - 824	-	-	-	-	8	34	14	11	17	17	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	282	40.0	1,037	1,039	935 - 1,154	-	-	-	-	-	-	5	-	4	7	11	5	28	35	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Private industry .....	187	40.0	1,112	1,138	1,039 - 1,154	-	-	-	-	-	-	-	-	-	-	-	2	42	51	5	1	1	-	-	-	
State and local government .....	95	40.0	891	906	824 - 942	-	-	-	-	-	-	14	-	13	22	32	12	2	4	2	-	-	-	-	-	
Level 5 .....	398	40.0	1,235	1,258	1,003 - 1,514	-	-	-	-	-	-	-	8	1	1	5	10	18	3	7	8	4	35	( <sup>3</sup> )	-	
State and local government .....	176	40.0	968	996	923 - 1,043	-	-	-	-	-	-	-	18	2	3	10	22	40	2	1	1	-	-	-	-	
Level 6 .....	120	40.0	1,326	1,173	1,128 - 1,592	-	-	-	-	-	-	-	-	-	4	-	-	13	52	2	-	3	2	4	3	
State and local government .....	84	40.0	1,133	1,157	1,124 - 1,187	-	-	-	-	-	-	-	-	-	6	-	-	18	74	2	-	-	-	-	417	
Level 7 .....	30	40.0	1,374	1,399	1,321 - 1,435	-	-	-	-	-	-	-	-	-	-	-	-	3	3	10	33	50	-	-	-	
State and local government .....	30	40.0	1,374	1,399	1,321 - 1,435	-	-	-	-	-	-	-	-	-	-	-	-	3	3	10	33	50	-	-	-	
<b>Scientists</b> .....	196	40.0	804	733	626 - 856	-	-	2	7	21	15	14	8	7	6	1	3	6	2	2	2	2	1	2	1	
State and local government .....	141	40.0	695	677	602 - 733	-	-	1	9	30	20	18	10	4	5	1	2	1	-	1	-	-	-	-	-	
Level 2 .....	42	40.0	664	602	602 - 733	-	-	-	19	40	12	5	7	17	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	29	40.0	614	602	602 - 626	-	-	-	24	59	10	3	3	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	67	40.0	681	651	626 - 733	-	-	-	6	37	25	16	3	3	6	-	3	-	-	-	-	-	-	-	-	
State and local government .....	57	40.0	650	626	602 - 677	-	-	-	7	44	30	16	4	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	52	40.0	820	762	712 - 857	-	-	-	-	-	15	29	21	6	10	2	2	10	4	-	2	-	-	-	-	
State and local government .....	44	40.0	761	733	705 - 793	-	-	-	-	-	18	34	25	7	11	2	2	-	-	-	-	-	-	-	-	
<b>Scientists, Physical/Biological</b> .....	162	40.0	710	677	602 - 769	-	-	2	8	26	19	16	10	9	6	1	2	2	-	1	1	-	-	-	-	
State and local government .....	141	40.0	695	677	602 - 733	-	-	1	9	30	20	18	10	4	5	1	2	1	-	1	-	-	-	-	-	
Level 2 .....	42	40.0	664	602	602 - 733	-	-	-	19	40	12	5	7	17	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	29	40.0	614	602	602 - 626	-	-	-	24	59	10	3	3	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	61	40.0	663	651	626 - 677	-	-	-	7	41	28	15	3	3	3	-	-	-	-	-	-	-	-	-	-	
State and local government .....	57	40.0	650	626	602 - 677	-	-	-	7	44	30	16	4	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4:																										
State and local government .....	44	40.0	761	733	705 - 793	-	-	-	-	-	18	34	25	7	11	2	2	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Honolulu, HI, August 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	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over		
<b>ADMINISTRATIVE OCCUPATIONS</b>																												
<b>Budget Analysts</b> .....	77	40.0	\$736	\$733	\$651 - \$793	-	-	-	4	17	18	21	26	3	6	-	-	3	3	-	-	-	-	-	-	-	-	
State and local government .....	53	40.0	722	733	651 - 793	-	-	-	4	8	25	26	30	-	8	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3:																												
State and local government .....	7	40.0	644	-	- - -	-	-	-	-	57	29	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4:																												
State and local government .....	44	40.0	741	733	684 - 793	-	-	-	-	-	25	32	34	-	9	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Buyer/Contracting Specialists</b> .....	140	40.0	684	651	602 - 739	3	1	8	12	24	14	16	10	3	5	2	-	1	1	1	-	-	-	-	-	-	-	
Private industry .....	103	40.0	696	664	588 - 776	4	1	8	15	18	10	17	9	4	7	3	-	1	2	2	-	-	-	-	-	-	-	
Goods-producing industries .....	39	39.9	751	-	- - -	-	-	-	-	36	3	38	-	5	10	-	-	-	3	5	-	-	-	-	-	-	-	
Service-producing industries .....	64	40.0	663	644	554 - 776	6	2	13	23	8	14	5	14	3	5	5	-	2	2	-	-	-	-	-	-	-	-	
Level 1 .....	26	40.0	549	-	- - -	15	-	31	35	12	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	58	40.0	672	651	623 - 739	-	2	5	14	28	12	29	-	3	5	2	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	56	40.0	676	651	623 - 739	-	2	5	11	29	13	30	-	4	5	2	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	28	40.0	662	-	- - -	-	4	11	21	11	25	11	-	7	7	4	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	53	40.0	735	706	640 - 793	-	-	-	-	26	19	9	26	4	8	4	-	2	2	-	-	-	-	-	-	-	-	
<b>Computer Programmers</b> .....	252	40.0	642	619	565 - 694	4	3	12	15	27	16	7	4	6	4	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	111	39.9	618	577	529 - 697	8	7	20	19	17	7	5	2	9	5	-	1	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	108	40.0	611	577	529 - 681	8	7	20	19	18	7	5	2	8	4	-	1	-	-	-	-	-	-	-	-	-	-	
State and local government .....	141	40.0	662	640	616 - 677	-	-	5	13	34	23	9	6	4	3	4	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	73	40.0	570	560	530 - 582	-	7	27	45	11	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	53	40.0	569	558	529 - 577	-	9	36	32	9	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	53	40.0	569	558	529 - 577	-	9	36	32	9	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	20	40.0	572	560	560 - 582	-	-	5	80	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	128	39.9	672	645	616 - 698	-	-	2	5	45	24	8	2	8	6	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	42	39.8	713	697	623 - 808	-	-	5	10	33	10	5	2	21	14	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	39	40.0	701	-	- - -	-	-	5	10	36	10	5	3	21	10	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	86	40.0	652	640	616 - 677	-	-	-	2	51	31	9	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	31	40.0	783	-	- - -	-	-	-	-	3	19	13	23	19	6	13	3	-	-	-	-	-	-	-	-	-	-	
State and local government .....	28	40.0	776	793	684 - 824	-	-	-	-	4	21	14	21	18	7	14	-	-	-	-	-	-	-	-	-	-	-	
<b>Computer Systems Analysts</b> .....	576	40.0	824	793	706 - 902	-	-	-	( <sup>3</sup> )	4	11	19	18	14	9	6	6	9	2	1	1	-	-	-	-	-	-	
Private industry .....	297	39.9	889	877	774 - 999	-	-	-	( <sup>3</sup> )	3	5	10	14	10	11	11	10	17	3	2	2	-	-	-	-	-	-	
Service-producing industries .....	294	39.9	889	878	774 - 999	-	-	-	( <sup>3</sup> )	3	5	11	14	11	11	11	10	17	3	2	2	-	-	-	-	-	-	
State and local government .....	279	40.0	756	761	702 - 824	-	-	-	-	4	17	28	22	17	7	1	2	1	-	-	-	-	-	-	-	-	-	
Level 1 .....	96	39.9	744	720	669 - 794	-	-	-	1	14	18	25	20	8	8	2	4	-	-	-	-	-	-	-	-	-	-	
Private industry .....	86	39.9	756	730	702 - 806	-	-	-	1	9	14	28	22	9	9	2	5	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	84	39.9	756	722	693 - 819	-	-	-	1	10	14	29	20	10	10	2	5	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Honolulu, HI, August 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	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over	
Level 2 .....	246	40.0	\$831	\$813	\$734 - \$912	-	-	-	-	3	5	20	18	13	11	12	11	8	-	-	-	-	-	-	-	-	-
Private industry .....	145	39.9	883	894	802 - 976	-	-	-	-	1	3	5	14	14	14	19	17	13	-	-	-	-	-	-	-	-	-
Service-producing industries .....	145	39.9	883	894	802 - 976	-	-	-	-	1	3	5	14	14	14	19	17	13	-	-	-	-	-	-	-	-	-
State and local government .....	101	40.0	757	734	706 - 793	-	-	-	-	6	8	41	23	12	7	1	3	-	-	-	-	-	-	-	-	-	-
Level 3 .....	234	40.0	850	824	703 - 964	-	-	-	-	( <sup>3</sup> )	15	16	18	16	7	2	2	15	4	3	2	-	-	-	-	-	-
Private industry .....	66	39.9	1,075	1,056	1,038 - 1,165	-	-	-	-	-	-	-	3	3	8	5	2	48	15	9	8	-	-	-	-	-	-
Service-producing industries .....	65	39.9	1,073	1,054	1,038 - 1,154	-	-	-	-	-	-	-	3	3	8	5	2	49	15	8	8	-	-	-	-	-	-
State and local government .....	168	40.0	762	761	702 - 824	-	-	-	-	1	21	23	23	21	7	1	2	2	-	-	-	-	-	-	-	-	-
<b>Computer Systems Analyst Supervisors/Managers</b> .....	65	40.0	999	904	856 - 1,137	-	-	-	-	-	-	3	22	25	8	11	6	8	5	8	5	2	-	-	-	-	-
Level 1 .....	27	40.0	970	-	- - -	-	-	-	-	-	-	4	37	4	-	26	7	11	7	-	4	-	-	-	-	-	-
Level 2 .....	37	39.9	1,013	-	- - -	-	-	-	-	-	-	3	11	41	14	-	5	5	-	14	5	3	-	-	-	-	-
<b>Personnel Specialists</b> .....	665	39.9	789	733	651 - 914	( <sup>3</sup> )	2	4	5	13	17	13	10	5	5	6	5	8	2	2	1	( <sup>3</sup> )	-	2	-	-	-
Private industry .....	392	39.8	825	750	651 - 961	1	3	3	4	14	13	7	8	7	6	8	6	9	3	2	1	1	-	3	-	-	-
Goods-producing industries .....	40	39.8	889	1,019	615 - 1,089	-	2	-	2	25	-	-	2	2	2	10	-	47	5	-	-	-	-	-	-	-	-
Manufacturing .....	39	39.7	897	-	- - -	-	3	-	3	23	-	-	3	3	3	10	-	49	5	-	-	-	-	-	-	-	-
Service-producing industries .....	352	39.8	818	750	654 - 923	1	3	4	4	13	15	8	9	7	7	8	7	5	3	2	1	1	-	4	-	-	-
State and local government .....	273	40.0	736	705	651 - 793	-	1	5	7	12	21	21	12	2	4	4	3	5	1	1	( <sup>3</sup> )	-	-	-	-	-	-
Level 1 .....	30	40.0	516	-	- - -	3	30	50	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	12	40.0	522	-	- - -	-	17	75	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	192	39.9	641	625	602 - 692	1	2	6	15	31	24	9	11	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	158	39.9	654	655	615 - 702	1	3	4	9	28	29	11	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	144	39.9	656	660	615 - 702	1	2	5	9	24	32	12	14	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	166	39.8	796	808	673 - 901	-	-	-	2	16	12	10	7	14	13	10	8	7	1	-	-	-	-	-	-	-	-
Private industry .....	124	39.7	849	864	771 - 923	-	-	-	-	6	5	9	10	19	17	14	10	10	1	-	-	-	-	-	-	-	-
Service-producing industries .....	110	39.7	829	827	768 - 922	-	-	-	-	6	5	10	11	22	19	13	12	2	-	-	-	-	-	-	-	-	-
Level 4 .....	224	39.9	851	778	706 - 964	-	-	-	-	-	20	23	14	1	4	11	7	13	6	3	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	71	39.8	1,048	1,079	925 - 1,114	-	-	-	-	-	-	-	-	-	6	21	14	34	15	8	1	-	-	-	-	-	-
Service-producing industries .....	59	39.8	1,045	1,060	925 - 1,114	-	-	-	-	-	-	-	-	-	5	24	17	25	17	10	2	-	-	-	-	-	-
Level 5 .....	53	39.9	1,190	1,096	958 - 1,471	-	-	-	-	-	-	-	4	6	11	4	8	21	4	8	6	6	-	25	-	-	-

