

# Occupational Compensation Survey: Pay Only

San Diego, California,  
Metropolitan Area,  
July 1996



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3085-39

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## Preface

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

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

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the 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

# San Diego, California, Metropolitan Area, July 1996



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

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

January 1997

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# Introduction

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

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

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

(2) adding more professional, administrative, technical, and protective service occupations to the surveys.

## **Pay**

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

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

## **Appendixes**

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

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

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, San Diego, CA, July 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	350 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 - 2200	2200 - 2300	2300 - 2400		
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b>																												
Level I:																												
State and local government .....	20	40.0	\$541	\$520	\$510 - \$585	-	-	90	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....																												
Private industry .....	358	40.0	655	648	608 - 692	-	2	18	58	17	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	245	40.0	642	644	577 - 692	-	3	27	55	15	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	56	40.0	659	658	625 - 701	-	-	13	63	23	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....																												
Private industry .....	480	40.0	853	815	774 - 907	-	-	1	6	30	38	15	5	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	332	40.0	846	813	762 - 907	-	-	2	9	28	33	10	8	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	183	40.0	813	809	733 - 876	-	-	-	4	44	37	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....																												
Private industry .....	135	39.9	1,088	1,117	989 - 1,164	-	-	-	-	-	20	16	21	27	15	1	1	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	56	39.8	1,072	-	-	-	-	-	-	-	11	14	21	32	19	1	1	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	63	40.0	985	953	890 - 1,038	-	-	-	-	-	38	19	21	17	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Level V .....																												
Private industry .....	101	40.0	1,300	1,269	1,211 - 1,385	-	-	-	-	-	-	-	5	16	31	43	5	1	-	-	1	-	-	-	-	-	-	-
Service-producing industries .....	57	40.0	1,314	-	-	-	-	-	-	-	-	-	2	11	47	33	4	2	-	-	2	-	-	-	-	-	-	-
State and local government .....	7	40.0	1,371	-	-	-	-	-	-	-	-	-	-	-	29	29	43	-	-	-	-	-	-	-	-	-	-	-
<b>Attorneys</b>																												
Level II .....																												
State and local government .....	82	40.0	1,443	1,422	1,289 - 1,464	-	-	-	-	-	-	-	1	6	18	23	32	1	4	5	4	2	2	2	1	1	-	-
Level III .....																												
State and local government .....	63	40.0	1,681	1,663	1,584 - 1,790	-	-	-	-	-	-	-	-	2	3	10	8	8	27	25	8	-	-	10	-	-	-	-
Level IV .....																												
State and local government .....	16	40.0	1,834	1,872	1,608 - 2,086	-	-	-	-	-	-	-	-	-	-	13	6	13	-	38	6	-	25	-	-	-	-	-
<b>Engineers</b>																												
Level I:																												
State and local government .....	71	40.0	800	812	774 - 835	-	-	-	7	31	62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....																												
Private industry .....	294	40.0	799	792	696 - 877	-	-	-	7	24	27	18	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	397	40.0	935	921	891 - 988	-	-	-	-	-	48	46	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....																												
Private industry .....	672	40.0	868	837	800 - 923	-	-	-	( <sup>3</sup> )	18	53	15	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	1,069	40.0	893	884	827 - 974	-	-	-	( <sup>3</sup> )	11	51	26	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.





**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, San Diego, CA, July 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		375 and under 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050						
<b>TECHNICAL OCCUPATIONS</b>																																
<b>Computer Operators</b>																																
Level II .....	172	40.0	\$471	\$460	\$440 - \$502	5	15	19	19	9	17	6	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Private industry .....	125	40.0	454	440	423 - 480	6	20	26	21	4	19	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Service-producing industries .....	98	40.0	463	460	440 - 502	8	6	24	27	5	24	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
State and local government .....	47	40.0	517	513	490 - 554	-	-	2	15	23	13	17	26	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Level III .....	70	40.0	552	-	- - -	-	-	-	3	26	7	21	3	9	17	6	9	-	-	-	-	-	-	-	-	-	-	-				
Private industry .....	52	40.0	535	-	- - -	-	-	-	4	35	8	25	4	4	10	-	12	-	-	-	-	-	-	-	-	-	-	-				
State and local government .....	18	40.0	599	614	585 - 614	-	-	-	-	-	6	11	-	22	39	22	-	-	-	-	-	-	-	-	-	-	-	-				
<b>Drafters</b>																																
Level II .....	66	40.0	545	-	- - -	-	-	17	2	17	8	5	-	24	18	5	-	6	-	-	-	-	-	-	-	-	-	-	-			
State and local government .....	29	40.0	599	602	586 - 604	-	-	-	-	7	3	10	-	14	41	10	-	14	-	-	-	-	-	-	-	-	-	-	-			
Level III .....	425	40.0	766	800	693 - 800	-	-	-	-	-	-	5	1	1	-	5	6	10	11	( <sup>3</sup> )	42	15	5	-	-	-	-	-	-			
State and local government .....	59	40.0	682	687	655 - 687	-	-	-	-	-	-	-	5	3	-	12	14	53	2	2	10	-	-	-	-	-	-	-	-			
<b>Engineering Technicians</b>																																
Level II .....	80	40.0	489	474	454 - 542	-	24	-	27	19	-	13	5	-	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	80	40.0	489	474	454 - 542	-	24	-	27	19	-	13	5	-	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level IV .....	345	40.0	752	742	639 - 850	-	-	-	-	-	-	-	4	3	1	26	-	3	19	4	16	12	13	-	-	-	-	-	-			
Private industry .....	342	40.0	752	742	639 - 850	-	-	-	-	-	-	-	4	3	1	26	-	3	19	4	16	11	13	-	-	-	-	-	-			
<b>Engineering Technicians, Civil</b>																																
Level I .....	13	40.0	517	-	- - -	-	-	-	-	8	92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	13	40.0	517	-	- - -	-	-	-	-	8	92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level II .....	43	40.0	590	601	595 - 601	-	-	-	-	5	-	2	12	26	56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	43	40.0	590	601	595 - 601	-	-	-	-	5	-	2	12	26	56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	112	40.0	694	670	642 - 728	-	-	-	-	-	-	-	6	-	-	37	7	24	4	-	16	5	-	-	-	-	-	-	-	-		
State and local government .....	112	40.0	694	670	642 - 728	-	-	-	-	-	-	-	6	-	-	37	7	24	4	-	16	5	-	-	-	-	-	-	-	-	-	
Level IV .....	220	40.0	796	789	774 - 818	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	9	47	17	15	8	-	-	-	-	-	-	-		
State and local government .....	220	40.0	796	789	774 - 818	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	9	47	17	15	8	-	-	-	-	-	-	-	-	
Level V .....	31	40.0	986	1,001	998 - 1,017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	13	74	-	-	-	-	-		
State and local government .....	31	40.0	986	1,001	998 - 1,017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	13	74	-	-	-	-	-	-	-	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																																
<b>Corrections Officers</b>																																
State and local government .....	1,169	40.0	695	638	579 - 885	-	-	1	2	-	14	2	5	7	10	15	-	-	6	3	( <sup>3</sup> )	34	-	-	-	-	-	-	-	-	-	
State and local government .....	1,169	40.0	695	638	579 - 885	-	-	1	2	-	14	2	5	7	10	15	-	-	6	3	( <sup>3</sup> )	34	-	-	-	-	-	-	-	-	-	-
<b>Firefighters</b>																																
State and local government .....	637	53.0	818	841	779 - 841	-	-	-	-	-	-	-	-	-	3	1	-	( <sup>3</sup> )	2	12	9	58	16	-	-	-	-	-	-	-	-	
State and local government .....	637	53.0	818	841	779 - 841	-	-	-	-	-	-	-	-	-	3	1	-	( <sup>3</sup> )	2	12	9	58	16	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, San Diego, CA, July 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	375 and under 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050
<b>Police Officers</b>																									
Level I .....	3,019	40.0	\$840	\$885	\$773 - \$919	-	-	-	-	-	( <sup>3</sup> )	2	( <sup>3</sup> )	1	2	2	1	( <sup>3</sup> )	3	25	3	19	39	1	-
State and local government .....	3,006	40.0	841	885	773 - 919	-	-	-	-	-	-	2	-	1	2	2	1	( <sup>3</sup> )	3	26	3	19	39	1	-