See footnotes at end of table.



**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Honolulu, HI, August 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	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over		
<b>Personnel Supervisors/Managers</b> .....	40	39.9	\$1,259	\$1,198	\$1,069 - \$1,442	-	-	-	-	-	-	-	-	-	-	-	15	2	22	10	5	13	17	7	-	5	2	
<b>Tax Collectors:</b>																												
Level 2 .....	17	40.0	531	514	514 - 535	-	12	65	18	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	17	40.0	531	514	514 - 535	-	12	65	18	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	17	40.0	639	626	601 - 676	-	-	-	18	41	18	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	17	40.0	639	626	601 - 676	-	-	-	18	41	18	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

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

<sup>4</sup> Workers were distributed as follows: 6 percent at \$1,800 and under \$1,900 and 11 percent at \$1,900 and under \$2,000.

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, Honolulu, HI, August 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	325 and under 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 725	725 - 750	750 - 800	800 - 850	850 - 900	900 - 950		
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b> .....	245	40.0	\$505	\$495	\$441 - \$556	5	4	10	3	7	12	15	10	7	6	5	5	2	3	4	-	2	1	1	-	-	-	
Private industry .....	187	40.0	491	478	413 - 544	6	5	13	3	7	14	12	7	8	4	6	3	3	1	3	-	1	1	2	-	-	-	
Service-producing industries .....	180	39.9	483	473	395 - 533	7	5	13	3	8	15	12	8	8	4	6	3	2	1	3	-	-	1	-	-	-	-	
State and local government .....	58	40.0	550	514	495 - 601	-	-	-	3	3	3	22	19	3	12	2	10	2	10	5	-	3	-	-	-	-	-	
Level 2 .....	99	40.0	473	460	423 - 499	12	3	3	7	13	21	16	9	3	4	-	2	1	-	-	-	2	-	3	-	-	-	
Private industry .....	90	39.9	473	463	420 - 499	13	3	3	6	12	21	18	9	2	4	-	2	-	-	-	-	2	-	3	-	-	-	
Service-producing industries .....	84	39.9	454	457	415 - 499	14	4	4	6	13	23	18	10	2	5	-	2	-	-	-	-	-	-	-	-	-	-	
State and local government .....	9	40.0	479	-	- - -	-	-	-	22	22	22	-	11	11	-	-	-	11	-	-	-	-	-	-	-	-	-	
Level 3 .....	101	40.0	553	533	495 - 601	-	-	-	-	2	6	18	16	14	10	9	7	4	7	8	-	-	-	-	-	-	-	
Private industry .....	58	39.9	556	543	513 - 608	-	-	-	-	3	10	9	10	22	5	14	7	7	3	9	-	-	-	-	-	-	-	
Service-producing industries .....	57	39.9	555	542	513 - 598	-	-	-	-	4	11	9	11	23	5	14	7	5	4	9	-	-	-	-	-	-	-	
State and local government .....	43	40.0	550	514	495 - 601	-	-	-	-	-	-	30	23	2	16	2	7	-	12	7	-	-	-	-	-	-	-	
<b>Drafters:</b>																												
State and local government .....	82	40.0	597	578	514 - 704	-	-	1	5	1	5	10	6	10	9	10	2	2	9	2	7	10	11	-	-	-	-	
Level 3:																												
State and local government .....	16	40.0	516	495	457 - 570	-	-	-	13	6	25	13	6	13	-	6	-	-	13	6	-	-	-	-	-	-	-	
Level 4:																												
State and local government .....	60	40.0	631	626	556 - 732	-	-	-	-	-	-	7	7	10	12	12	2	3	8	2	10	13	15	-	-	-	-	
<b>Engineering Technicians, Civil</b> .....	89	40.0	628	592	504 - 761	-	4	1	6	1	2	7	12	1	10	7	3	1	8	3	2	2	8	7	10	3		
State and local government .....	65	40.0	604	578	514 - 704	-	2	2	3	2	3	9	12	2	14	9	5	2	6	5	3	3	11	9	-	-		
Level 3:																												
State and local government .....	17	40.0	499	514	475 - 514	-	-	-	12	6	6	24	35	6	-	-	12	-	-	-	-	-	-	-	-	-		
Level 4:																												
State and local government .....	19	40.0	581	556	514 - 651	-	-	-	-	-	5	11	11	-	32	11	-	5	11	5	5	-	5	-	-	-		
Level 5:																												
State and local government .....	26	40.0	707	732	592 - 792	-	-	-	-	-	-	-	-	-	12	15	-	-	8	8	4	8	23	23	-	-		

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Honolulu, HI, August 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	325 and under 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 725	725 - 750	750 - 800	800 - 850	850 - 900	900 - 950		
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																												
<b>Corrections Officers</b> .....	533	40.0	\$555	\$580	\$534 - \$580	-	-	-	-	-	( <sup>3</sup> )	10	14	13	2	59	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	533	40.0	555	580	534 - 580	-	-	-	-	-	( <sup>3</sup> )	10	14	13	2	59	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
<b>Firefighters</b> .....	459	53.0	604	569	569 - 616	-	-	-	-	-	-	-	-	-	61	3	13	5	3	11	( <sup>3</sup> )	4	-	-	-	-		
State and local government .....	459	53.0	604	569	569 - 616	-	-	-	-	-	-	-	-	-	61	3	13	5	3	11	( <sup>3</sup> )	4	-	-	-	-		
<b>Police Officers:</b>																												
Level 1 .....	1,136	40.0	660	637	589 - 718	-	-	-	-	-	-	-	-	-	-	26	21	13	4	7	10	6	2	10	-	-		
State and local government .....	1,136	40.0	660	637	589 - 718	-	-	-	-	-	-	-	-	-	-	26	21	13	4	7	10	6	2	10	-	-		