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

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

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

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

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

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, San Diego, CA, July 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200			
<b>Clerks, Accounting</b>																													
Level II .....	1,066	39.9	\$392	\$380	\$350 - \$413	-	-	-	2	3	21	19	17	18	17	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	823	39.9	387	378	340 - 416	-	-	-	2	4	26	17	20	10	19	1	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	504	40.0	402	386	342 - 470	-	-	-	2	4	24	10	18	11	29	2	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	243	40.0	412	410	372 - 410	-	-	-	-	-	3	26	5	46	13	8	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	1,454	39.9	456	458	400 - 497	-	-	-	-	-	1	5	11	30	30	20	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,173	39.9	448	442	400 - 490	-	-	-	-	-	1	6	13	34	25	17	4	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	933	39.9	444	438	400 - 481	-	-	-	-	-	1	5	16	35	25	13	4	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	281	40.0	493	487	472 - 509	-	-	-	-	-	-	-	2	10	49	30	7	2	-	-	-	-	-	-	-	-	-	-	
Level IV:																													
State and local government .....	78	40.0	577	583	548 - 600	-	-	-	-	-	-	-	-	-	15	10	47	17	3	8	-	-	-	-	-	-	-	-	
<b>Clerks, General</b>																													
Level II .....	478	39.6	319	306	290 - 350	( <sup>3</sup> )	5	6	24	29	11	14	5	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	344	39.4	307	300	280 - 319	( <sup>3</sup> )	7	8	31	31	6	12	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	243	39.9	310	300	280 - 346	( <sup>3</sup> )	9	7	32	20	8	15	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	134	40.0	352	345	320 - 378	-	-	-	7	22	25	19	13	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	3,003	40.0	414	408	380 - 448	-	-	( <sup>3</sup> )	1	2	4	16	9	44	23	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	609	39.9	385	388	360 - 410	-	-	1	4	10	6	16	20	33	7	1	1	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	439	39.9	386	388	350 - 413	-	-	1	4	12	7	9	26	29	9	1	2	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	2,394	40.0	421	408	402 - 464	-	-	-	-	-	4	16	6	47	27	1	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	1,071	40.0	505	493	471 - 544	-	-	-	-	-	( <sup>3</sup> )	1	1	11	39	23	18	2	4	-	-	-	-	-	-	-	-	-	
Private industry:																													
Service-producing industries .....	260	40.0	511	492	441 - 559	-	-	-	-	-	1	4	3	23	21	20	3	7	17	-	-	-	-	-	-	-	-	-	
State and local government .....	789	40.0	504	495	472 - 544	-	-	-	-	-	-	-	1	6	45	25	23	-	-	-	-	-	-	-	-	-	-	-	
<b>Clerks, Order</b>																													
Level I .....	196	40.0	366	358	350 - 400	-	-	-	4	5	10	39	12	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	196	40.0	366	358	350 - 400	-	-	-	4	5	10	39	12	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	190	40.0	513	544	433 - 570	-	-	-	-	-	-	5	-	21	11	20	44	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	190	40.0	513	544	433 - 570	-	-	-	-	-	-	5	-	21	11	20	44	-	-	-	-	-	-	-	-	-	-	-	
<b>Key Entry Operators</b>																													
Level I .....	460	39.9	339	323	290 - 360	-	-	( <sup>3</sup> )	34	18	4	24	8	6	1	4	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	423	39.9	328	320	290 - 360	-	-	( <sup>3</sup> )	37	20	4	26	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	371	39.9	325	320	290 - 360	-	-	( <sup>3</sup> )	40	19	5	26	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	37	40.0	469	453	404 - 530	-	-	-	-	-	-	-	14	30	8	49	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	225	39.8	424	409	385 - 458	-	-	1	( <sup>3</sup> )	8	8	14	43	11	12	2	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	139	39.7	417	409	385 - 448	-	-	2	1	11	3	21	45	6	9	4	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	125	39.7	420	417	385 - 448	-	-	2	1	9	3	22	42	6	10	4	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	86	40.0	435	425	408 - 493	-	-	-	-	3	17	2	40	20	17	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Personnel Assistants (Employment)</b>																													
Level III .....	70	40.0	518	-	- - -	-	-	-	-	-	-	-	-	16	29	24	9	23	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, San Diego, CA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200		
<b>Secretaries</b>																												
Level I .....	193	40.0	\$426	\$435	\$380 - \$435	-	-	-	-	1	11	4	22	45	5	5	8	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	123	39.9	424	380	380 - 472	-	-	-	-	1	17	5	31	18	7	8	13	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	89	39.9	384	380	350 - 426	-	-	-	-	1	24	7	43	25	1	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	758	39.9	503	503	462 - 545	-	-	-	-	-	-	2	7	14	17	42	10	6	3	-	-	-	-	-	-	-	-	
Private industry .....	423	39.9	499	502	440 - 545	-	-	-	-	-	-	4	11	12	19	33	10	6	5	-	-	-	-	-	-	-	-	
Service-producing industries .....	277	39.8	477	462	433 - 520	-	-	-	-	-	-	1	17	16	21	34	9	3	-	-	-	-	-	-	-	-	-	
State and local government .....	335	40.0	509	503	480 - 548	-	-	-	-	-	-	-	1	17	13	53	11	5	-	-	-	-	-	-	-	-	-	
Level III .....	1,107	39.9	585	592	529 - 639	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	12	16	20	24	11	8	2	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	856	39.9	579	577	513 - 647	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	8	14	17	20	17	11	9	3	1	-	-	-	-	-	
Service-producing industries .....	559	39.8	546	540	475 - 604	-	-	-	-	-	-	1	( <sup>3</sup> )	12	22	18	21	15	7	4	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	251	40.0	603	607	581 - 627	-	-	-	-	-	-	-	-	1	2	12	23	48	10	5	-	-	-	-	-	-	-	
Level IV .....	850	40.0	666	656	607 - 718	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	6	15	23	23	16	5	4	5	1	-	-	-	
Private industry .....	640	40.0	662	652	596 - 720	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	6	19	21	20	15	7	5	3	2	-	-	-	
Service-producing industries .....	384	39.9	635	625	587 - 689	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	8	18	26	24	18	2	-	-	-	-	-	-	
State and local government .....	210	40.0	679	672	635 - 715	-	-	-	-	-	-	-	-	-	2	4	3	27	32	20	-	3	9	-	-	-	-	
Level V .....	179	40.0	790	773	731 - 831	-	-	-	-	-	-	-	-	-	-	1	1	2	11	26	17	28	-	8	3	3	3	
Private industry .....	124	40.0	786	767	731 - 836	-	-	-	-	-	-	-	-	-	-	1	2	2	8	28	17	26	-	12	4	-	-	
Service-producing industries .....	69	39.9	735	-	-	-	-	-	-	-	-	-	-	-	-	1	3	1	14	51	10	19	-	-	-	-	-	
State and local government .....	55	40.0	797	793	738 - 814	-	-	-	-	-	-	-	-	-	-	-	-	16	22	18	35	-	-	-	-	-	9	
<b>Switchboard Operator-Receptionists</b> .....	1,086	39.9	351	346	290 - 390	( <sup>3</sup> )	3	9	14	19	6	18	12	9	4	6	-	-	1	-	-	-	-	-	-	-	-	
Private industry .....	1,069	39.9	348	345	290 - 390	( <sup>3</sup> )	3	9	14	19	6	18	12	8	4	6	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	820	39.8	355	350	320 - 398	( <sup>3</sup> )	4	12	5	21	5	19	13	10	4	7	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	17	40.0	503	446	408 - 666	-	-	-	-	-	6	6	12	35	6	-	-	-	35	-	-	-	-	-	-	-	-	
<b>Word Processors</b>																												
Level I .....	50	39.8	380	-	-	-	-	22	-	-	24	4	44	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	498	39.9	488	484	468 - 509	-	-	-	-	-	-	-	2	16	32	43	4	2	-	-	-	-	-	-	-	-	-	
Private industry .....	174	39.7	479	468	442 - 500	-	-	-	-	-	-	-	5	36	33	11	10	6	-	-	-	-	-	-	-	-	-	
State and local government .....	324	40.0	493	509	468 - 509	-	-	-	-	-	-	-	1	6	31	61	1	-	-	-	-	-	-	-	-	-	-	
Level III .....	69	38.9	586	-	-	-	-	-	-	-	-	-	-	-	1	52	3	13	3	28	-	-	-	-	-	-	-	

<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, San Diego, CA, July 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	5.00 and under 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 and over		
<b>General Maintenance Workers</b> .....	838	\$9.53	\$8.76	\$8.00 - \$11.12	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	8	16	29	13	6	11	5	7	1	3	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	746	8.99	8.50	7.50 - 10.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	9	18	32	15	7	11	4	2	1	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	699	8.97	8.50	7.50 - 10.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	9	19	32	13	7	11	4	2	1	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	92	13.90	13.82	13.30 - 15.19	-	-	-	-	-	-	-	-	10	14	41	7	17	11	-	-	-	-	-	-	-	-	-	-	
<b>Maintenance Electricians</b> .....	318	18.25	18.12	16.71 - 19.88	-	-	-	-	-	-	-	-	4	1	3	1	5	18	14	16	14	3	2	18	-	-	-	( <sup>2</sup> )	
Private industry .....	175	18.13	17.60	16.30 - 22.11	-	-	-	-	-	-	-	-	8	1	5	2	5	19	13	5	9	-	3	29	-	-	-	1	
Service-producing industries .....	50	16.84	-	-	-	-	-	-	-	-	-	-	-	4	18	8	2	18	32	2	4	-	12	-	-	-	-	-	
State and local government .....	143	18.41	18.95	17.07 - 19.01	-	-	-	-	-	-	-	-	-	-	-	5	17	15	30	21	7	-	4	-	-	-	-	-	
<b>Maintenance Electronics Technicians</b>																													
Level II .....	543	17.48	16.87	15.14 - 19.83	-	-	-	-	-	-	-	-	1	1	6	12	15	16	7	3	20	13	1	6	-	-	-	-	
Private industry .....	461	17.44	16.83	15.14 - 19.83	-	-	-	-	-	-	-	-	2	1	7	11	15	16	7	2	20	13	-	7	-	-	-	-	
Service-producing industries .....	196	17.64	17.18	15.87 - 20.95	-	-	-	-	-	-	-	-	4	1	4	6	12	21	11	1	9	31	-	-	-	-	-	-	
State and local government .....	82	17.76	17.76	15.56 - 19.90	-	-	-	-	-	-	-	-	-	-	1	17	10	15	10	9	21	11	7	-	-	-	-	-	
Level III .....	154	20.45	20.42	18.45 - 21.05	-	-	-	-	-	-	-	-	-	-	-	1	1	12	21	10	31	7	6	-	-	2	3 <sup>10</sup>	-	
State and local government .....	105	19.70	20.56	18.14 - 20.77	-	-	-	-	-	-	-	-	-	-	-	2	1	16	23	5	38	9	7	-	-	-	-	-	
<b>Maintenance Mechanics, Machinery</b> .....	192	19.28	21.66	17.63 - 21.66	-	-	-	-	-	-	-	2	6	-	-	1	7	1	19	6	2	2	55	-	-	-	-	-	
Private industry .....	192	19.28	21.66	17.63 - 21.66	-	-	-	-	-	-	-	2	6	-	-	1	7	1	19	6	2	2	55	-	-	-	-	-	
<b>Maintenance Mechanics, Motor Vehicle</b> ...	747	16.25	17.13	13.65 - 18.18	-	-	-	-	-	-	-	2	17	2	6	3	5	11	28	14	5	2	2	1	1	-	-	-	
Private industry .....	357	14.83	13.65	11.70 - 16.85	-	-	-	-	-	-	-	5	36	3	12	5	4	10	5	2	4	4	4	2	3	-	-	-	
Service-producing industries .....	290	14.04	11.90	11.70 - 15.80	-	-	-	-	-	-	-	6	45	1	13	7	3	7	2	2	6	4	1	3	-	-	-	-	
State and local government .....	390	17.56	17.84	17.03 - 18.19	-	-	-	-	-	-	-	-	-	2	-	1	5	12	49	26	6	-	-	-	-	-	-	-	
<b>Tool and Die Makers</b> .....	263	20.41	21.50	18.00 - 22.11	-	-	-	-	-	-	-	-	-	-	-	5	3	5	-	20	13	3	3	34	3	5	5	5	
Private industry .....	263	20.41	21.50	18.00 - 22.11	-	-	-	-	-	-	-	-	-	-	5	3	5	-	20	13	3	3	34	3	5	5	5		

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

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

<sup>3</sup> All workers were at \$26.00 and under \$27.00.

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-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, San Diego, CA, July 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 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 and over