<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, Honolulu, HI, August 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	225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000
<b>Clerks, Accounting</b> .....	2,362	40.0	\$496	\$480	\$415 - \$574	-	-	-	( <sup>3</sup> )	6	4	7	13	8	11	5	15	17	6	6	2	-	-	-	-	-
Private industry .....	2,147	40.0	501	491	415 - 577	-	-	-	( <sup>3</sup> )	6	4	6	11	8	11	4	15	18	7	6	3	-	-	-	-	-
Goods-producing industries:																										
Manufacturing .....	63	40.0	547	549	487 - 658	-	-	-	3	-	-	5	2	-	10	14	22	17	-	22	5	-	-	-	-	-
Service-producing industries .....	1,955	40.0	501	490	415 - 577	-	-	-	( <sup>3</sup> )	5	4	7	12	8	12	4	13	20	7	6	3	-	-	-	-	-
State and local government .....	215	40.0	446	423	423 - 475	-	-	-	-	3	3	16	31	9	9	10	10	5	4	-	-	-	-	-	-	-
Level 2 .....	449	40.0	422	415	367 - 463	-	-	-	2	20	5	11	18	5	25	6	4	-	-	3	-	-	-	-	-	-
Private industry .....	449	40.0	422	415	367 - 463	-	-	-	2	20	5	11	18	5	25	6	4	-	-	3	-	-	-	-	-	-
Service-producing industries .....	428	40.0	415	414	367 - 463	-	-	-	1	21	5	11	19	5	26	7	4	-	-	-	-	-	-	-	-	-
Level 3 .....	906	40.0	454	440	410 - 514	-	-	-	-	1	7	13	18	16	11	6	25	3	-	-	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	847	40.0	458	440	415 - 525	-	-	-	-	( <sup>3</sup> )	7	10	19	17	12	6	26	3	-	-	( <sup>3</sup> )	-	-	-	-	-
Goods-producing industries .....	105	40.0	529	525	525 - 548	-	-	-	-	-	2	2	-	4	10	69	10	-	-	-	3	-	-	-	-	-
Service-producing industries .....	742	40.0	448	439	415 - 485	-	-	-	-	( <sup>3</sup> )	8	11	22	19	13	5	20	2	-	-	-	-	-	-	-	-
State and local government .....	59	40.0	392	376	376 - 391	-	-	-	-	10	12	54	8	3	-	8	3	-	-	-	-	-	-	-	-	-
Level 4 .....	961	40.0	578	577	525 - 627	-	-	-	-	-	( <sup>3</sup> )	7	2	4	3	11	39	16	13	6	-	-	-	-	-	-
Private industry .....	805	40.0	599	577	559 - 627	-	-	-	-	-	-	( <sup>3</sup> )	-	2	2	10	46	18	16	7	-	-	-	-	-	-
Service-producing industries .....	785	40.0	599	577	559 - 627	-	-	-	-	-	-	( <sup>3</sup> )	-	2	2	10	47	18	14	7	-	-	-	-	-	-
State and local government .....	156	40.0	466	439	423 - 495	-	-	-	-	-	1	39	12	13	11	13	6	5	-	-	-	-	-	-	-	-
<b>Clerks, General</b> .....	2,472	40.0	423	391	376 - 457	( <sup>3</sup> )	1	3	3	7	9	32	14	5	4	3	10	1	8	( <sup>3</sup> )	-	-	-	-	-	-
State and local government .....	1,398	40.0	396	376	376 - 407	-	-	-	( <sup>3</sup> )	7	8	52	18	5	3	4	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Level 2 .....	336	40.0	332	333	294 - 358	1	6	21	18	20	24	2	5	1	2	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	330	40.0	332	334	291 - 358	1	6	22	18	20	24	2	5	1	2	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	327	40.0	332	335	291 - 358	1	6	21	17	20	24	2	5	1	2	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	410	39.7	398	390	362 - 423	-	-	-	3	18	12	25	19	7	6	5	3	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	253	39.5	412	404	375 - 440	-	-	-	5	8	11	19	26	9	8	5	4	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Service-producing industries .....	223	39.5	413	404	372 - 444	-	-	-	5	9	12	22	17	11	9	6	4	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
State and local government .....	157	40.0	375	376	348 - 376	-	-	-	1	33	15	35	6	3	4	1	-	-	-	-	-	-	-	-	-	-
Level 4 .....	1,726	40.0	447	407	376 - 515	-	-	-	-	3	5	40	15	5	3	3	13	1	12	( <sup>3</sup> )	-	-	-	-	-	-
State and local government .....	1,235	40.0	399	391	376 - 407	-	-	-	-	4	7	54	20	5	3	4	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-
<b>Clerks, Order</b> .....	133	40.0	419	440	370 - 463	-	-	-	5	16	11	-	1	25	44	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	133	40.0	419	440	370 - 463	-	-	-	5	16	11	-	1	25	44	-	-	-	-	-	-	-	-	-	-	-
Level 1 .....	131	40.0	419	440	370 - 463	-	-	-	5	16	11	-	-	25	44	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	131	40.0	419	440	370 - 463	-	-	-	5	16	11	-	-	25	44	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Honolulu, HI, August 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	225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000			
<b>Key Entry Operators</b> .....	261	40.0	\$382	\$381	\$312 - \$423	-	-	10	17	5	7	19	18	4	13	6	( <sup>3</sup> )	-	1	-	-	-	-	-	-	-	-	-	-
Private industry .....	218	40.0	376	379	304 - 419	-	-	12	20	5	8	15	16	3	14	5	( <sup>3</sup> )	-	1	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	196	40.0	372	374	301 - 424	-	-	14	22	5	9	8	17	4	16	6	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	43	40.0	409	407	376 - 439	-	-	-	-	5	5	40	26	9	7	9	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Level 1</b> .....	157	40.0	353	349	301 - 392	-	-	17	28	6	11	15	8	1	14	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	157	40.0	353	349	301 - 392	-	-	17	28	6	11	15	8	1	14	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Level 2</b> .....	104	40.0	424	419	391 - 457	-	-	-	-	3	2	25	32	10	12	14	1	-	2	-	-	-	-	-	-	-	-	-	
Private industry .....	61	40.0	435	420	400 - 457	-	-	-	-	2	-	15	36	10	15	18	2	-	3	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	58	40.0	427	419	400 - 457	-	-	-	-	2	-	16	38	10	16	19	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	43	40.0	409	407	376 - 439	-	-	-	-	5	5	40	26	9	7	9	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Personnel Assistants</b> .....	406	39.9	502	475	457 - 552	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	5	10	6	18	17	14	12	7	4	1	1	1	-	-	-	-	-	
Private industry .....	189	39.8	511	492	460 - 552	-	-	-	1	1	5	3	7	5	20	13	18	11	7	3	2	2	2	-	-	-	-	-	
Service-producing industries .....	180	39.8	509	490	460 - 553	-	-	-	1	1	6	3	7	4	21	13	17	11	8	3	2	2	2	-	-	-	-	-	
State and local government .....	217	40.0	494	475	439 - 535	-	-	-	-	( <sup>3</sup> )	6	13	7	17	21	11	12	6	5	-	-	-	-	-	-	-	-	-	
<b>Level 2</b> .....	76	39.8	433	414	391 - 473	-	-	-	-	1	11	24	20	8	13	11	9	4	-	-	-	-	-	-	-	-	-	-	
Private industry .....	54	39.8	445	444	402 - 487	-	-	-	-	2	13	7	19	11	19	13	11	6	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	50	39.8	440	440	402 - 477	-	-	-	-	2	14	8	20	10	20	12	10	4	-	-	-	-	-	-	-	-	-	-	
<b>Level 3</b> .....	183	39.8	502	475	457 - 542	-	-	-	-	-	2	1	13	8	18	20	17	10	7	1	2	2	-	-	-	-	-	-	
Private industry .....	104	39.7	520	493	462 - 552	-	-	-	-	3	2	2	3	26	17	21	10	9	1	4	3	-	-	-	-	-	-	-	
Service-producing industries .....	99	39.7	518	492	462 - 552	-	-	-	-	3	2	2	3	27	17	19	10	9	1	3	3	-	-	-	-	-	-	-	
State and local government .....	79	40.0	478	475	423 - 514	-	-	-	-	-	-	-	27	14	8	24	11	11	4	1	-	-	-	-	-	-	-	-	
<b>Level 4</b> .....	142	40.0	542	516	457 - 601	-	-	-	-	-	-	-	1	3	21	18	13	18	11	11	-	2	2	-	-	-	-	-	
Private industry .....	26	40.0	627	-	-	-	-	-	-	-	-	-	-	-	-	-	15	31	19	19	-	4	12	-	-	-	-	-	
Service-producing industries .....	26	40.0	627	-	-	-	-	-	-	-	-	-	-	-	-	-	15	31	19	19	-	4	12	-	-	-	-	-	
State and local government .....	116	40.0	522	495	457 - 573	-	-	-	-	-	-	-	2	3	26	22	12	16	9	9	-	2	-	-	-	-	-	-	
<b>Secretaries</b> .....	1,678	40.0	617	615	531 - 690	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	4	9	13	14	18	14	10	10	1	2	1	( <sup>3</sup> )	( <sup>3</sup> )		
Private industry .....	778	40.0	602	594	512 - 694	-	-	-	-	1	1	1	3	4	6	6	17	13	16	8	7	16	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-		
Goods-producing industries .....	60	40.0	597	618	540 - 668	-	-	-	-	-	-	2	-	3	2	2	30	10	27	22	2	2	-	-	-	-	-		
Service-producing industries .....	718	40.0	603	593	509 - 703	-	-	-	-	1	1	1	3	4	7	7	15	13	16	7	8	17	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-		
State and local government .....	900	40.0	630	626	556 - 676	-	-	-	-	-	-	-	-	1	1	11	10	14	20	18	12	5	1	4	2	( <sup>3</sup> )	( <sup>3</sup> )		
<b>Level 2</b> .....	627	40.0	547	535	475 - 626	-	-	-	-	1	( <sup>3</sup> )	1	1	4	8	21	18	12	19	15	-	-	-	-	-	-	-	-	
Private industry .....	175	40.0	490	480	456 - 530	-	-	-	-	3	2	2	5	10	22	19	26	1	11	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	170	40.0	489	480	456 - 525	-	-	-	-	3	2	2	5	9	22	19	27	1	10	-	-	-	-	-	-	-	-	-	
State and local government .....	452	40.0	569	578	495 - 626	-	-	-	-	-	-	-	-	2	3	21	15	16	22	21	-	-	-	-	-	-	-	-	
<b>Level 3</b> .....	608	40.0	610	602	556 - 675	-	-	-	-	-	-	-	-	2	1	3	17	22	25	13	3	( <sup>3</sup> )	-	-	-	-	-	-	
Private industry .....	357	40.0	592	583	540 - 636	-	-	-	-	-	-	-	3	2	4	22	25	25	10	2	6	1	-	-	-	-	-	-	
Service-producing industries .....	306	40.0	590	580	538 - 624	-	-	-	-	-	-	-	-	4	3	4	20	28	25	7	2	7	1	-	-	-	-	-	
State and local government .....	251	40.0	636	626	578 - 704	-	-	-	-	-	-	-	-	-	-	1	10	17	25	18	29	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Honolulu, HI, August 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	225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	
Level 4 .....	354	40.0	\$726	\$741	\$676 - \$761	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	1	5	9	14	22	38	4	6	1	-
Private industry .....	207	39.9	720	749	682 - 759	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	2	4	9	14	21	47	2	( <sup>3</sup> )	( <sup>3</sup> )	-
Service-producing industries .....	204	39.9	720	750	682 - 759	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	2	3	9	14	21	47	2	( <sup>3</sup> )	( <sup>3</sup> )	-
State and local government .....	147	40.0	735	732	676 - 792	-	-	-	-	-	-	-	-	-	-	-	-	7	10	14	23	27	6	13	1	-	
Level 5 .....	68	40.0	822	856	761 - 926	-	-	-	-	-	-	-	-	-	-	-	1	3	1	9	9	19	3	25	24	6	
<b>Switchboard-Operator-Receptionists</b> .....	325	40.0	391	399	340 - 429	-	2	3	15	14	8	10	21	10	8	3	2	4	-	-	-	-	-	-	-	-	-
Private industry .....	325	40.0	391	399	340 - 429	-	2	3	15	14	8	10	21	10	8	3	2	4	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	42	40.0	349	310	302 - 423	-	-	-	64	2	2	-	7	21	-	-	-	2	-	-	-	-	-	-	-	-	-
Manufacturing .....	28	40.0	369	-	-	-	-	-	50	4	4	-	7	32	-	-	-	4	-	-	-	-	-	-	-	-	-
Service-producing industries .....	283	40.0	397	404	344 - 429	-	2	3	8	15	9	12	23	9	9	3	2	5	-	-	-	-	-	-	-	-	-
<b>Word Processors</b> .....	47	40.0	458	438	372 - 520	-	-	-	4	6	15	6	13	9	15	-	19	-	-	13	-	-	-	-	-	-	-
Private industry .....	47	40.0	458	438	372 - 520	-	-	-	4	6	15	6	13	9	15	-	19	-	-	13	-	-	-	-	-	-	-
Service-producing industries .....	46	40.0	457	437	372 - 520	-	-	-	4	7	15	7	13	9	15	-	17	-	-	13	-	-	-	-	-	-	-
Level 2 .....	26	40.0	432	-	-	-	-	-	-	8	27	12	-	15	4	-	35	-	-	-	-	-	-	-	-	-	-
Private industry .....	26	40.0	432	-	-	-	-	-	-	8	27	12	-	15	4	-	35	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	25	40.0	429	-	-	-	-	-	-	8	28	12	-	16	4	-	32	-	-	-	-	-	-	-	-	-	-