<b>PROFESSIONAL OCCUPATIONS</b>																										
<b>Accountants</b>																										
Level I:																										
State and local government .....	20	40.0	\$541	\$520	\$510 - \$585	-	-	65	25	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	147	40.0	648	640	615 - 689	1	2	6	8	35	27	14	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	91	40.0	642	635	602 - 689	2	3	9	7	35	26	9	9	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	65	39.9	612	-	- - -	3	5	12	9	46	17	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	56	40.0	659	658	625 - 701	-	-	2	11	34	29	23	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	376	40.0	806	810	733 - 876	-	-	-	2	5	3	36	38	16	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	213	40.0	803	810	736 - 878	-	-	-	3	8	2	29	38	18	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	102	40.0	747	736	682 - 808	-	-	-	6	18	5	45	20	6	1	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	163	40.0	809	809	733 - 876	-	-	-	-	1	3	45	36	14	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	134	39.9	1,050	1,068	904 - 1,154	-	-	-	-	-	-	-	24	13	22	28	12	1	1	-	-	-	-	-	-	-
Private industry .....	85	39.9	1,086	1,087	975 - 1,154	-	-	-	-	-	-	-	9	19	22	31	15	2	1	-	-	-	-	-	-	-
State and local government .....	49	40.0	989	994	890 - 1,103	-	-	-	-	-	-	-	49	2	20	22	6	-	-	-	-	-	-	-	-	-
Level V .....	65	40.0	1,299	-	- - -	-	-	-	-	-	-	-	-	-	8	25	14	43	8	2	-	-	2	-	-	-
Private industry .....	58	40.0	1,291	-	- - -	-	-	-	-	-	-	-	-	-	9	28	12	45	3	2	-	-	2	-	-	-
State and local government .....	7	40.0	1,371	-	- - -	-	-	-	-	-	-	-	-	-	-	29	29	43	-	-	-	-	-	-	-	-
<b>Attorneys</b>																										
Level II .....	53	39.8	1,106	-	- - -	-	-	-	-	-	-	-	2	4	34	58	-	2	-	-	-	-	-	-	-	-
Level III .....	100	39.8	1,437	1,432	1,292 - 1,464	-	-	-	-	-	-	-	-	-	1	6	18	21	35	3	4	4	3	2	2	1
State and local government .....	82	40.0	1,443	1,422	1,289 - 1,464	-	-	-	-	-	-	-	-	-	1	6	18	23	32	1	4	5	4	2	2	1
Level IV .....	85	39.6	1,698	1,663	1,584 - 1,790	-	-	-	-	-	-	-	-	-	-	1	2	9	9	6	27	22	11	1	1	9
State and local government .....	63	40.0	1,681	1,663	1,584 - 1,790	-	-	-	-	-	-	-	-	-	2	3	10	8	8	8	27	25	8	-	-	410
Level V:																										
State and local government .....	16	40.0	1,834	1,872	1,608 - 2,086	-	-	-	-	-	-	-	-	-	-	-	-	13	6	13	-	38	6	-	425	
<b>Engineers</b>																										
Level I:																										
State and local government .....	23	40.0	697	704	639 - 740	-	-	-	-	26	9	65	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	272	40.0	821	813	750 - 877	-	-	-	-	8	32	41	16	4	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	62	40.0	791	812	773 - 813	-	-	-	-	8	35	56	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	784	40.0	908	891	851 - 988	-	-	-	-	( <sup>3</sup> )	9	48	33	9	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	378	40.0	928	894	891 - 988	-	-	-	-	-	-	50	48	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	1,942	40.0	1,080	1,065	1,003 - 1,158	-	-	-	-	-	-	5	16	42	19	11	3	2	-	-	-	-	-	-	-	-
State and local government .....	399	40.0	1,042	1,028	1,015 - 1,085	-	-	-	-	-	-	1	11	84	2	2	1	-	-	-	-	-	-	-	-	-
Level V .....	1,410	40.0	1,284	1,261	1,198 - 1,362	-	-	-	-	-	-	-	-	( <sup>3</sup> )	5	20	38	19	13	3	2	-	-	-	-	-
State and local government .....	165	40.0	1,237	1,249	1,187 - 1,264	-	-	-	-	-	-	-	-	-	1	40	48	8	1	1	-	-	-	-	-	-