<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, Honolulu, HI, August 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	Under 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 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 and over	
<b>General Maintenance Workers</b> .....	594	\$13.52	\$12.94	\$11.64 - \$16.25	3	5	2	5	3	3	11	9	20	5	4	2	( <sup>2</sup> )	3	8	5	10	3	-	-	-	-	-	-
Private industry .....	494	13.63	12.52	11.50 - 16.70	4	5	3	5	4	3	13	10	4	6	5	2	( <sup>2</sup> )	3	10	5	12	3	-	-	-	-	-	-
Service-producing industries .....	465	13.45	12.44	11.44 - 16.25	4	6	3	6	4	3	14	11	4	6	6	3	( <sup>2</sup> )	3	5	6	13	4	-	-	-	-	-	-
Level 1 .....	289	11.36	11.65	10.14 - 12.44	7	9	5	9	6	5	19	17	6	8	7	1	-	-	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	289	11.36	11.65	10.14 - 12.44	7	9	5	9	6	5	19	17	6	8	7	1	-	-	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-
Service-producing industries .....	288	11.34	11.65	10.14 - 12.44	7	9	5	9	6	5	19	17	6	8	7	1	-	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	297	15.52	15.53	12.94 - 18.02	-	-	-	-	1	( <sup>2</sup> )	3	1	34	1	2	3	1	5	14	8	21	6	-	-	-	-	-	-
Private industry .....	197	16.83	17.25	15.53 - 18.85	-	-	-	-	1	1	5	1	1	2	4	4	1	8	21	13	31	9	-	-	-	-	-	-
Service-producing industries .....	169	16.88	17.87	15.53 - 18.91	-	-	-	-	1	1	5	1	1	2	4	5	1	9	15	13	36	10	-	-	-	-	-	-
<b>Maintenance Electricians</b> .....	118	16.03	14.66	13.44 - 16.90	-	-	-	-	-	-	-	-	-	29	-	-	39	2	8	2	-	13	3	-	-	-	-	5
Private industry .....	84	17.07	14.66	14.66 - 19.71	-	-	-	-	-	-	-	-	-	-	-	-	55	2	11	2	-	18	5	-	-	-	-	7
<b>Maintenance Electronics Technicians</b> .....	318	19.50	21.09	17.45 - 21.09	-	-	-	-	-	8	-	-	-	-	-	-	-	( <sup>2</sup> )	7	13	2	4	13	44	3	3	3	3
Private industry .....	301	19.69	21.09	18.15 - 21.09	-	-	-	-	-	9	-	-	-	-	-	-	-	( <sup>2</sup> )	1	14	2	4	14	47	3	3	3	
Service-producing industries .....	299	19.67	21.09	18.06 - 21.09	-	-	-	-	-	9	-	-	-	-	-	-	-	( <sup>2</sup> )	1	14	2	4	14	47	2	3	3	
Level 3 .....	40	20.18	19.83	16.19 - 23.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	42	-	-	20	2	-	7	10	<sup>3</sup> 17	
<b>Maintenance Machinists</b> .....	31	18.90	-	- - -	-	-	-	-	-	-	-	-	-	-	3	-	29	23	-	-	-	-	26	-	-	-	-	<sup>4</sup> 19
<b>Maintenance Mechanics, Machinery</b> .....	38	15.37	-	- - -	-	-	-	5	-	-	-	-	55	-	-	-	-	-	-	-	32	-	3	-	-	5	-	
<b>Maintenance Mechanics, Motor Vehicle:</b> State and local government .....	50	13.44	13.44	13.44 - 13.44	-	-	-	-	-	-	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Skilled Multi-Craft Maintenance Workers</b> .....	170	18.42	17.25	16.30 - 18.96	-	-	-	-	-	-	-	-	5	-	1	6	-	-	26	19	17	-	-	-	19	-	5	
Private industry .....	160	18.75	17.25	16.65 - 22.81	-	-	-	-	-	-	-	-	-	-	-	7	-	-	28	21	18	-	-	-	21	-	6	
Service-producing industries .....	144	18.35	17.25	16.65 - 18.96	-	-	-	-	-	-	-	-	-	-	-	8	-	-	26	23	20	-	-	-	23	-	-	

<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.

<sup>3</sup> Workers were distributed as follows: 2 percent at \$25.00 and under \$26.00; 2 percent at \$26.00 and under \$27.00; 5 percent at

\$27.00 and under \$28.00; 5 percent at \$28.00 and under \$29.00; and 2 percent at \$29.00 and under \$30.00.

<sup>4</sup> Workers were distributed as follows: 16 percent at \$26.00 and under \$27.00 and 3 percent at \$29.00 and under \$30.00.