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, San Diego, CA, July 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 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 and over	
Level VI .....	1,030	40.0	\$1,510	\$1,498	\$1,390 - \$1,615	-	-	-	-	-	-	-	-	-	1	3	5	17	25	20	18	7	4	( <sup>3</sup> )	( <sup>3</sup> )	-	
State and local government .....	29	40.0	1,401	1,372	1,364 - 1,376	-	-	-	-	-	-	-	-	-	-	-	79	3	17	-	-	-	-	-	-		
<b>ADMINISTRATIVE OCCUPATIONS</b>																											
<b>Budget Analysts</b>																											
Level III:																											
State and local government .....	28	40.0	899	888	872 - 977	-	-	-	-	-	-	14	43	43	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV:																											
State and local government .....	17	40.0	1,017	1,007	1,007 - 1,030	-	-	-	-	-	-	-	6	12	65	18	-	-	-	-	-	-	-	-	-	-	
<b>Buyers/Contracting Specialists</b>																											
Level I .....																											
State and local government .....	67	40.0	556	-	- - -	9	3	21	61	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	38	40.0	564	594	546 - 596	16	3	8	63	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....																											
Private industry .....	201	40.0	700	686	649 - 738	-	-	4	7	14	28	29	15	2	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	134	40.0	706	701	625 - 763	-	-	6	9	13	19	29	20	4	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	67	40.0	688	677	653 - 725	-	-	1	3	16	46	28	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....																											
Private industry .....	206	40.0	914	896	852 - 985	-	-	-	-	-	( <sup>3</sup> )	7	45	23	20	4	-	-	-	-	-	-	-	-	-	-	
State and local government .....	194	40.0	923	903	860 - 1,002	-	-	-	-	-	-	4	46	25	22	4	-	-	-	-	-	-	-	-	-	-	
State and local government .....	12	40.0	774	-	- - -	-	-	-	-	-	8	67	25	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Computer Programmers</b>																											
Level III .....																											
State and local government .....	65	40.0	817	-	- - -	-	-	-	-	5	2	31	63	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	29	40.0	790	789	732 - 824	-	-	-	-	-	-	59	41	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Computer Systems Analysts</b>																											
Level I .....																											
State and local government .....	149	40.0	764	751	708 - 812	-	-	-	3	-	17	46	28	6	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	131	40.0	773	761	714 - 815	-	-	-	-	-	15	49	29	7	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....																											
Private industry .....	456	40.0	955	961	886 - 995	-	-	-	-	-	( <sup>3</sup> )	4	24	47	15	8	1	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	196	39.9	952	939	885 - 1,019	-	-	-	-	-	1	9	23	34	21	9	3	-	-	-	-	-	-	-	-	-	
State and local government .....	68	39.7	918	-	- - -	-	-	-	-	-	3	15	31	26	13	12	-	-	-	-	-	-	-	-	-	-	
State and local government .....	260	40.0	958	980	900 - 980	-	-	-	-	-	-	-	25	57	11	7	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Level III .....																											
Private industry .....	317	40.0	1,155	1,092	1,054 - 1,296	-	-	-	-	-	-	-	-	18	36	16	5	13	7	2	3	-	-	-	-		
State and local government .....	239	40.0	1,164	1,110	1,038 - 1,328	-	-	-	-	-	-	-	-	-	23	25	18	6	15	8	2	4	-	-	-		
State and local government .....	78	40.0	1,126	1,080	1,080 - 1,157	-	-	-	-	-	-	-	-	-	3	69	13	4	9	3	-	-	-	-	-		
<b>Computer Systems Analyst Supervisors/Managers</b>																											
Level II:																											
State and local government .....	9	40.0	1,314	-	- - -	-	-	-	-	-	-	-	-	-	-	-	22	44	11	-	11	11	-	-	-		

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, San Diego, CA, July 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 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 and over		
<b>Personnel Specialists</b>																												
Level II .....	129	39.9	\$624	\$654	\$565 - \$685	3	5	16	6	19	40	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	123	39.9	617	613	525 - 673	3	5	17	7	20	41	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	91	39.9	610	604	525 - 673	4	2	23	4	27	30	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	6	40.0	776	-	- - -	-	-	-	-	-	17	50	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	179	40.0	851	870	787 - 897	-	-	-	1	2	10	15	53	9	11	1	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	119	40.0	867	877	817 - 912	-	-	-	1	3	10	8	54	13	13	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	50	40.0	842	-	- - -	-	-	-	2	6	16	10	32	20	14	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	60	40.0	819	826	726 - 876	-	-	-	-	-	10	28	50	3	7	2	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	114	40.0	1,050	1,037	942 - 1,178	-	-	-	-	-	1	4	4	30	21	21	17	2	-	-	-	-	-	-	-	-	-	-
Private industry .....	75	39.9	1,065	-	- - -	-	-	-	-	-	1	7	7	19	21	17	25	3	-	-	-	-	-	-	-	-	-	-
State and local government .....	39	40.0	1,021	998	911 - 1,104	-	-	-	-	-	-	-	-	51	21	28	-	-	-	-	-	-	-	-	-	-	-	-
Level V .....	69	40.0	1,282	-	- - -	-	-	-	-	-	1	3	-	13	14	25	20	12	4	7	-	-	-	-	-	-	-	-
Private industry .....	57	40.0	1,256	-	- - -	-	-	-	-	-	2	4	-	16	18	30	14	4	5	9	-	-	-	-	-	-	-	-
<b>Tax Collectors</b>																												
Level III .....	28	40.0	800	831	762 - 831	-	-	-	-	-	4	32	64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	28	40.0	800	831	762 - 831	-	-	-	-	-	4	32	64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

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

<sup>4</sup> All workers were at \$2,100 and under \$2,200.

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



**Table A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, San Diego, CA, July 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	375 and under 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050				
<b>TECHNICAL OCCUPATIONS</b>																													
<b>Computer Operators</b>																													
Level II .....	121	40.0	\$486	\$490	\$450 - \$521	3	8	12	17	13	25	8	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	74	40.0	466	-	- - -	5	14	19	18	7	32	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	60	40.0	476	-	- - -	7	7	10	22	8	40	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	47	40.0	517	513	490 - 554	-	-	2	15	23	13	17	26	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	65	40.0	554	-	- - -	-	-	-	-	28	6	22	3	9	17	6	9	-	-	-	-	-	-	-	-	-	-		
State and local government .....	18	40.0	599	614	585 - 614	-	-	-	-	-	6	11	-	22	39	22	-	-	-	-	-	-	-	-	-	-	-		
<b>Drafters</b>																													
Level II:																													
State and local government .....	29	40.0	599	602	586 - 604	-	-	-	-	7	3	10	-	14	41	10	-	14	-	-	-	-	-	-	-	-	-	-	
Level III .....	169	40.0	676	687	636 - 733	-	-	-	-	-	-	12	2	2	-	12	14	24	27	1	7	-	-	-	-	-	-	-	
State and local government .....	59	40.0	682	687	655 - 687	-	-	-	-	-	-	-	5	3	-	12	14	53	2	2	10	-	-	-	-	-	-	-	
<b>Engineering Technicians</b>																													
Level IV .....	292	40.0	766	742	649 - 856	-	-	-	-	-	-	-	1	-	1	27	-	3	22	2	18	11	16	-	-	-	-	-	
<b>Engineering Technicians, Civil</b>																													
Level I .....	13	40.0	517	-	- - -	-	-	-	-	8	92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	13	40.0	517	-	- - -	-	-	-	-	8	92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	43	40.0	590	601	595 - 601	-	-	-	-	5	-	2	12	26	56	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	43	40.0	590	601	595 - 601	-	-	-	-	5	-	2	12	26	56	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	55	40.0	661	680	626 - 687	-	-	-	-	-	-	-	13	-	-	15	15	49	9	-	-	-	-	-	-	-	-	-	
State and local government .....	55	40.0	661	680	626 - 687	-	-	-	-	-	-	-	13	-	-	15	15	49	9	-	-	-	-	-	-	-	-	-	-
Level IV .....	185	40.0	792	789	774 - 802	-	-	-	-	-	-	-	-	-	-	-	1	-	11	50	21	18	-	-	-	-	-		
State and local government .....	185	40.0	792	789	774 - 802	-	-	-	-	-	-	-	-	-	-	-	1	-	11	50	21	18	-	-	-	-	-	-	
Level V .....	22	40.0	1,004	1,001	1,001 - 1,001	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	18	77		
State and local government .....	22	40.0	1,004	1,001	1,001 - 1,001	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	18	77		
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																													
<b>Corrections Officers</b>																													
State and local government .....	1,169	40.0	695	638	579 - 885	-	-	1	2	-	14	2	5	7	10	15	-	-	6	3	( <sup>3</sup> )	34	-	-	-	-	-	-	
State and local government .....	1,169	40.0	695	638	579 - 885	-	-	1	2	-	14	2	5	7	10	15	-	-	6	3	( <sup>3</sup> )	34	-	-	-	-	-	-	
<b>Firefighters</b>																													
State and local government .....	552	53.0	836	841	841 - 841	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	-	( <sup>3</sup> )	-	3	10	67	19	-	-	-	-	-	-	
State and local government .....	552	53.0	836	841	841 - 841	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	-	( <sup>3</sup> )	-	3	10	67	19	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, San Diego, CA, July 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	375 and under 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	
<b>Police Officers</b>																										
Level I .....	2,884	40.0	\$840	\$885	\$773 - \$919	-	-	-	-	-	( <sup>3</sup> )	2	( <sup>3</sup> )	1	2	2	1	( <sup>3</sup> )	3	26	3	17	41	1	-	
State and local government .....	2,871	40.0	841	885	773 - 919	-	-	-	-	-	-	2	-	1	2	2	1	( <sup>3</sup> )	3	27	3	17	41	1	-	