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, Honolulu, HI, August 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	5.25 and under 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 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 and over		
<b>Guards</b> .....	2,383	\$7.96	\$7.50	\$6.75 - \$9.00	16	-	( <sup>2</sup> )	5	4	20	14	10	5	1	1	7	5	3	1	4	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-
Private industry .....	2,324	7.87	7.50	6.75 - 8.50	17	-	( <sup>2</sup> )	5	4	21	15	10	5	1	1	7	5	2	1	3	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-
Service-producing industries .....	2,322	7.87	7.50	6.75 - 8.50	17	-	( <sup>2</sup> )	5	4	21	15	10	5	1	1	7	5	2	1	3	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-
Level 1 .....	2,278	7.75	7.50	6.60 - 8.50	17	-	( <sup>2</sup> )	5	4	21	15	10	5	1	1	8	6	2	( <sup>2</sup> )	3	1	( <sup>2</sup> )	-	-	-	-	-	-	-
Private industry .....	2,268	7.74	7.50	6.50 - 8.50	17	-	( <sup>2</sup> )	5	4	21	15	10	5	1	1	8	5	2	( <sup>2</sup> )	3	1	( <sup>2</sup> )	-	-	-	-	-	-	-
Service-producing industries .....	2,266	7.74	7.50	6.50 - 8.50	17	-	( <sup>2</sup> )	5	4	21	15	10	5	1	1	8	5	2	( <sup>2</sup> )	3	1	( <sup>2</sup> )	-	-	-	-	-	-	-
Level 2 .....	91	12.72	12.36	11.89 - 13.08	-	-	-	-	-	-	-	-	-	-	-	-	4	16	19	35	12	4	1	8	-	-	-	-	-
<b>Janitors</b> .....	5,876	7.71	7.50	5.35 - 9.69	28	7	4	5	3	3	2	2	4	2	26	3	5	4	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	
Private industry .....	4,454	7.08	5.75	5.30 - 8.67	37	9	5	7	4	4	3	3	5	2	3	3	7	6	1	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	
Service-producing industries .....	4,431	7.07	5.75	5.30 - 8.67	37	9	5	7	4	4	3	3	5	2	3	3	7	6	1	( <sup>2</sup> )	1	-	( <sup>2</sup> )	-	-	-	-	-	
State and local government .....	1,422	9.69	9.69	9.69 - 9.69	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	99	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
<b>Material Movement and Storage Workers</b> .....	1,501	10.85	10.25	8.97 - 12.10	-	-	-	-	2	4	3	7	9	7	6	15	2	3	10	12	6	10	( <sup>2</sup> )	1	-	-	2	( <sup>2</sup> )	
Private industry .....	1,489	10.85	10.25	8.92 - 12.11	-	-	-	-	2	4	3	7	10	7	6	15	2	3	10	12	6	10	( <sup>2</sup> )	1	-	2	( <sup>2</sup> )		
Goods-producing industries .....	176	13.24	13.90	11.19 - 14.50	-	-	-	-	-	-	-	-	-	-	-	1	15	18	-	1	36	23	1	5	-	-	1	-	
Service-producing industries .....	1,313	10.53	10.00	8.82 - 12.08	-	-	-	-	2	5	3	8	11	8	7	16	1	1	11	14	2	8	( <sup>2</sup> )	( <sup>2</sup> )	-	3	( <sup>2</sup> )		
Level 2 .....	1,327	11.08	10.70	9.25 - 12.18	-	-	-	-	2	5	2	4	9	6	4	17	3	3	11	14	7	11	( <sup>2</sup> )	1	-	2	( <sup>2</sup> )		
Private industry .....	1,315	11.08	10.70	9.20 - 12.18	-	-	-	-	2	5	2	4	9	6	4	16	3	3	11	14	7	11	( <sup>2</sup> )	1	-	3	( <sup>2</sup> )		
Goods-producing industries .....	175	13.23	13.90	11.19 - 14.50	-	-	-	-	-	-	-	-	-	-	-	1	15	18	-	1	36	23	-	5	-	-	1	-	
Service-producing industries .....	1,140	10.75	10.00	8.92 - 12.08	-	-	-	-	2	6	2	5	10	7	4	19	1	1	13	16	2	9	( <sup>2</sup> )	( <sup>2</sup> )	-	3	( <sup>2</sup> )		
Shipping/Receiving Clerks .....	83	10.10	11.28	8.82 - 12.10	-	-	-	-	-	23	-	-	23	2	-	-	-	23	1	14	13	-	-	-	-	-	-	-	
Private industry .....	83	10.10	11.28	8.82 - 12.10	-	-	-	-	-	23	-	-	23	2	-	-	-	23	1	14	13	-	-	-	-	-	-	-	
Service-producing industries .....	69	9.85	8.82	7.00 - 12.22	-	-	-	-	-	28	-	-	28	3	-	-	-	7	1	17	16	-	-	-	-	-	-	-	
<b>Truckdrivers</b> .....	2,214	11.94	11.71	10.37 - 14.00	-	-	-	3	2	3	1	3	4	2	2	12	7	10	7	10	10	12	2	11	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )		
Private industry .....	2,049	11.95	11.50	10.37 - 14.00	-	-	-	3	2	3	1	3	4	2	2	13	7	10	4	7	11	13	2	12	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )		
Goods-producing industries .....	474	12.61	10.37	10.37 - 16.00	-	-	-	-	-	-	-	3	6	-	( <sup>2</sup> )	46	3	-	-	-	-	7	4	31	-	( <sup>2</sup> )	( <sup>2</sup> )		
Manufacturing .....	473	12.59	10.37	10.37 - 16.00	-	-	-	-	-	-	-	3	6	-	( <sup>2</sup> )	46	3	-	-	-	-	7	4	31	-	( <sup>2</sup> )	( <sup>2</sup> )		
Service-producing industries .....	1,575	11.75	11.73	10.40 - 13.85	-	-	-	4	3	4	1	3	3	3	2	3	8	13	5	10	15	15	2	6	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )		
Light Truck .....	133	9.01	8.74	8.00 - 9.25	-	-	-	2	-	5	12	24	32	7	5	5	-	1	-	1	2	2	1	-	-	1	1		
Private industry .....	126	8.93	8.62	8.00 - 8.90	-	-	-	2	-	6	13	25	33	7	6	-	-	1	-	1	2	2	1	-	-	1	1		
Service-producing industries .....	83	9.13	8.25	7.65 - 9.25	-	-	-	2	-	8	19	22	17	11	7	-	-	1	-	1	4	4	1	-	-	1	1		
Heavy Truck .....	894	11.87	11.10	10.37 - 13.36	-	-	-	-	-	-	-	1	2	3	-	26	15	4	17	6	9	11	( <sup>2</sup> )	6	( <sup>2</sup> )	-	( <sup>2</sup> )		
Private industry .....	817	11.88	10.95	10.37 - 13.36	-	-	-	-	-	-	-	1	2	3	-	28	16	5	9	7	10	12	( <sup>2</sup> )	7	( <sup>2</sup> )	-	( <sup>2</sup> )		
Service-producing industries .....	540	12.02	11.73	10.92 - 13.36	-	-	-	-	-	-	-	1	3	4	-	3	24	7	13	11	15	16	1	( <sup>2</sup> )	1	-	-		
Tractor Trailer .....	418	14.11	13.00	12.60 - 15.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	31	17	1	22	1	1	1		
Private industry .....	357	14.44	14.73	13.00 - 16.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	36	20	1	26	1	1	1		
Service-producing industries .....	262	13.60	13.00	13.00 - 14.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19	49	28	-	1	2	1	1		