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

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

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

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

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

**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, San Diego, CA, July 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																	
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000
<b>Clerks, Accounting</b>																							
Level II .....	434	40.0	\$399	\$400	\$372 - \$410	-	-	-	2	4	5	19	20	37	9	5	-	-	-	-	-	-	-
Private industry .....	191	39.9	382	386	360 - 411	-	-	-	5	9	7	10	39	25	5	1	-	-	-	-	-	-	-
Service-producing industries .....	134	39.8	388	386	376 - 400	-	-	-	-	7	4	14	53	15	7	1	-	-	-	-	-	-	-
State and local government .....	243	40.0	412	410	372 - 410	-	-	-	-	-	3	26	5	46	13	8	-	-	-	-	-	-	-
Level III .....	494	39.9	471	472	442 - 509	-	-	-	-	-	-	4	5	20	43	21	6	-	-	-	-	-	-
Private industry .....	228	39.9	448	446	408 - 483	-	-	-	-	-	-	10	10	32	35	8	6	-	-	-	-	-	-
Service-producing industries .....	128	39.7	447	450	404 - 481	-	-	-	-	-	-	6	17	27	33	15	2	-	-	-	-	-	-
State and local government .....	266	40.0	491	487	472 - 509	-	-	-	-	-	-	-	2	10	49	32	7	-	-	-	-	-	-
Level IV .....	127	39.8	550	558	503 - 588	-	-	-	-	-	-	-	-	3	20	17	43	15	2	-	-	-	-
Private industry .....	60	39.6	531	-	- - -	-	-	-	-	-	-	-	-	7	22	27	33	10	2	-	-	-	-
Service-producing industries .....	50	39.5	532	-	- - -	-	-	-	-	-	-	-	-	4	26	32	24	12	2	-	-	-	-
State and local government .....	67	40.0	566	583	548 - 589	-	-	-	-	-	-	-	-	-	18	7	52	19	3	-	-	-	-
<b>Clerks, General</b>																							
Level II .....	244	39.9	340	336	306 - 363	( <sup>3</sup> )	1	1	11	27	21	18	10	7	2	-	-	-	-	-	-	-	-
Private industry .....	110	39.9	326	318	300 - 350	1	3	3	16	34	15	15	5	7	-	-	-	-	-	-	-	-	-
Service-producing industries .....	100	39.9	330	321	300 - 353	1	3	2	9	37	17	17	6	8	-	-	-	-	-	-	-	-	-
State and local government .....	134	40.0	352	345	320 - 378	-	-	-	7	22	25	19	13	7	4	-	-	-	-	-	-	-	-
Level III .....	2,758	40.0	417	408	388 - 461	-	-	( <sup>3</sup> )	1	1	4	15	8	44	25	1	-	-	-	-	-	-	-
Private industry .....	368	39.9	388	388	350 - 426	-	-	-	1	4	10	9	13	25	25	12	2	-	-	-	-	-	-
Service-producing industries .....	331	39.9	384	388	348 - 422	-	-	-	1	5	11	10	11	25	24	12	2	-	-	-	-	-	-
State and local government .....	2,390	40.0	421	408	402 - 462	-	-	-	-	-	-	4	16	6	47	27	1	-	-	-	-	-	-
Level IV .....	971	40.0	495	480	464 - 539	-	-	-	-	-	( <sup>3</sup> )	1	1	12	42	23	20	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	203	40.0	465	461	428 - 505	-	-	-	-	-	-	1	5	4	34	26	23	5	( <sup>3</sup> )	-	-	-	-
Service-producing industries .....	183	40.0	464	459	429 - 505	-	-	-	-	-	-	2	6	5	33	24	26	4	1	-	-	-	-
State and local government .....	768	40.0	503	493	472 - 544	-	-	-	-	-	-	-	1	7	46	23	24	-	-	-	-	-	-
<b>Key Entry Operators</b>																							
Level I .....	274	39.8	339	320	290 - 366	-	-	-	41	29	3	5	4	11	1	7	-	-	-	-	-	-	-
State and local government .....	37	40.0	469	453	404 - 530	-	-	-	-	-	-	-	14	30	8	49	-	-	-	-	-	-	-
Level II .....	129	39.7	434	425	373 - 493	-	-	-	-	1	11	14	5	30	18	21	1	-	-	-	-	-	-
State and local government .....	82	40.0	435	417	408 - 493	-	-	-	-	-	4	17	2	40	18	18	-	-	-	-	-	-	-
<b>Personnel Assistants (Employment)</b>																							
Level III .....	56	40.0	537	-	- - -	-	-	-	-	-	-	-	-	7	23	30	11	29	-	-	-	-	-
<b>Secretaries</b>																							
Level I .....	125	39.9	449	435	435 - 472	-	-	-	-	1	5	5	5	57	7	8	13	-	-	-	-	-	-
Private industry .....	55	39.9	475	-	- - -	-	-	-	-	2	11	7	4	13	16	18	29	-	-	-	-	-	-
Level II .....	526	39.9	515	503	478 - 549	-	-	-	-	-	-	1	3	14	14	45	14	6	4	-	-	-	-
Private industry .....	213	39.7	531	520	478 - 584	-	-	-	-	-	-	1	7	8	13	32	17	12	9	-	-	-	-
Service-producing industries .....	100	39.4	495	501	443 - 556	-	-	-	-	-	-	3	14	9	12	37	18	7	-	-	-	-	-
State and local government .....	313	40.0	503	503	479 - 525	-	-	-	-	-	-	-	-	1	18	14	53	12	2	-	-	-	-

See footnotes at end of table.

**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, San Diego, CA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																			
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	
Level III .....	689	39.9	\$604	\$604	\$551 - \$648	-	-	-	-	-	-	-	( <sup>3</sup> )	3	5	16	22	30	12	8	3	1	-	-	
Private industry .....	438	39.8	605	598	540 - 664	-	-	-	-	-	-	-	( <sup>3</sup> )	4	7	18	22	19	13	9	5	1	-	-	
Service-producing industries .....	174	39.5	549	548	496 - 585	-	-	-	-	-	-	-	1	10	17	24	28	13	4	3	1	-	-	-	
State and local government .....	251	40.0	603	607	581 - 627	-	-	-	-	-	-	-	-	1	2	12	23	48	10	5	-	-	-	-	
Level IV .....	428	39.9	667	663	586 - 715	-	-	-	-	-	-	-	( <sup>3</sup> )	4	7	15	14	30	12	5	10	2	-		
Private industry .....	305	39.9	654	654	576 - 703	-	-	-	-	-	-	-	( <sup>3</sup> )	5	9	18	16	25	7	8	8	3	-		
Service-producing industries .....	160	39.8	618	626	576 - 673	-	-	-	-	-	-	-	-	1	7	13	14	25	31	7	2	-	-		
State and local government .....	123	40.0	697	674	654 - 727	-	-	-	-	-	-	-	-	-	-	3	6	10	42	24	-	15	-		
Level V .....	126	40.0	797	810	738 - 836	-	-	-	-	-	-	-	-	-	-	1	2	2	12	10	21	37	12	4	
Private industry .....	76	39.9	818	-	-	-	-	-	-	-	-	-	-	-	-	1	3	4	8	-	21	37	20	7	
State and local government .....	50	40.0	766	793	738 - 814	-	-	-	-	-	-	-	-	-	-	-	-	-	18	24	20	38	-	-	
<b>Switchboard Operator-Receptionists</b> .....	285	39.8	347	350	320 - 390	1	2	5	8	21	7	27	18	7	1	1	-	-	-	-	-	-	-	-	
Private industry .....	276	39.8	344	350	320 - 380	1	3	5	9	22	7	28	17	5	1	1	-	-	-	-	-	-	-	-	
Service-producing industries .....	227	39.8	342	350	306 - 390	1	3	6	11	25	4	22	21	5	1	2	-	-	-	-	-	-	-	-	
State and local government .....	9	40.0	413	-	-	-	-	-	-	-	11	-	22	67	-	-	-	-	-	-	-	-	-	-	-
<b>Word Processors</b>																									
Level II .....	374	39.9	495	509	468 - 509	-	-	-	-	-	-	-	3	8	28	53	5	2	-	-	-	-	-	-	
Private industry .....	50	39.1	512	-	-	-	-	-	-	-	-	-	16	20	10	2	36	16	-	-	-	-	-	-	
State and local government .....	324	40.0	493	509	468 - 509	-	-	-	-	-	-	-	1	6	31	61	1	-	-	-	-	-	-	-	