<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, Honolulu, HI, August 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	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over		
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b> .....	403	40.0	\$742	\$705	\$619 - \$801	-	( <sup>3</sup> )	4	11	20	11	15	12	5	8	3	1	2	1	2	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )
Private industry .....	147	39.9	817	762	622 - 890	-	1	7	16	7	4	14	10	7	10	4	2	3	4	5	3	1	-	1	-	1	-	1
Service-producing industries .....	139	40.0	806	748	619 - 880	-	1	7	16	7	4	15	10	8	11	4	1	3	4	5	3	1	-	1	-	1	-	1
Level 2 .....	81	40.0	618	590	560 - 683	-	1	15	48	6	6	15	5	2	-	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	62	40.0	635	596	571 - 721	-	2	16	35	8	8	19	6	3	-	2	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	62	40.0	635	596	571 - 721	-	2	16	35	8	8	19	6	3	-	2	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	145	40.0	702	642	616 - 762	-	-	-	3	49	10	12	3	7	10	3	2	2	-	-	-	-	-	-	-	-	-	
Private industry .....	51	39.9	830	841	744 - 884	-	-	-	-	8	2	18	8	18	27	8	6	6	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	46	40.0	812	828	744 - 880	-	-	-	-	9	2	20	9	20	30	9	2	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	111	40.0	792	733	677 - 824	-	-	-	-	4	23	24	23	4	9	1	-	3	5	5	-	-	-	-	-	-	-	
Level 5 .....	55	40.0	911	824	762 - 964	-	-	-	-	-	-	11	31	9	13	11	5	4	-	5	7	4	-	-	-	-	-	
<b>Attorneys</b> .....	364	40.0	1,127	1,104	916 - 1,284	-	-	-	-	-	-	2	7	5	9	7	5	13	14	13	7	7	5	3	1	1		
Private industry .....	29	40.0	1,422	-	- - -	-	-	-	-	-	-	-	-	-	-	-	3	10	17	7	7	7	14	14	14	7		
Service-producing industries .....	26	40.0	1,388	-	- - -	-	-	-	-	-	-	-	-	-	-	-	4	12	19	8	8	4	15	15	15	-		
<b>ADMINISTRATIVE OCCUPATIONS</b>																												
<b>Budget Analysts</b> .....	66	40.0	747	733	651 - 793	-	-	-	3	6	21	24	30	3	8	-	-	2	3	-	-	-	-	-	-	-	-	
Level 3:																												
State and local government .....	7	40.0	644	-	- - -	-	-	-	-	57	29	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4:																												
State and local government .....	44	40.0	741	733	684 - 793	-	-	-	-	-	25	32	34	-	9	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Buyer/Contracting Specialists</b> .....	97	40.0	686	651	584 - 776	3	1	11	14	20	15	4	14	3	5	3	-	1	2	2	-	-	-	-	-	-	-	
Private industry .....	60	40.0	708	663	568 - 820	5	2	13	20	8	10	-	15	5	8	5	-	2	3	3	-	-	-	-	-	-	-	
Service-producing industries .....	54	40.0	671	625	557 - 782	6	2	15	22	9	11	-	17	4	6	6	-	2	2	-	-	-	-	-	-	-	-	
Level 3 .....	49	40.0	731	706	626 - 782	-	-	-	-	29	18	8	29	2	6	4	-	2	2	-	-	-	-	-	-	-	-	
<b>Computer Programmers</b> .....	211	40.0	643	623	577 - 677	-	4	11	17	29	19	7	3	5	4	2	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	80	39.9	621	593	530 - 681	-	10	20	22	20	10	5	1	5	6	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	77	40.0	612	591	530 - 649	-	10	21	23	21	10	5	1	4	4	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	61	40.0	570	560	529 - 582	-	8	25	48	8	7	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	42	40.0	570	558	523 - 577	-	12	33	33	5	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	42	40.0	570	558	523 - 577	-	12	33	33	5	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	116	39.9	663	640	616 - 677	-	-	2	5	48	27	7	2	3	6	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	33	39.8	688	-	- - -	-	-	6	12	42	12	3	-	9	15	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	30	40.0	670	-	- - -	-	-	7	13	47	13	3	-	7	10	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Honolulu, HI, August 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	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over
<b>Computer Systems Analysts</b> .....	468	40.0	\$822	\$793	\$720 - \$889	-	-	-	-	3	11	19	19	15	9	6	6	7	2	1	1	-	-	-	-	-
Private industry .....	192	39.9	919	902	807 - 1,000	-	-	-	-	1	2	7	14	13	13	13	12	15	5	3	3	-	-	-	-	
Service-producing industries .....	189	39.9	919	902	808 - 1,000	-	-	-	-	1	2	7	13	13	13	13	12	15	5	3	3	-	-	-	-	
Level 2 .....	205	40.0	824	813	733 - 904	-	-	-	-	3	5	21	17	14	12	11	10	6	-	-	-	-	-	-	-	
Private industry .....	105	39.9	887	902	813 - 966	-	-	-	-	-	3	4	11	15	16	21	17	12	-	-	-	-	-	-	-	
Service-producing industries .....	105	39.9	887	902	813 - 966	-	-	-	-	-	3	4	11	15	16	21	17	12	-	-	-	-	-	-	-	
Level 3 .....	204	40.0	833	791	703 - 857	-	-	-	-	( <sup>3</sup> )	17	19	19	18	5	( <sup>3</sup> )	1	9	5	3	2	-	-	-	-	
Private industry .....	38	39.8	1,152	-	- - -	-	-	-	-	-	-	-	-	-	-	-	3	42	26	16	13	-	-	-	-	
Service-producing industries .....	37	39.8	1,149	-	- - -	-	-	-	-	-	-	-	-	-	-	-	3	43	27	14	14	-	-	-	-	
<b>Computer Systems Analyst Supervisors/Managers</b> .....	56	40.0	985	892	845 - 1,078	-	-	-	-	-	-	-	2	25	29	7	11	7	2	2	9	5	2	-	-	
Level 2 .....	35	39.9	1,013	-	- - -	-	-	-	-	-	-	-	3	11	43	11	-	6	3	-	14	6	3	-	-	
<b>Personnel Specialists</b> .....	441	39.8	767	733	651 - 857	( <sup>3</sup> )	1	5	6	13	18	16	10	5	5	5	4	6	3	2	1	1	-	-	-	
Private industry .....	169	39.6	816	775	654 - 929	1	1	4	4	14	13	9	6	10	7	7	6	7	6	2	2	2	-	-	-	
Service-producing industries .....	164	39.6	815	772	654 - 927	1	1	4	4	13	13	9	5	10	7	7	6	7	5	2	2	2	-	-	-	
Level 2 .....	84	39.8	622	613	579 - 655	1	1	6	24	37	20	5	2	4	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	50	39.7	649	654	615 - 679	2	2	2	10	32	34	8	4	6	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	47	39.8	644	654	615 - 669	2	2	2	11	32	36	9	2	4	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	99	39.7	725	712	640 - 814	-	-	-	-	3	24	19	17	8	14	8	6	-	-	-	-	-	-	-	-	
Private industry .....	57	39.4	786	788	731 - 848	-	-	-	-	9	9	19	14	25	14	11	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	56	39.4	784	788	731 - 846	-	-	-	-	9	9	20	14	25	14	9	-	-	-	-	-	-	-	-	-	
Level 4 .....	195	39.9	822	762	705 - 931	-	-	-	-	-	23	26	16	1	4	8	7	8	6	2	1	-	-	-	-	
Private industry .....	42	39.6	1,045	1,064	962 - 1,114	-	-	-	-	-	-	-	-	-	7	14	21	26	21	7	2	-	-	-		
Service-producing industries .....	41	39.6	1,043	1,060	962 - 1,114	-	-	-	-	-	-	-	-	-	7	15	22	27	20	7	2	-	-	-		
Level 5 .....	40	39.9	1,052	1,028	857 - 1,212	-	-	-	-	-	-	-	5	7	15	5	10	27	5	10	7	7	-	-	-	
<b>Personnel Supervisors/Managers</b> .....	39	39.9	1,246	-	- - -	-	-	-	-	-	-	-	-	-	-	15	3	23	10	5	13	18	8	-	3	
<b>Tax Collectors:</b>																										
Level 2 .....	17	40.0	531	514	514 - 535	-	12	65	18	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	17	40.0	531	514	514 - 535	-	12	65	18	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	17	40.0	639	626	601 - 676	-	-	-	18	41	18	24	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	17	40.0	639	626	601 - 676	-	-	-	18	41	18	24	-	-	-	-	-	-	-	-	-	-	-	-	-	

<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, Honolulu, HI, August 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	325 and under 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 725	725 - 750	750 - 775	775 - 800	800 - 825	825 - 850	
<b>TECHNICAL OCCUPATIONS</b>																											
<b>Computer Operators</b> .....	172	39.9	\$520	\$514	\$459 - \$579	7	3	2	4	5	11	13	11	8	8	6	7	3	5	2	-	2	1	-	2	-	-
Private industry .....	116	39.9	505	492	436 - 560	10	5	3	4	6	16	8	8	9	6	8	5	3	2	-	-	2	2	-	3	-	
Service-producing industries .....	110	39.9	491	491	425 - 556	11	5	4	5	6	16	8	8	10	6	8	5	3	2	-	-	-	2	-	-	-	
Level 2 .....	67	39.9	481	463	413 - 517	18	-	3	10	10	18	4	13	4	6	-	3	1	-	-	-	3	-	-	4	-	
Private industry .....	59	39.9	481	463	402 - 517	20	-	3	8	8	19	5	14	3	7	-	3	-	-	-	-	3	-	-	5	-	
Service-producing industries .....	54	39.9	453	462	389 - 515	22	-	4	9	9	20	6	15	4	7	-	4	-	-	-	-	-	-	-	-	-	
Level 3 .....	82	39.9	552	544	495 - 601	-	-	-	-	1	6	21	12	12	12	10	9	5	9	4	-	-	-	-	-	-	
Private industry .....	40	39.9	554	550	501 - 602	-	-	-	-	2	13	10	2	22	7	17	10	5	-	-	-	-	-	-	-	-	
Service-producing industries .....	39	39.9	552	-	- - -	-	-	-	-	3	13	10	3	23	8	18	10	8	5	-	-	-	-	-	-	-	
<b>Engineering Technicians, Civil:</b>																											
Level 3 .....	15	40.0	498	514	457 - 514	-	-	-	13	7	7	20	40	-	-	-	13	-	-	-	-	-	-	-	-	-	
State and local government .....	15	40.0	498	514	457 - 514	-	-	-	13	7	7	20	40	-	-	-	13	-	-	-	-	-	-	-	-	-	
Level 4 .....	18	40.0	576	556	514 - 626	-	-	-	-	6	11	11	-	33	11	-	6	11	-	6	-	6	-	6	-	-	
State and local government .....	18	40.0	576	556	514 - 626	-	-	-	-	6	11	11	-	33	11	-	6	11	-	6	-	6	-	6	-	-	
Level 5 .....	22	40.0	704	732	592 - 761	-	-	-	-	-	-	-	-	-	14	14	-	-	9	9	-	9	23	-	23	-	
State and local government .....	22	40.0	704	732	592 - 761	-	-	-	-	-	-	-	-	-	14	14	-	-	9	9	-	9	23	-	23	-	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																											
<b>Corrections Officers</b> .....	533	40.0	555	580	534 - 580	-	-	-	-	( <sup>3</sup> )	10	14	13	2	59	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	533	40.0	555	580	534 - 580	-	-	-	-	( <sup>3</sup> )	10	14	13	2	59	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
<b>Firefighters</b> .....	459	53.0	604	569	569 - 616	-	-	-	-	-	-	-	-	61	3	13	5	3	11	( <sup>3</sup> )	4	-	-	-	-	-	
State and local government .....	459	53.0	604	569	569 - 616	-	-	-	-	-	-	-	-	61	3	13	5	3	11	( <sup>3</sup> )	4	-	-	-	-	-	
<b>Police Officers:</b>																											
Level 1 .....	1,136	40.0	660	637	589 - 718	-	-	-	-	-	-	-	-	-	26	21	13	4	7	10	6	-	2	5	5		
State and local government .....	1,136	40.0	660	637	589 - 718	-	-	-	-	-	-	-	-	-	26	21	13	4	7	10	6	-	2	5	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-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Honolulu, HI, August 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	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000
<b>Clerks, Accounting</b> .....	435	40.0	\$472	\$459	\$423 - \$524	-	-	( <sup>3</sup> )	3	3	11	20	7	9	11	11	9	8	6	1	1	-	-	-	-	-
Private industry .....	223	39.9	497	508	440 - 530	-	-	( <sup>3</sup> )	4	3	8	9	4	9	11	14	17	11	7	3	1	-	-	-	-	-
Service-producing industries .....	214	39.9	496	509	442 - 530	-	-	( <sup>3</sup> )	4	2	7	9	4	9	11	14	17	11	7	3	-	-	-	-	-	-
Level 2 .....	41	39.8	435	462	360 - 512	-	-	2	20	10	12	2	-	10	10	32	2	-	-	-	-	-	-	-	-	-
Private industry .....	41	39.8	435	462	360 - 512	-	-	2	20	10	12	2	-	10	10	32	2	-	-	-	-	-	-	-	-	-
Service-producing industries .....	38	39.8	439	-	- - -	-	-	3	21	8	8	3	-	11	11	34	3	-	-	-	-	-	-	-	-	-
Level 3 .....	206	40.0	462	468	390 - 527	-	-	-	3	4	21	11	5	7	12	9	17	8	-	-	1	-	-	-	-	-
Private industry .....	148	39.9	490	500	443 - 530	-	-	-	1	8	12	6	10	14	11	24	11	11	-	-	2	-	-	-	-	-
Service-producing industries .....	142	39.9	485	500	442 - 530	-	-	-	1	8	12	6	11	13	12	25	12	-	-	-	-	-	-	-	-	-
Level 4 .....	188	40.0	491	457	423 - 551	-	-	-	-	1	34	10	10	10	9	3	9	13	3	-	-	-	-	-	-	-
Private industry .....	34	40.0	604	-	- - -	-	-	-	-	-	6	-	-	3	3	21	47	18	-	-	-	-	-	-	-	-
Service-producing industries .....	34	40.0	604	-	- - -	-	-	-	-	-	6	-	-	3	3	21	47	18	-	-	-	-	-	-	-	-
<b>Clerks, General</b> .....	1,571	39.9	399	391	376 - 423	-	( <sup>3</sup> )	1	7	8	47	18	6	4	4	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	192	39.4	420	419	369 - 464	-	4	5	9	10	14	14	13	13	5	4	5	4	1	1	-	-	-	-	-	-
Service-producing industries .....	191	39.4	421	419	369 - 464	-	3	5	9	10	14	14	13	13	5	4	5	4	1	1	-	-	-	-	-	-
Level 3 .....	256	39.5	385	376	348 - 407	-	-	4	25	16	28	11	5	5	3	1	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	110	38.9	401	389	356 - 425	-	-	8	13	16	20	18	7	7	3	2	2	2	1	1	-	-	-	-	-	-
Service-producing industries .....	110	38.9	401	389	356 - 425	-	-	8	13	16	20	18	7	7	3	2	2	2	1	1	-	-	-	-	-	-
Level 4 .....	1,296	40.0	403	391	376 - 423	-	-	-	3	7	52	19	6	4	4	2	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-
<b>Key Entry Operators</b> .....	121	40.0	386	381	316 - 430	-	7	20	3	10	18	15	8	12	5	1	-	-	2	-	-	-	-	-	-	-
Private industry .....	79	40.0	372	360	301 - 430	-	10	30	4	13	6	9	8	14	3	1	-	-	3	-	-	-	-	-	-	-
Service-producing industries .....	73	40.0	363	355	301 - 426	-	11	33	4	14	3	10	8	15	3	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	63	40.0	428	423	391 - 457	-	-	-	3	3	27	21	14	17	10	2	-	-	3	-	-	-	-	-	-	-
<b>Personnel Assistants</b> .....	355	39.9	497	475	439 - 554	-	-	1	( <sup>3</sup> )	2	6	12	6	16	18	8	5	12	8	5	( <sup>3</sup> )	1	-	-	-	-
Private industry .....	140	39.7	500	492	439 - 555	-	-	1	1	5	4	9	6	16	13	9	6	13	10	4	1	1	-	-	-	-
Service-producing industries .....	136	39.7	499	492	439 - 555	-	-	1	1	5	4	10	6	16	13	10	6	13	10	4	-	1	-	-	-	-
Level 2 .....	68	39.8	432	412	391 - 473	-	-	-	1	7	26	22	9	10	12	6	3	3	-	-	-	-	-	-	-	-
Private industry .....	46	39.7	445	440	404 - 487	-	-	-	2	9	9	22	13	15	15	7	4	4	-	-	-	-	-	-	-	-
Service-producing industries .....	44	39.7	444	440	403 - 490	-	-	-	2	9	9	23	11	16	14	7	5	5	-	-	-	-	-	-	-	-
Level 3 .....	145	39.8	494	475	439 - 535	-	-	-	-	2	1	16	9	14	21	8	6	12	8	1	1	-	-	-	-	-
Private industry .....	67	39.6	511	493	460 - 565	-	-	-	-	4	3	3	4	22	16	12	6	12	13	1	1	-	-	-	-	-
Service-producing industries .....	65	39.6	507	493	460 - 564	-	-	-	-	5	3	3	5	23	17	12	5	12	14	2	-	-	-	-	-	-
Level 4 .....	137	40.0	535	514	457 - 578	-	-	-	-	-	1	3	22	18	8	4	18	12	11	-	2	-	-	-	-	-

See footnotes at end of table.

**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Honolulu, HI, August 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	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000
<b>Secretaries</b> .....	1,284	40.0	\$622	\$626	\$535 - \$683	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	3	9	6	6	14	19	16	12	6	1	3	1	( <sup>3</sup> )
Private industry .....	401	39.9	606	610	525 - 693	-	-	-	( <sup>3</sup> )	1	( <sup>3</sup> )	1	3	7	5	6	9	13	18	10	13	8	1	1	( <sup>3</sup> )	( <sup>3</sup> )
Service-producing industries .....	390	39.9	608	610	525 - 694	-	-	-	1	1	( <sup>3</sup> )	2	3	7	5	7	9	13	19	10	13	8	2	1	1	( <sup>3</sup> )
<b>Level 2</b> .....	548	40.0	554	556	479 - 626	-	-	-	( <sup>3</sup> )	1	( <sup>3</sup> )	1	4	7	20	9	7	13	20	18	-	-	-	-	-	-
Private industry .....	103	40.0	491	479	454 - 524	-	-	-	2	3	1	5	13	24	14	17	10	-	13	-	-	-	-	-	-	-
Service-producing industries .....	100	40.0	492	479	454 - 525	-	-	-	2	3	1	5	11	24	14	17	10	-	13	-	-	-	-	-	-	-
<b>Level 3</b> .....	401	40.0	620	619	573 - 676	-	-	-	-	-	-	( <sup>3</sup> )	1	2	6	7	22	27	14	19	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Private industry .....	158	40.0	595	591	545 - 630	-	-	-	-	-	-	-	1	3	3	6	13	29	30	9	4	1	1	-	-	-
Service-producing industries .....	151	40.0	597	593	545 - 631	-	-	-	-	-	-	-	1	3	3	6	14	27	30	9	5	1	1	-	-	-
<b>Level 4</b> .....	267	39.9	718	732	669 - 761	-	-	-	-	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	1	6	10	16	27	24	5	7	1	-	
Private industry .....	122	39.9	700	708	657 - 752	-	-	-	-	-	1	-	-	1	-	3	5	11	20	33	21	3	1	1	-	-
Service-producing industries .....	121	39.9	700	707	657 - 752	-	-	-	-	-	-	1	-	-	1	-	3	5	12	20	32	21	3	1	1	-
<b>Level 5</b> .....	66	40.0	822	856	760 - 926	-	-	-	-	-	-	-	-	-	-	2	3	2	9	9	18	3	24	24	6	
<b>Switchboard-Operator-Receptionists</b> .....	41	39.9	400	397	340 - 433	5	-	12	10	10	15	20	15	-	5	-	7	2	-	-	-	-	-	-	-	-
Private industry .....	41	39.9	400	397	340 - 433	5	-	12	10	10	15	20	15	-	5	-	7	2	-	-	-	-	-	-	-	-
Service-producing industries .....	40	39.9	395	397	339 - 433	5	-	13	10	10	15	20	15	-	5	-	7	-	-	-	-	-	-	-	-	-

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

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

compute means, medians, and middle ranges.

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

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

**Table A-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, Honolulu, HI, August 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	9.50 and under 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 15.50	15.50 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 and over	
<b>General Maintenance Workers</b> .....	291	\$15.06	\$13.45	\$12.94 - \$18.02	1	-	1	2	3	7	35	2	3	3	1	2	( <sup>2</sup> )	4	9	21	6	-	-	-	-	-	-	-
Private industry .....	191	16.18	17.25	13.45 - 18.85	1	-	2	4	4	10	1	3	5	5	1	3	1	6	14	32	9	-	-	-	-	-	-	
Service-producing industries .....	190	16.18	17.25	13.45 - 18.85	1	-	2	4	4	11	1	3	5	5	1	3	1	5	14	32	9	-	-	-	-	-	-	
Level 1 .....	33	12.21	-	- - -	6	-	3	18	-	55	-	6	6	3	-	-	-	3	-	-	-	-	-	-	-	-	-	
Private industry .....	33	12.21	-	- - -	6	-	3	18	-	55	-	6	6	3	-	-	-	3	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	32	12.08	-	- - -	6	-	3	19	-	56	-	6	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	250	15.37	13.99	12.94 - 18.85	-	-	1	( <sup>2</sup> )	3	1	41	2	3	3	1	2	( <sup>2</sup> )	2	10	24	7	-	-	-	-	-	-	
Private industry .....	150	17.00	18.02	15.00 - 18.91	-	-	1	1	5	1	1	3	5	5	1	4	1	3	17	41	11	-	-	-	-	-	-	
Service-producing industries .....	150	17.00	18.02	15.00 - 18.91	-	-	1	1	5	1	1	3	5	5	1	4	1	3	17	41	11	-	-	-	-	-	-	
<b>Maintenance Electricians</b> .....	59	16.86	13.44	13.44 - 19.74	-	-	-	-	-	-	-	58	-	-	-	-	-	3	-	25	3	-	-	-	-	-	10	
Private industry .....	25	21.50	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	60	8	-	-	-	-	-	<sup>3</sup> 24	
<b>Maintenance Electronics Technicians</b> .....	107	17.91	18.00	11.26 - 21.15	-	-	-	25	-	-	-	-	-	-	-	-	1	19	5	6	11	6	6	7	3	7		
Private industry .....	90	18.23	19.72	11.26 - 22.07	-	-	-	30	-	-	-	-	-	-	-	-	1	3	6	7	13	7	7	7	9	3		
Service-producing industries .....	90	18.23	19.72	11.26 - 22.07	-	-	-	30	-	-	-	-	-	-	-	-	1	3	6	7	13	7	7	7	9	3		
Level 2 .....	52	16.12	11.26	11.18 - 21.61	-	-	-	52	-	-	-	-	-	-	-	-	-	8	-	2	6	10	10	8	6	-		
Private industry .....	52	16.12	11.26	11.18 - 21.61	-	-	-	52	-	-	-	-	-	-	-	-	-	8	-	2	6	10	10	8	6	-		
Service-producing industries .....	52	16.12	11.26	11.18 - 21.61	-	-	-	52	-	-	-	-	-	-	-	-	-	8	-	2	6	10	10	8	6	-		
Level 3 .....	38	20.07	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	45	-	-	21	3	-	3	11	-	<sup>4</sup> 18	
<b>Skilled Multi-Craft Maintenance Workers</b> .....	111	19.61	18.82	16.65 - 22.84	-	-	-	-	-	-	6	-	2	-	-	-	-	18	10	26	-	-	-	30	-	-	8	
Private industry .....	102	20.18	18.96	17.16 - 22.84	-	-	-	-	-	-	-	-	-	-	-	-	-	20	11	28	-	-	-	32	-	-	9	
Service-producing industries .....	93	19.49	18.82	17.16 - 22.84	-	-	-	-	-	-	-	-	-	-	-	-	-	22	12	31	-	-	-	35	-	-	-	