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

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

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

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

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

**Table A-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, San Diego, CA, July 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	7.00 and under 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	
<b>General Maintenance Workers</b> .....	240	\$11.62	\$11.65	\$9.17 - \$13.43	1	-	18	1	12	3	2	2	8	3	5	10	11	8	4	7	5	-	-	-	-	-	-	-
Private industry .....	152	10.29	9.36	8.33 - 12.36	2	-	29	1	18	5	3	3	11	3	3	11	6	1	3	1	1	-	-	-	-	-	-	
Service-producing industries .....	132	10.58	10.03	8.93 - 12.54	2	-	21	2	18	5	3	4	12	3	4	12	7	2	3	1	2	-	-	-	-	-	-	
State and local government .....	88	13.93	13.82	13.30 - 15.19	-	-	-	-	-	-	-	-	5	5	7	8	19	20	7	18	11	-	-	-	-	-	-	
<b>Maintenance Electricians</b> .....	276	18.17	18.00	16.60 - 19.47	-	-	-	-	-	-	-	-	4	-	-	1	-	1	1	6	21	14	19	12	4	-	18	
Private industry .....	139	18.12	17.60	16.30 - 22.11	-	-	-	-	-	-	-	-	9	-	-	1	-	1	3	6	24	12	6	1	-	-	36	
State and local government .....	137	18.23	18.95	17.07 - 19.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	18	16	31	22	7	-	-	
<b>Maintenance Electronics Technicians</b>																												
Level II .....	438	16.98	16.49	15.00 - 19.83	-	-	-	-	-	-	-	-	2	-	( <sup>2</sup> )	-	3	4	15	18	17	6	4	20	2	1	7	
Private industry:																												
Service-producing industries .....	100	15.61	15.93	14.54 - 16.78	-	-	-	-	-	-	-	-	8	-	2	-	5	2	12	23	30	10	2	6	-	-	-	
State and local government .....	76	17.62	17.36	15.56 - 19.90	-	-	-	-	-	-	-	-	-	-	-	-	-	1	18	11	16	11	9	14	12	8	-	
Level III .....	125	19.53	19.77	18.18 - 20.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	14	26	12	34	9	3	
State and local government .....	99	19.53	20.27	18.14 - 20.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	17	24	5	40	9	1	
<b>Maintenance Mechanics, Motor Vehicle ...</b>	412	17.78	17.84	17.18 - 18.19	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	1	4	11	44	25	8	2	2	-	
Private industry .....	55	18.21	-	-	-	-	-	-	-	-	-	-	-	-	4	9	4	2	2	7	5	9	4	20	16	18	-	
State and local government .....	357	17.72	17.84	17.34 - 18.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	11	49	28	6	-	-	-	

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

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

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



# Appendix A.

## Scope and Method of Survey

### Scope

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

### Sampling frame

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

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

### Survey design

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

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

### Data collection and payroll reference

Data for the survey were obtained primarily by personal visits of the Bureau's field economists to a sample of establishments within the San Diego, CA Metropolitan Statistical Area. Collection for the survey was from May 1996 through October 1996 and reflects an average payroll reference month of July 1996. Data obtained for a payroll period prior to the end of July 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 14.9 percent of the sample establishments (representing 87,833 employees covered by the survey). An additional 6.1 percent of the sample establishments (representing 21,114 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	4.5
1 and under 3 percent	49.4
3 and under 5 percent	34.8
5 percent and over	11.2

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



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

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

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

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

Approximately 6 percent of the 396 sampled job match decisions reviewed by the JMV reviewers and checked with the respondents were subsequently changed by the JMV reviewers. These results are from a similar survey conducted in 1994, see *Occupational Compensation Survey: Pay Only, San Diego, CA*, BLS Bulletin 3075-58.

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

**Appendix table 1. Establishments and workers within scope of survey and number studied, San Diego, CA<sup>1</sup>, July 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 .....	2,216	230	595,735	100	193,522
Private industry .....	2,127	207	451,189	76	99,533
Goods producing .....	589	52	94,293	16	15,205
Manufacturing .....	429	41	82,936	14	13,693
Construction <sup>5</sup> .....	158	10	11,169	2	1,418
Service producing .....	1,538	155	356,896	60	84,328
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	116	20	28,207	5	6,626
Wholesale trade <sup>7</sup> .....	93	6	5,152	1	765
Retail trade <sup>7</sup> .....	443	16	149,915	25	15,535
Finance, insurance, and real estate <sup>7</sup> .....	133	19	23,129	4	9,726
Services <sup>7</sup> .....	753	94	150,493	25	51,676
State and local government .....	89	23	144,546	24	93,989
<b>ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE</b>					
All divisions .....	229	66	346,252	100	166,749
Private industry .....	191	53	210,032	61	74,802
Goods producing .....	38	8	35,989	10	7,858
Manufacturing .....	38	8	35,989	10	7,858
Service producing .....	153	45	174,043	50	66,944
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	9	4	8,824	3	3,704
Retail trade <sup>7</sup> .....	77	6	84,770	24	13,628
Finance, insurance, and real estate <sup>7</sup> .....	6	5	8,126	2	7,313
Services <sup>7</sup> .....	61	30	72,323	21	42,299
State and local government .....	38	13	136,220	39	91,947

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

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

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

as all locations of a government entity.

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

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

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

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

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