<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.

<sup>3</sup> Workers were distributed as follows: 12 percent at \$26.00 and under \$27.00; 4 percent at \$27.00 and under \$28.00; and 8

percent at \$29.00 and under \$30.00.

<sup>4</sup> Workers were distributed as follows: 3 percent at \$25.00 and under \$26.00; 3 percent at \$26.00 and under \$27.00; 5 percent at \$27.00 and under \$28.00; 5 percent at \$28.00 and under \$29.00; and 3 percent at \$29.00 and under \$30.00.

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, Honolulu, HI, August 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	5.25 and under 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 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 and over
<b>Guards</b> .....	368	\$11.61	\$11.42	\$10.81 - \$12.39	-	-	-	-	-	-	-	1	1	2	3	1	35	9	9	24	12	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
Private industry .....	309	11.58	11.18	10.81 - 12.39	-	-	-	-	-	-	-	2	1	2	4	( <sup>2</sup> )	39	6	6	25	12	3	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
Service-producing industries .....	309	11.58	11.18	10.81 - 12.39	-	-	-	-	-	-	-	2	1	2	4	( <sup>2</sup> )	39	6	6	25	12	3	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
Level 1 .....	269	11.31	10.81	10.81 - 12.09	-	-	-	-	-	-	-	2	1	3	4	1	46	6	( <sup>2</sup> )	22	12	1	-	-	-	-	-
Private industry .....	259	11.36	10.81	10.81 - 12.09	-	-	-	-	-	-	-	2	2	2	4	( <sup>2</sup> )	46	7	( <sup>2</sup> )	22	12	2	-	-	-	-	-
Service-producing industries .....	259	11.36	10.81	10.81 - 12.09	-	-	-	-	-	-	-	2	2	2	4	( <sup>2</sup> )	46	7	( <sup>2</sup> )	22	12	2	-	-	-	-	-
<b>Janitors</b> .....	3,450	8.48	9.69	5.35 - 9.69	29	3	( <sup>2</sup> )	( <sup>2</sup> )	1	1	1	1	1	1	42	3	8	7	1	( <sup>2</sup> )	1	( <sup>2</sup> )	1	-	-	-	-
Private industry .....	2,035	7.64	5.50	5.25 - 10.76	49	5	( <sup>2</sup> )	1	1	1	1	1	1	2	1	2	5	13	12	2	1	1	( <sup>2</sup> )	1	-	-	-
Service-producing industries .....	2,027	7.62	5.50	5.25 - 10.76	49	5	( <sup>2</sup> )	1	1	1	1	1	1	2	1	2	5	13	12	2	1	1	-	1	-	-	-
<b>Material Movement and Storage Workers</b> .....	358	11.52	10.78	8.71 - 13.75	-	-	-	-	1	2	4	10	12	8	8	4	3	4	3	10	8	14	1	( <sup>2</sup> )	-	9	( <sup>2</sup> )
Private industry .....	346	11.55	10.80	8.70 - 14.67	-	-	-	-	1	2	4	10	12	8	8	2	3	3	3	10	8	14	1	( <sup>2</sup> )	-	10	( <sup>2</sup> )
Service-producing industries .....	343	11.55	10.75	8.65 - 14.67	-	-	-	-	1	2	4	10	13	8	8	2	3	3	3	10	8	15	1	( <sup>2</sup> )	-	10	( <sup>2</sup> )
Level 2 .....	245	12.67	12.49	9.90 - 14.67	-	-	-	-	1	1	( <sup>2</sup> )	4	7	7	6	4	4	4	2	12	11	20	1	( <sup>2</sup> )	-	13	( <sup>2</sup> )
Private industry .....	233	12.76	12.65	9.70 - 14.67	-	-	-	-	1	1	( <sup>2</sup> )	4	7	8	6	2	3	2	3	12	12	21	1	( <sup>2</sup> )	-	14	( <sup>2</sup> )
Service-producing industries .....	230	12.78	13.08	9.65 - 14.67	-	-	-	-	1	1	( <sup>2</sup> )	4	7	8	6	2	3	2	3	12	12	22	1	( <sup>2</sup> )	-	14	( <sup>2</sup> )
Shipping/Receiving Clerks .....	28	12.33	-	- - -	-	-	-	-	-	-	-	-	-	7	-	-	-	7	4	43	39	-	-	-	-	-	-
Private industry .....	28	12.33	-	- - -	-	-	-	-	-	-	-	-	-	7	-	-	-	7	4	43	39	-	-	-	-	-	-
Service-producing industries .....	28	12.33	-	- - -	-	-	-	-	-	-	-	-	-	7	-	-	-	7	4	43	39	-	-	-	-	-	-
<b>Truckdrivers</b> .....	224	12.28	11.71	11.71 - 12.19	-	-	-	-	-	-	-	-	-	2	3	5	( <sup>2</sup> )	9	35	30	4	5	1	1	1	1	2
Private industry .....	59	13.66	13.64	10.22 - 15.16	-	-	-	-	-	-	-	-	-	8	12	7	2	2	-	10	15	19	3	5	5	5	7
Service-producing industries .....	59	13.66	13.64	10.22 - 15.16	-	-	-	-	-	-	-	-	-	8	12	7	2	2	-	10	15	19	3	5	5	5	7
Medium Truck .....	45	11.01	11.25	9.90 - 11.25	-	-	-	-	-	-	-	-	-	11	16	9	2	42	2	11	4	2	-	-	-	-	-
Heavy Truck .....	92	12.22	11.71	11.71 - 11.71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	84	-	4	8	1	-	3	-	-

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

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

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

# Appendix A.

## Scope and Method of Survey

### Scope

This survey of the Honolulu, HI 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 Honolulu, HI Metropolitan Statistical Area (June 1994). 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 Honolulu, HI Metropolitan Statistical Area. Collection for the survey was from July 1996 through October 1996 and reflects an average payroll reference month of August 1996. Data obtained for a payroll period prior to the end of August 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 13.1 percent of the sample establishments (representing 35,386 employees covered by the survey). An additional 1.9 percent of the sample establishments (representing 2,226 employees) were either out of business or outside the scope of the survey.

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

Some sampled establishments had a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates for the survey as a result of these missing data. 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	3.4
1 and under 3 percent	62.4
3 and under 5 percent	26.5
5 percent and over	7.7

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

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

*Nonsampling errors* can stem from many sources, such as inability to obtain information from some establishments; difficulties with survey definitions; inability

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

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

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

<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, Honolulu, HI<sup>1</sup>, August 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 .....	935	177	231,533	100	121,949
Private industry .....	932	174	186,178	80	76,594
Goods producing .....	141	22	17,270	7	4,735
Manufacturing .....	58	13	8,794	4	2,442
Construction <sup>5</sup> .....	82	8	8,425	4	2,242
Service producing .....	791	152	168,908	73	71,859
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	96	20	23,955	10	7,996
Wholesale trade <sup>7</sup> .....	70	5	5,914	3	460
Retail trade <sup>7</sup> .....	225	30	51,162	22	19,278
Finance, insurance, and real estate <sup>7</sup> .....	87	8	16,522	7	6,209
Services <sup>7</sup> .....	313	89	71,355	31	37,916
State and local government .....	3	3	45,355	20	45,355
<b>ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE</b>					
All divisions .....	73	47	129,518	100	101,448
Private industry .....	71	45	84,515	65	56,445
Goods producing .....	3	3	2,129	2	2,129
Service producing .....	68	42	82,386	64	54,316
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	10	4	14,754	11	5,258
Retail trade <sup>7</sup> .....	23	13	24,763	19	16,660
Finance, insurance, and real estate <sup>7</sup> .....	7	4	9,174	7	5,485
Services <sup>7</sup> .....	28	21	33,695	26	26,913

<sup>1</sup> The Honolulu, HI Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of Honolulu County. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey.

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

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

as all locations of a government entity.

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

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

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

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

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